

flexible times

Issue: 2

Welcome to the second issue of Flexible Times, the newsletter dedicated to flexible working practices.

The FlexExec Register:

[Click Here](#)

Interim, Project and Non-Executive roles

The HARP wallen Team



Flexible working more vital than ever

Flexibility provides opportunities to deal with turbulent times. Right now, travel companies need all the support they can get and keeping businesses going keeps people in jobs. Undoubtedly, companies will be looking to make the most productive use of their workforce. Genuine flexible working, working smarter, often through informally agreed small changes to the organisation of work is part of the solution, not part of the problem. As the trend of flexible working in the travel industry continues to play catch up with other sectors, HARP wallen has seen the number of successfully placed interim assignments increase by 33% so far this year and the number of candidates registered on the FlexExec Register increase by 47% in the first month of 2009 alone.

Latest FlexExec Opportunities

Role

[Key Account Manager](#)
[Corporate Sales Manager \(Airline\)](#)
[Head of Product Development](#)
[Sales Director](#)

Contract

Up to £30k pro-rated (until October)
£ Excellent (1 year contract)
Circa £50k + significant bonus
£ Excellent (6-9 months)

The business case for flexible working

Too often flexible working is seen as being solely about the employee. Whilst flexible working isn't for all there is a real business case to be considered. Flexible working can assist in:

- **Recruiting and retaining the right people.** A flexible workplace allows employers to attract and appoint candidates from a broader range of backgrounds and as employees rate flexibility alongside salary, flexible working can also increase loyalty to your organization.
- **Increasing the workforces' productivity.** As an employee incentive, flexible working can help drive high productivity. Offering flexible working arrangements for staff can be hugely motivating by enabling them to achieve a better work-life balance.
- Helping a work place to **deal with fluctuations in demand.** Where businesses have peaks and troughs in demand, a flexible workforce can help efficiently manage that fluctuation.

Get in touch

Details

Email [Flexible Times](#) or call the team at HARP wallen on **020 7072 2360**

Useful Links and Further Advice

[Flexibility.co.uk](#) A not for profit organisation with the mission to extend the number of partners supporting its work and helping to raise awareness of the impact and benefits of flexible working.

[Business Link](#) Official guidance and case studies.

The business case for flexible working continued...

- **Allowing managers to delegate responsibility** for organising the working day and workload – they can be the leaders and coaches you want them to be.
- Regardless of its size, flexible working patterns help an organisation to be **responsive to client needs**. How many of your clients and customers work the traditional 9-5?
- Helping the **environment**. Flexible working can mean less congestion which in turn means less pollution. Flexible working is green working!

FlexExec Testimonials January 2009:

“Having recently recruited an interim Key Account Manager role through the FlexExec Register, I can highly recommend the service offered. I was wondering if for an interim role the quality of candidates would be as high as normal but any concerns I had were soon alleviated as HARP wallen put forward a high number of quality candidates. I would highly recommend using the FlexExec Register for your interim recruitment needs.”

Karen Doyle - Head of National Accounts - Royal Caribbean Cruise Lines

“The FlexExec Register is an excellent way to contribute to your career development through having to apply your background to new sectors and businesses. Consulting roles require you to quickly adapt and apply your own skills and working styles to a new business model. For some, this can be daunting, however it builds an individual through recognising your own key skills and working styles and successfully applying them to a new environment.”

Simon O’Flynn – Interim Online Marketing Manager - easycar

Contact Flexible Times

Email flexibletimes@harpwallen.co.uk or call the team at [HARP wallen](#) on **020 7072 2360**

What are your experiences of flexible working?