



Hive Newsletter Summer 2015

Welcome to the Summer edition of the **Chwarae Teg** Hive newsletter!

Every quarter our newsletter will deliver updates on today's modern working practices, forthcoming events, reports and news.

“Results only” working – is this the new way forward?

Flexible working arrangements are on the rise, with more employees working flexibly than ever before. But some employers are taking a step beyond conventional flexible contracts by implementing a new initiative known as ROWE (Results Only Working Environment).

What is ROWE? It was pioneered by US company CultureRx, and argues that as long as employees are made aware of the organisation's objectives and expectations, they are free to choose how, when and where they undertake tasks – the important thing is that the work gets done.

“It is not rocket science, it is giving options to people to do things slightly differently, and they do.” – Marcus Coleman, Compass Point Business Services

Not only does ROWE help achieve a desirable work/life balance, experts argue that it can in fact deliver better results in the workplace. Employees are no longer constrained to conventional office hours or indeed the office environment. They are given freedom to interpret tasks in a way that they think will achieve the best results, at a time and in an environment that best suits them which is a great way to foster new and innovative ideas – something that the modern workplace sometimes lacks. From a business perspective, it is also a great booster of productivity, a considerable cost saver and can reduce employee turnover.

However, this idea has so far been slow to take off in the UK, with some concerns being raised about how it will actually work within organisations. But to become a truly forward thinking business of the future and an employer of choice to the 21st century worker, we need to overcome the fear of change and see it as an opportunity for

Read more about ROWE initiatives and how it can work for you and your business [here](#)

Carers at Work

The population is ageing which inevitably means more and more people will need to balance their work commitments to allow for caring. Employers can no longer ignore this situation, it is time to act.

UK businesses are running the risk of losing their most talented workers by not doing enough for staff with caring responsibilities. According to a recent [article from CIPD](#), it has become increasingly difficult to balance full-time work alongside caring due to a lack of support from employers.



As we all know, the workplace is where we spend a substantial amount of our time. It is where we develop social networks and form personal relationships, making it the ideal place for support networks to be established. This along with flexible working arrangements will really help employees to manage their work/care commitments. Caring should no longer be a barrier holding women back from progressing in the workplace.

Cooldest Offices in Wales



Following a makeover in April 2014, Chwarae Teg's Cardiff HQ has recently been named one of 'The coolest offices in Wales'.

In the rankings alongside GoCompare, Airbus Defence and Space, Coastal Housing and Admiral, Chwarae Teg is leading the way in creating 21st century workplaces that enable employees to flourish as individuals, build their skills and ability to achieve more in their roles.

If you are looking to create your own dynamic workplace, where positive energy levels soar, come and check out our space, we'd be happy to show you around and share our top tips in re-purposing existing office space to increase efficiency, productivity and inclusion.

Check out our modern workplace [here](#).



Smart Workplace 2040



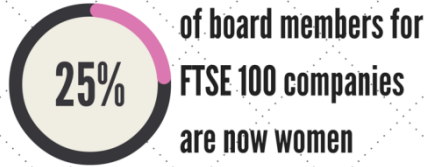
The rise of the workspace consumer: Ever wondered what the workplace will be like in 25 years? This report gives an interesting insight into the future role of the workplace, told through a day in the life of Nina, an entrepreneur living in 2040.

View the full report [here](#)

The *Latest* on the Gender Pay Gap

THE GENDER GAP IN

STATISTICS



£7.20
the new National Living Wage,
which will help close the gender
pay gap



companies will have to publish
their pay gap

19.1% the current overall gender
pay gap for all employees
A woman, on average, earns around
80p for every £1 earned by a man

Last month the Prime Minister set out his ambition to “end the gender pay gap in a generation”.

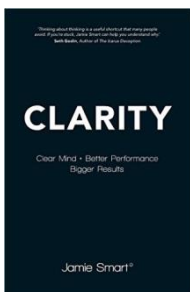
What has been done so far? New figures show that FTSE 100 companies have met the target for 25% of board members to be women. This is a significant increase from the previous 17% but improvements cannot stop here, there is still a long way to go to achieve full gender equality.

