

WAYS OF WORKING

From Monday 13 February Spark will adopt a hybrid way of working and for most teams at Spark this means being in the office for 3 days a week, and 2 days being flexible.

Thanks to our experience with Covid, flexible working is now here to stay, and it is clear from the Our Tomorrow Culture Survey that people across Spark value the flexibility of being able to work both from home and in the office:

- 88% of people feel they can work together remotely and are supported to do so
- 80% value the office environment to collaborate and connect
- 62% believe there's opportunity in ensuring our workspaces are set up for future ways of working

Since adopting hybrid ways of working, we've let each team determine how they apply it, but with lockdowns and restrictions now in the rear-view mirror the time has come to perform a reset of how we approach hybrid working so that it's consistent across the business.

From Monday, 13 February we'll be resetting our hybrid ways of working standards. We'll be asking all teams who are able to adopt hybrid ways of working to commit to the adoption of 3 days in the office, and 2 days flexible. We'll also be asking teams to choose a specific day when everyone in their team or tribe comes into a shared office space, in order to collaborate and connect in person.

The reasons why Spark has adopted hybrid ways of working


<p>In-person collaboration is key to high performance</p> <p>Social and in-person interactions through work are essential to build strong relationships and to collaborate effectively. The Our Tomorrow Culture Survey confirmed this for us with 80% of people saying they value the office environment to collaborate and connect.</p>	<p>Ways of working and wellbeing</p> <p>Globally trends are emerging that show a clear link between hybrid working and wellbeing. Remote work is accompanied by higher levels of fatigue, social disconnection, and a reduced sense of belonging and difficulty switching off. Companies that have articulated more specific standards and shared approaches for flexible working and hybrid clarity have seen overall employee well-being and productivity rise.</p>	<p>Consistency is key</p> <p>Feedback and change management principles point us to the relevance of having a greater degree of consistency will help our collaborate and connect in more meaningful ways - which is always a good thing given the complexity of the services and experiences we want to offer simply and well to our customers.</p>
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Who is hybrid ways of working for?


Not all teams have been able to take advantage of hybrid ways of working due to the nature of their work. Spark has teams that need to be in-office or on-location consistently - for example our Retail, Call Centre, First Response Team and 111/Answer Message Service teams - so they continue to do what they do today. But for everyone else, the 3/2 way of working is the norm.

Resources

Here are some resources which explain Spark's approach to hybrid ways of working:

 Hybrid Ways of Workin....pdf

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 Hybrid Ways of Working Reset - Playbook.pdf

[Conversation Guide \(/b:/s/workinghere/EdWwVu3hZXJlgRTLl0t7bRQBk2-r6X5Nfjrx6GUVYan6oA?e=xmKAz8\)](https://b:/s/workinghere/EdWwVu3hZXJlgRTLl0t7bRQBk2-r6X5Nfjrx6GUVYan6oA?e=xmKAz8)
[FAQs for Leaders \(/b:/s/workinghere/EXyrAlblEahLh80hBuLrXE4B9GOQOILXS7KjFGEWV4HdXw?e=cWGVk4\)](https://b:/s/workinghere/EXyrAlblEahLh80hBuLrXE4B9GOQOILXS7KjFGEWV4HdXw?e=cWGVk4)
[FAQs for Everyone \(/b:/s/workinghere/EY_Fvma9oqVKk1fu1BALmOQBFkodw8btY7XuXRAkA6ewFw?e=jElh6x\)](https://b:/s/workinghere/EY_Fvma9oqVKk1fu1BALmOQBFkodw8btY7XuXRAkA6ewFw?e=jElh6x)

Additional resources

Here are some additional resources you can use to set yourself up to work from home in the best possible way.

Kit-out your home workspace

OfficeMax preferred pricing (/news/Pages/Mates-rates-at-OfficeMax.aspx)

Talk Is Cheap discounted hardware (/sites/workinghere/Pages/Spark-Products-Discounted-Hardware.aspx)

Ingram Micro staff discounts (<https://web.yammer.com/main/threads/eyJfdHlwZSI6IlRocmVhZCIsImkljoiMTYwMDM0ODgxNjA4MDg5NiJ9>)

Setting up your home workspace

Working From Home Ergonomics Guide (/sites/workinghere/Documents/Health%20%26%20Safety/Self-

Managing%20Your%20Health%20and%20Safety/Working%20From%20Home%20Ergonomics.pdf)

Creating The Perfect Space When Working From Home (/sites/workinghere/Documents/Health%20%26%20Safety/Self-

Managing%20Your%20Health%20and%20Safety/Working%20From%20Home%20Guide.pdf)

About This Page



Todd Parker (<https://sparknz-my.sharepoint.com/person.aspx?accountname=i:0%23.f%7Cmembership%7Ct815956@spark.co.nz>) last updated this page on 02/02/2023

Links

Flexible Working Policy (/sites/riskauditcompliance/Documents/Policies/Flexible%20Working.pdf)

Related Documents

