

tilson



HR STRATEGY:

**Flexible Work Arrangements**

# FLEXIBLE WORK ARRANGEMENTS

## Definition

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Any one of a spectrum of work structures that alters the time and/or place of work activity.

# WHY PROVIDE FWAs?



1

Mike is a working professional, as is his spouse. Together they have three children, ages: 3, 8, & 12.

2

The school schedules vary by start and end time. The afterschool activities vary as well.

3

Mike's spouse has opted to work a later shift so that one of them can be with the kids in the morning.

4

Mike needs options so that he can pick up his children after school and be there for their afternoon activities.

# WHAT'S TRENDING?

## Top Three FWA Options

1

FLEXTIME

2

COMPRESSED WORKWEEK

3

TELECOMMUTING

# FLEXIBLE WORK ARRANGEMENTS

## PROS

- Improved Morale
- Increased Attendance
- Decreased Tardiness
- Attracts Talent

## CONS

- Collaboration Issues
- On-Site Availability
- Performance Supervision

# NEXT STEPS

1

DISCUSS WITH  
LEADERSHIP

2

DISCUSS WITH  
TILSON

3

PARTNER WITH  
TILSON TO CREATE  
FWA STRATEGY

The image features a repeating pattern of stylized, overlapping leaf shapes in a light gray color, set against a white background. The leaves are arranged in a grid-like fashion, with each leaf overlapping its neighbors. In the center of the image, the word "tilson" is written in a bold, blue, sans-serif font. The letter 'i' is lowercase and has a small red triangle above it, which is part of the logo's design.

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