**BEST FLEXIBLE WORKING STRATEGY 2019**

This award focuses on a flexible working strategy an enterprise has implemented to allow both the company and its employees to make arrangements about working conditions, that help employees maintain a work/life balance and help the company improve productivity and efficiencies in the future of work.

The strategy can be enterprise-wide or targeted to a specific group. Team members can be from one or more organisations.

All questions (1–10) must be completed and entry must include relevant links and/or additional back-up documentation.

**APPLICANT’S NAME:**

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**COMPANY NAME:**

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**PHONE NUMBER:**

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**EMAIL ADDRESS:**

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**STRATEGY NAME:**

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**TEAM DETAILS:**
If part of a team, please provide the names of the company, teammates, among others.

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**CRITERIA**

**PART A - 750 words maximum; score out of 30 points**

1. Outline the business case for the strategy. Describe the context and key drivers that made the enterprise decide to implement a flexible working strategy. Describe the scope of the strategy and any identified challenges. How did the strategy align to the business strategy? **(12 points)**

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1. Were there any industry trend reviews, project comparisons, data analysis and training plans undertaken to assist in the decision-making and to support the strategies objectives/business performance? What type of commitment, time and energy was invested to build, integrate and sustain the flexible working strategy? What change practices/methods would the leadership team execute? Was there a trial period?
**(5 points)**

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1. What ROI metrics and performance-driven measures were used to assess the possible impact of the strategy before implementation and to prepare budget/s in order to gain management approval? **(5 points)**

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1. What learning and performance targets underpin the strategy? How would the strategy be implemented and supported? What resources, expertise, technologies and innovation would be used and over what timeframes? **(8 points)**

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**PART B** - **750 words maximum; score out of 30 points)**

1. After strategy implementation, what was the feedback from management? Did they conclude that the strategy effectively offered employees suitable work arrangements that aligned with performance of the business? (**10 points)**

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1. Was the strategy developed/delivered on time and on budget? Are work deliverables being met, whilst maintaining quality with enterprise standards? **(5 points)**

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1. Did employees feel they now had a flexible work environment, valuing both work-life balance and company performance, and how did they react largely to the strategy?

**(6 points)**

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1. Did the strategy meet ROI metrics? What positive employee and constructive business impacts were accomplished? Did the utilised resources of the strategy have the intended measurable impact? (**9 points)**

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**PART C** - **150 words maximum; score out of 15 points**

1. Upon review, was the strategy able to deliver based on preset strategic performance targets? What were the key impacts? What knowledge and key insights were realised as a result of the strategy? What is the outlook for the flexible working strategy in the future of work? **(10 points)**

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1. Provide an e-mail address and/or a phone number for two management referees who can support the entry. (Question 10 does not contribute to the word count.) **(5 points)**

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**SUPPORTING MATERIAL**

Supporting material must not exceed 10 pages and must include one or more of the following:

1. A live URL link
2. A video – webcast link
3. A simulation – game link
4. A screen-capture inserted
5. Additional online media
6. Relevant passwords, instructions etc. (if the live link fails, judges may reject the entry)
7. Marketing materials, brochures, proof of analysis, client–user feedback sheets and survey findings
8. Attach company/client logos for use by the LearnX Foundation on winners’ page if the entry is successful. If unsuccessful, they will be deleted.

**PAYMENT METHODS**

- Pay Online [**HERE**](https://shop.learnx.net/epages/learnx.sf/en_AU/?ObjectPath=/Shops/learnx/Products/1001)
- Pay by Phone +61 2 9688 6576

**WAYS TO SUBMIT**

- Via email: awards@learnx.net
- Large files may be sent via <https://wetransfer.com/> or by other file-transfer technologies
- Hard Copy and Hard Drive entries etc. can be submitted via postal mail and addressed to:
 **LearnX Impact Awards** Level 15, Deloitte Building, 60 Station Street, Parramatta, NSW 2150