

About Us

For the past 35 years, we have been working with employers interested in supporting employees through their various life stages, and leveraging flexible working to increase organisational performance.

We have unique experience of working on practical, real-world problems which has given us an unrivalled understanding of the complex interactions between organisational performance, individual motivation, team and project working, and parental and flexible working legislation.

As a result, our employer membership and training programmes bring together the latest real-life insights into what really matters to employers and their staff members. Working Families' services are grounded in our in-depth work with three distinct groups.

1. **Firstly**, the many hundreds of hours we have spent with senior and middle management ensures that we understand the reality of how flexible working can result in dramatically increased levels of staff engagement and performance in the highly competitive environments in which our clients operate.
2. **Secondly**, our deeper-than-deep understanding of the complex legislation on flexible working and benefits results from our cutting-edge research and our direct dialogue with all levels of Government, including ministerial.
3. **And thirdly**, dealing with thousands of calls to our free legal helpline for parents and carers every year, gives us unique, detailed insights into what is important in order to retain and motivate staff.

Regardless of an organisation's level of maturity, the purpose underlying membership and each of our training modules is to provide the knowledge and catalyse the shift in mind-set and behaviour needed to create and embed a flexible, high-performance workforce.

"Working Families thought leadership has been critical to the evolution of both our practice and our strategy and they understand the commercial world and the challenges and opportunities it can bring in achieving these goals." **American Express**

"Membership of Working Families has proven to be one of the best diversity budget spends to date. Not only do they provide a wealth of experience and solid evidence based support for our internal diversity programmes of work, Working Families also provide our employees with expert advice on all aspects of being a working parent and carer" **E-ON UK**

"At Centrica we want to attract, recruit, develop and retain the very best people and Working Families helps us to do this." **Centrica**

"Working Families provides inspirational thought-leadership on all aspects of how organisations and working families can thrive."

Cary Cooper CBE, Lancaster University Management School



Membership supports you and your organisation in the following ways:

- **Regular contact** with the Working Families Employer Services Team offering expert advice and support for developing policies and processes.
- **One-to-one twice yearly update meeting** to help you maximise your policies on engagement, wellbeing and performance.
- **Free entry to annual Top Employers for Working Families Benchmark and Awards and access to the resulting data**, enabling you to understand your organisation's current position among fellow leading employers, your strengths and areas for improvement.
- **Access to the members' on-line resource centre** with exclusive resources on the latest research, policy updates and best practice case studies, tools, toolkits, and templates, good practice guides, facts and figures, plus detailed responses to government policy papers and information about legislative changes.
- **Contact with our growing network of regional forums** to build your local as well as national knowledge
- **Special rates for our consultancy and training services** to access our highly experienced and skilled practitioners who will offer practical help and build your skills.
- **Special rates for our events (20% discount)** including conferences, regional events, breakfast briefings and masterclasses where you can network, meet government ministers and hear from leading experts and key note speakers.
- **Opportunity to host Working Families' major events at your workplace** and enjoy a raised profile including branding on our publicity material and the opportunity to field your own speaker at the event and maximise your profile
- **Opportunity for your organisation's logo to feature on Working Families employer website** – increasing your profile and recognition of your commitment as a best practice employer.

Training and consultancy – support for you and your staff:

Through our consultancy, we work with you to help you develop an inclusive, flexible, engaged and high performing workforce, fit for the future.

We offer training modules for line managers, internal change agents, HR and ER practitioners and all other staff. They are tailored to be effective in organisations with a wide range of maturity in flexible working and multigenerational support: from those that are just starting the journey of realising its business benefits, to those that are already at the leading edge and are looking to push the benefits even further.

For employees:

Engaging employees through all life stages: raising awareness and sharing practical tips and tools.

For managers:

Leading high performing flexible teams: catalysing and embedding high performance working that builds engagement, resilience and wellbeing.

For HR, ER and D&I specialists:

Managing the change: catalysing and embedding effective, flexible approaches to work.



For further information, please contact:

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