

Flexibility in Many Forms

Businesses use flexibility in many forms and practices can vary based your business. Some forms include:

- flexibility in scheduling such as a compressed work week or shift flexibility
- flexibility in amount of hours worked such as reduced work schedule or job-sharing
- flexibility in the place of work such as telecommuting
- time off from work for short or extended periods
- career maintenance and re-entry such as phased retirement, or leaves of absence

Learn more about the Awards and Flexible Workplace Practices

When Work Works

www.whenworkworks.org

Access the Award application, view sample benchmarking reports, flexibility policies, explore employer best practices from previous award winners and much more.

University of Kentucky Institute for Workplace Innovation (UK iwin)

www.iwin.uky.edu

As the hosting sponsor of the Award for the state of Kentucky, businesses can link to the award application, learn about the Institute and how it is helping employers in Kentucky adopt flexibility and other Innovative Workplace practices.

Greater Louisville, Inc. (GLI)

www.greaterlouisville.com

Serving as the sponsor for the Greater Louisville/Southern Indiana region for the awards, GLI is the Metro Chamber of Commerce and supports member businesses, encourages entrepreneurial enterprises and contributes to business and community growth and prosperity.

Flexible scheduling is credited for improving employee morale, positively affecting profits and increasing retention. This focus on an effective office culture has energized the work environment, benefiting employer and employees alike.

Smiley Pete Publishing, 2008 Award Winner



When Work Works

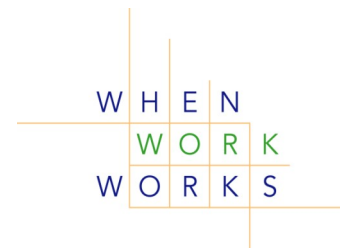
2010 Alfred P. Sloan Awards for
Business Excellence in Workplace Flexibility

Does your Kentucky Business Capitalize on Workplace Flexibility?

If you are a flexible employer, increase
your competitive edge and apply for the
Alfred P. Sloan Award for Workplace
Flexibility!



The workplace think tank.
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Greater Louisville Inc.
The Metro Chamber of Commerce

What is When Work Works?

When Work Works is a national and community-based initiative that provides education and outreach on workplace flexibility and effectiveness. It is a project of Families and Work Institute (FWI) sponsored by the Alfred P. Sloan Foundation in partnership with the Institute for a Competitive Workforce, an affiliate of the U.S. Chamber of Commerce, and the Twiga Foundation. In 2010, 26 communities are participating including 5 states. Among them are: Houston, TX; Seattle, WA; Chicago, IL; Georgia; Michigan; Arizona; New Hampshire; and, Kentucky.

About the Award

The Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility is a prestigious, national awards program recognizing organizations that are using flexible and effective practices to achieve employee and business goals.

How to Apply

- Applications open **January 12, 2010**
- Applications close **April 16, 2010**
- Applying for the award is **free**
- Visit www.iwin.uky.edu* to apply
- *Businesses located in the Greater Louisville/Southern Indiana region, select Louisville, KY as your worksite location
- *Businesses located outside of the Greater Louisville/Southern Indiana region, select Kentucky (statewide) as your worksite location.
- Businesses outside of Kentucky and Southern Indiana may apply as an “at-large” participant.

Allowing employees to have control over their time has helped decreased turnover to 6.5% in an industry where 20% is the norm.

McCauley, Nicolas & Company, LLC
2009 Award Winner

Eligibility Requirements

- 10 or more employees currently working from or reporting to worksite
- Businesses must have been in operation for one year
- Multiple worksites can apply
- Formal flexibility policies are not required

Application Process

The application process takes place in two rounds.

Round I: Employer Survey

Employers complete an online questionnaire about their workplace flexibility practices and their organizational culture. This takes typically about 30 minutes.

Round II: Employee Survey

For qualifying employers from Round I, a sample of employees will be surveyed about their access to workplace flexibility and about the organizational culture. This survey takes only 20 minutes to complete.

Winners are selected based on a composite of employer and employee responses.

Benefits of Applying

- **All applicants** receive customized benchmarking reports allowing your organization to compare itself to national companies—a blueprint for action
- All applicants benefit from technical assistance on creating an effective and flexible workplace
- Winners gain national, state and local recognition including an awards ceremony and mention in the Guide for Bold New Ideas for Making Workplaces publication

Offering flexible workplace practices is an effective way to be responsive to the different generational needs of today. Phased retirement, reduced work schedules and tuition reimbursement help retain talent.

Frankfort Regional Medical Center
2009 Award Winner

The Business Case for Flexibility

Research has shown that flexibility can help businesses attract talent, retain valued employees, raise morale and job satisfaction, promote employee engagement, reduce stress or burnout, reduce work-life conflict and improve health and productivity.