## CoGrammar

Welcome to this session:

Supporting
Work-Life
Balance Part 2

The session will start shortly...

Any Questions?

Drop them in the questions section.



## Safeguarding & Welfare

We are committed to all our students and staff feeling safe and happy; we want to make sure there is always someone you can turn to if you are worried about anything.

If you are feeling upset or unsafe, are worried about a friend, student or family member, or you feel like something isn't right, speak to our safeguarding team:



Ian Wyles Designated Safeguarding Lead



Simone Botes



Nurhaan Snyman



Rafiq Manan

Ronald Munodawafa



Scan to report a safeguarding concern



or email the Designated Safeguarding Lead: Ian Wyles safeguarding@hyperiondev.com





## **Democracy**

Every person's opinions matter.

## Respect

We look after each other.

## **Tolerance**

We accept each other's differences.





## **Rule of Law**

We keep to the rules.

## Liberty

We are free to make choices.







#### **Leadership & Management Live Lectures – Housekeeping**

- The use of disrespectful language is prohibited in the questions, this
  is a supportive, learning environment for all please engage
  accordingly.
  - (Fundamental British Values: Mutual Respect and Tolerance)
- No question is daft or silly ask them!
- Should you have a question during the lecture, please feel free to post in the Questions section and I will respond throughout.





#### **Leadership & Management Live Lectures – Housekeeping**

- Activating live captions in your browser's accessibility settings is a helpful option for better understanding, especially for those with hearing impairments or challenges with accents.
- For all **non-academic questions**, please submit a query: **www.hyperiondev.com/support**
- Report a safeguarding incident: www.hyperiondev.com/safeguardreporting
- Should you have any further questions or want to provide us with feedback, please feel free to post them here.
- GitHub Link to access L&M Presentation Slides.









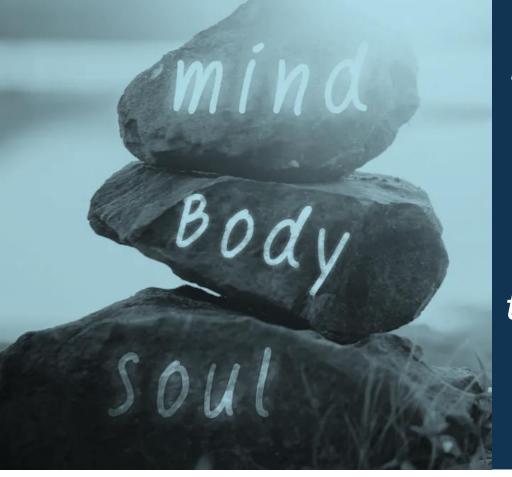


## **Question 1**

"Imagine you could design your ideal work setup; no limits. Would you work from home, in an office, a mix of both, or somewhere completely unexpected? Why?"







## **Question 2**

"If your body and mind could each send you a text message right now, what would they say? Would it be a thumbs up, a reminder to rest, or maybe a gentle nudge to move more?"



## **Question 3**

"Think about the best team or work environment you've ever been part of. What made it feel so supportive, and how can we create more of that in our workplaces?"







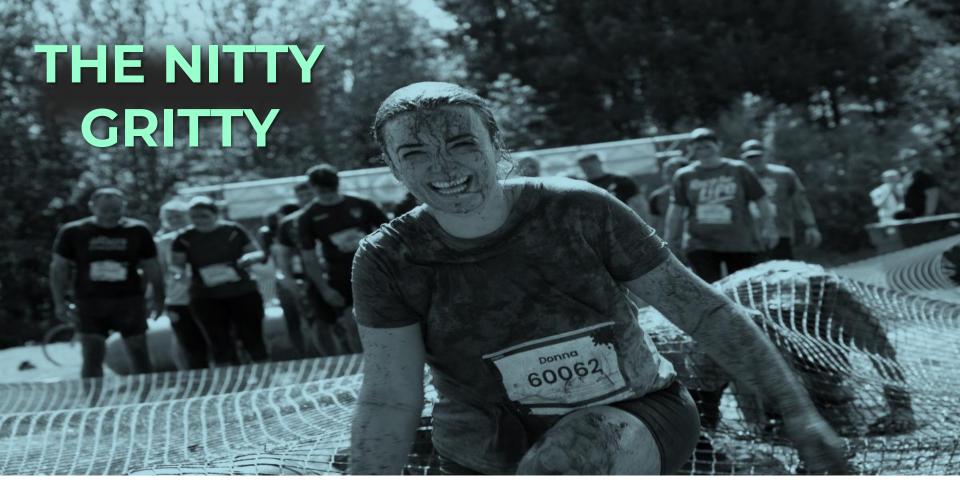


### **Learning Outcomes**



- Examine flexible work arrangements, the benefits and challenges, and implementation for employee well-being and organisational goals.
- Increase awareness of workplace mental and physical health issues, promoting a supportive environment.
- Foster a workplace culture valuing diversity, inclusivity, and employee well-being.











Flexibility has become a cornerstone of fostering a positive and adaptable professional culture.

Flexible work arrangements include a variety of practices that deviate from traditional, fixed schedules and locations.