What plans have the government got for the future? In his announcement of the budget last week, the Chancellor revealed the new National Living Wage of £7.20 starting in April, rising to £9 by 2020. This will primarily help women, who tend to be in lower paid jobs as recent figures show that around 70% of people in national minimum wage jobs are women. It will also attempt to help close the gender pay gap, which currently lies at 19.1% on average for all employees. Although this is the lowest the figure has been for years, there is still much that can be done to reduce it further.

From 2016, all companies with more than 250 employees will have to publish the difference between the average pay of their male and female employees. Transparency is key to narrowing the pay gap here.

The government have also declared further steps to tackle the gender gap by considering what more can be done to encourage girls to consider the widest range of careers, support parents returning to work and help women of all ages reach their full potential and have the security of a well-paid job. Find out more about the government’s plans [here](#)

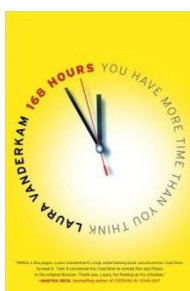
Time for a good book



Title: Clarity: Clear Mind, Better Performance, Bigger Results

Author/s: Jamie Smart

Struggling to achieve clarity of thought? State-of-mind specialist Jamie Smart could give you the solution you are looking for. Learn how to clear your mind, become less stressed and regain confidence in your abilities through this powerful read.



Title: 168 Hours: You Have More Time Than You Think

Author/s: Laura Vanderkam

The reality of modern life: we are starved for time. We all tell ourselves that we’d love to read more, exercise and try new hobbies. But too often there are just not enough hours in the day. In this book, Vanderkam shows that with a little examination and prioritizing, you’ll find it is possible to sleep 8 hours a night, exercise 5 days a week, take up piano and write a novel without giving up quality time for work, family, and other things that really matter.

Upcoming Hive events



Hive returns in October bringing together employers from across the sectors in Wales, to explore modern working practices that are more appropriate for 21st Century working and help remove the barriers that hold women back from progressing in the workplace.

Sessions will take place across Wales and we are delighted to be joined by **Mark Hodder**. Mark works with the sciences of applied positive psychology and

neuroscience to create happier and more successful workplaces. For over 15 years Mark has helped leaders and their organisations gain greater clarity of purpose and align values and behaviour in the workplace.

Mark will be facilitating an interactive workshop around **Positivity, Motivation and Trust**.

Can a more positive, engaged and trusting workplace also be a more productive and successful one? The last 30 years of scientific research suggests they can and gives us clues as to how we might create such workplaces. In this interactive two hour workshop we will explore how increased positivity at work can create greater productivity, wellbeing and engagement at work. Positivity leads in turn to higher levels of motivation. Although science has discovered the main factors in motivation many organisations are still not making the most of these techniques. Using the research backed up with practical examples we see that there are 3 key factors in creating enduring motivation:

- **Clarity of purpose that every decision is aligned with.**
- **Mastery, working to become ever more skilled at what we do.**
- **Control, giving back control over meaningful decisions at work.**

For these 3 factors to create a truly flourishing workplace they must be underpinned by one final factor, trust. The aim of this workshop is to give you many proven practical ideas you can take away and use immediately in your workplace. You will have the opportunity to experience the techniques for yourselves through a range of practical exercises along with the chance to measure your current level of trust.

Save the date!

South East Wales

14th October 2015

9:30am – 1:00pm

TBC

South West Wales

27th October 2015

9:30am – 1:00pm

The Innovation Facility,
DVLA, Swansea, SA7 0AN

North Wales

29th October 2015

9:30am – 1:00pm

TBC

Become a Supporter of Chwarae Teg



If you believe the world will be a better place when men and women are more equally represented across different sectors and at different tiers within organisations, join the charge by becoming a Supporter.

Becoming a Chwarae Teg Supporter is easy, sign up today!

Unlock your career potential



Chwarae Teg is pleased to announce its second programme, Agile Nation 2, to support women develop their careers in key priority areas.

- Are you employed and looking to progress into a management or supervisory role?
- Do you want to develop your skills and your thinking with like-minded women?
- Do you have the energy, drive and commitment to complete an accredited management qualification?
- Do you work in one of the 9 **priority areas**?

If so this programme is ideal for you!

Agile Nation 2 is funded by the European Social Fund and Welsh Government and is aimed at women working in Wales key growth sectors including:

For full details on how to apply please visit <http://www.agilenation2.org.uk>

Contact us

For more information on any of the features in this newsletter and details on how you can join the Community please contact:

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