The Smart Working Revolution

An Introduction to Smart Leadership



**The Smart Leadership Programme**

**Context**

**Your Business**

You have taken the first steps toward implmenting smart leadership, but some Leaders are finding it difficult to switch from managing in a traditional manner to one that enables smart working and improved business outputs.

**The Problem**

Managing a Smart Workforce can be difficult for some Leaders to get to grips with, especially if they have no previous experience of leading people across a variety of flexible options. Managing an office worker can be very different to managing a mobile, hub or remote worker.

When Leaders cannot see the individual in person, they tend to feel a lack of control over the work being completed and trusting workers becomes a bit of a challenge. But, Smart Working is the future and your Leaders will need to adapt their techniques to make it work well for everyone involved and gain a good return on the investment made in moving toward flexible working.

***‘This Programme shifts the Managers mindset from - I see you, so you must be working - to sharing responsibility, enabling trust and focusing on results’. Gary Duggan. CEO Saga.***

**Mindset**

Building on the basics of the Smart Workforce Model, this workshop introduces the Leader to new ways of working and smart ways of managing a diverse and inclusive workforce. The concept of having an open mindset permeates through every area of our lives and we aim to:

* Introduce Smart Leadership Thinking into your business that embeds a culture of inclusion, engagement, motivation and meaningful work.
* Inspire a growth mindset and thoughtful Leaders who attract and retain the best people.
* Improve business outputs and productivity.

***‘Trust is the key to unlocking the successful smart working programme.’***

***Oliver Thompson, Director of Revolution, SWR.***

**The Solution**

Olly Thompson and Ruth Gawthorpe will focus on shifting mind-sets to a new way of leading, using proven methodology and practical processes that ensure the new ways of leading are embedded into the organisation.

* Pre-work. Delegates share their difficulties with leading smart working with Ruth and Olly in advance of the session.
* Understanding the Smart Workforce Model and how to manage smart workers.
* Shifting the 9 to 5 fix to a growth mindset while embedding with practical tips and processes.
* Four pillars of smart working
	+ **Goals** – How to connect business goals with individual goals wherever they are working and ensure wellbeing too.
	+ **Trust** – How to build 2 way trust through Team selection, setting goals, expectations and deadlines that lead to improved productivity and business outcome
	+ **Communication** - Engagement is the key to motivation and productivity. We share our tried and tested methods, tips and techniques.
	+ **Technology** – Using tools and tech for effective collaboration and engagement
* Post work - Delegates will leave with an action plan for improving productivity through engagement and motivation

**Tailored delivery**

We will ensure that it mirrors the unique smart working options that you have chosen to implement in your organisation. The one day workshop will help your Leaders adapt their leadership style to get the very best from the Team whether they work remotely, in a co-working hub, mobile or in the office. It will reflect your global policies and smart working implementation guidelines but equally enable local cultural differences.

**Outcomes**

The Programme is designed to begin the journey to improve motivation, productivity, employee retention and business growth. We've been measuring it and it works. These new ways of working will keep your workforce aligned with your business mission and enable you to tap into the values that truly matter to your people. You will keep your smart workers truly motivated, staying with you longer and working more productively - wherever they happen to be based.

**Next Steps**

* Book an Introductory Smart Leadership Workshop for your business
* Arrange a conference call catch-up to clarify approach, pre work and understand any business developments.
* Email attendees a motivational introductory email
* Following the pilot we will agree further roll out of modules such as Managing Distributed Team, Smart Presentation Skills, Smart HR management, Smart recruitment and Smart Performance Management.

Contact ruth@smartworkingrevolution.com to find out more and speak to one of our talented panel of Facilitators. 07976 509551

**The Smart Working Revolution**

SWR have a panel of practitioners who have refined smart working methodologies over 20 years of successful smart working implementation. We have a toolkit if practical interventions including a programme of personal development for Leaders of Distributed Teams, that will enable your Leaders to help your people give their best performance, enjoy their work and improve business outputs.