



UniSA

Building Success, Productivity and Workplace Confidence through Flexible Work Practices and Family Friendly Provisions

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OECD Conference – 3rd & 4th September 2007 – Paris



The Drivers

- **Employer of Choice**
 - Working conditions
 - Working environment
 - Career development opportunities
- **War for talent across all age groups**
 - Targeted labour markets – e.g. women with young children
 - Flexible working arrangements that suit all demographics
- **Key recruitment and retention strategy**

What staff want

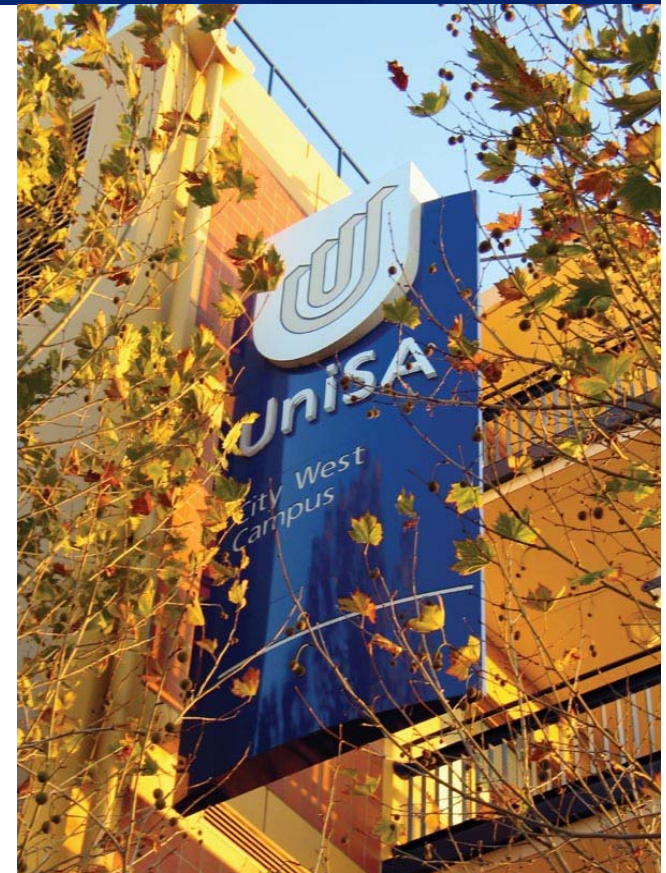
- Interesting and challenging work
- An opportunity to work in a flexible manner
- To maintain a balance between work and lifestyle
- A supportive work environment
- A good salary





What the University wants

- The ability to attract and retain high performing staff
- To deliver on key objectives
- High productivity
- Build its reputation





The Challenges

- Initially developing the argument; cost benefit
- Managers operating in an old management paradigm
 - Confronting myths about measuring performance; developing a focus on output rather than presence
 - Confronting hidden penalties
- Reluctance to access provisions as staff move into senior positions
- Flexible and family friendly provisions embedded in a sound HRM framework – not sitting in isolation.