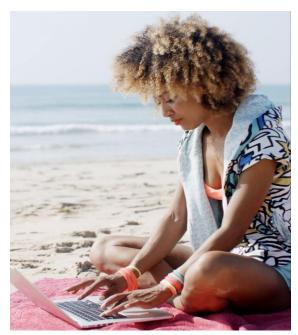




This may include remote work, compressed workweeks, flexible hours, or job-sharing arrangements.

The goal is to provide employees with options that accommodate their individual needs while maintaining productivity and meeting organisational objectives.





With technological advancements, remote work has become a prevalent form of flexible arrangement.

Professionals can carry out their responsibilities from locations outside the traditional office setting, promoting work-life balance and accommodating diverse lifestyles.



Successful remote work requires effective communication, selfdiscipline, and collaborative tools to ensure seamless team collaboration.







- 1. As a leader, how have I observed the incorporation of flexible work arrangements influencing my team or organisation's overall culture and productivity?
- 2. Flexible work arrangements include various options that provide employees with alternatives to traditional, fixed work structures.



#### FLEXIBLE WORK ARRANGEMENT OPTIONS

- Remote work/telecommuting.
- 2. Compressed workweeks.
  - 3. Flexible hours.
    - 4. Job sharing.
- 5. Part-time arrangements.

- 6. Shift flexibility.
- 7. Phased retirement.
- 8. Flexiplace/Flexible location.
  - 9. Annualised hours.
    - 10. Job redesign.



#### **KEY ADVANTAGES**

- Enhanced work-life balance. 6. Cost savings for employees.
  - 2. Increased employee satisfaction.
  - 3. Talent attraction and retention.
  - 4. Greater productivity and focus.

- 7. Access to a diverse talent pool.
- 8. Adaptability to personal preferences.
- 9. Improved employee wellbeing.
- Reduced commuting stress. 10. Resilience in challenging situations.



#### **DEMOCRACY**

in their work schedules
fosters democratic
participation.







- 1. Reflecting on the advantages of flexible work arrangements, how has implementing such arrangements influenced my work experience or that of my team?
- 2. How can I leverage the benefits of flexibility to enhance my professional well-being and contribute to a positive work culture?



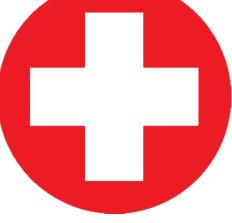




#### MENTAL AND PHYSICAL HEALTH AWARENESS

Prioritising mental and physical health awareness is not only a moral imperative but also a strategic investment in the long-term success of organisations.

Organisations foster a culture of productivity, resilience, and collective success by creating an environment that values well-being.





#### **SUPPORTIVE STRATEGIES**

- Understanding mental and physical health in the workplace.
  - 2. Promoting a stigma-free environment.
  - 3. Access to mental health resources.
- 4. Encouraging physical activity.
- Flexible work arrangements for well-being.

- 6. Stress management and resilience training.
- 7. Work-life integration strategies.
  - 8. Leadership support and role modelling.
- 9. Regular health check-ups and screenings.
- 10. Creating a culture of empathy and support.









- 1. How has my mental and physical health awareness evolved throughout my professional journey?
- 2. How do I integrate this awareness into fostering a supportive and thriving workplace environment?



Midway





#### MENTAL AND PHYSICAL HEALTH AWARENESS

- Google: Encourages employees to take mental health days when needed, recognising the importance of mental wellbeing.
- Microsoft: Incorporates wellness initiatives such as fitness challenges, mindfulness programs, and access to wellness resources.
- Salesforce: Prioritises mental health by offering mindfulness and meditation programmes for employees.



#### MENTAL AND PHYSICAL HEALTH AWARENESS

- Johnson & Johnson: Has comprehensive wellness programmes that include fitness centres, mental health resources, and initiatives to support work-life balance.
  - Unilever: Has a global well-being framework that focuses on physical and mental health, promoting a holistic approach to employee well-being.
- Meta: Provides online support groups for employees to connect and share experiences related to mental health.





- 1. How can I draw inspiration from the wellness initiatives examples to cultivate a workplace culture that prioritises your team's mental and physical health?
- 2. How can I actively demonstrate my commitment to employee well-being and foster a work environment that encourages a holistic approach to health?







#### THRIVING STRATEGIES

- 1. Building trust and open communication.
  - 2. Recognition and appreciation.
- 3. Professional development opportunities.
  - 4. Inclusive practices.
  - 5. Flexible work policies.

- 6. Employee well-being initiatives.
- 7. Clear goals and expectations.
  - 8. Empowerment and autonomy.
    - 9. Conflict resolution mechanisms.
  - 10. Leadership visibility and accessibility.







#### **TOLERANCE**

**Implementing** inclusive practices that respect cultural and religious backgrounds.







1. How can I actively contribute to creating a more supportive work environment, drawing inspiration from the strategies outlined in this section?















#### **RESOURCES**

#### **Videos:**

- ✓ Joe Wicks on the importance of exercise on mental health | Mental Wellbeing Season BBC
- ✓ 8 lessons on building a company people enjoy working for | The Way We Work, a TED series



# Thank you for attending







