

# At home with Eurika - monthly newsletter



August 2008

Welcome to August's edition of "At Home With Eurika". This month we focus on why working extreme hours may get you noticed for the wrong reasons and provide you with some hints and tips on how you can start to leave work on time.

We are delighted with the number of flexible jobs posted on our jobs board and would like to say a special thank you to all forward thinking employers who can see the value of helping their staff enjoy a life outside of work.

As always we would encourage you to work smarter and not longer and please tell us how working flexibly has improved your work-life balance and your company's bottom line. To subscribe to this newsletter please visit <http://www.eurika-trc.co.uk/subscribe.aspx>

## Excerpts From News Articles

### New right to 'flexitime' for 4.5 million parents

The government is to encourage more fathers to work part time or flexible hours so that they can spend more time with their children.

Ministers will promise to extend the right to request flexible working to an extra 4.5 million people in talks with trade unions and Labour activists. It is currently available to parents with children up to the age of six, and will be extended to those whose children are up to 16. Senior Labour sources told The Independent yesterday that ministers want to rebalance the party's "family-friendly" policies to recognise the importance for children to see more of their fathers. "The key is to be modern and fair," one said. "Many mums want to work and dads to see their kids, rather than work crazy hours."

Ministers believe that, as well as enabling parents to juggle work and families, the move will help society by ensuring that boys in particular have more contact with their fathers. They hope that over the long term this will reduce problems such as knife crime, which some experts have attributed partly to the absence of male role models in many families.

[www.theindependent.co.uk](http://www.theindependent.co.uk)

### Generation Y Sees Work-Life Balance ..... as Central to Their Future

A strong work-life balance, a personalised workplace, and a happy, varied and motivated career, with a strong sense that what they are doing is important. These were a few of the career requirements of an International panel of some of today's brightest 18 year olds at the seminar 'Kids Today, Leaders Tomorrow' held at the London Business School on July 8th 2008.

The seminar was hosted by iOpener, a consultancy based in Oxford that enables organisations to implement strategy and deliver key results by focusing on happiness at work, in conjunction with Talent Plus, a global human resources consultancy firm. The event looked at how 'Generation Y' is set to change business, impact the economy and shape the future. Generation Y is usually defined as those between the ages of 11 and 25 and will constitute a majority of the workforce within the next 10 years.

A common theme throughout was the students' belief that their parents' generation worked too hard and that a work-life balance and the ability to start a family without one's career being affected were important prerequisites in determining the paths they would pursue.

Says Jessica Pryce-Jones, co-founder and partner of iOpener:

"What concerns, motivates and inspires our next generation will be central to how businesses organise themselves in the future."

"It is clear, however, that many challenges lie ahead – not just in how businesses look to accommodate Generation Y but in how Generation Y adapt to prevailing business drivers. How can one sustain a clearly separated work and private life without jeopardising customer relationships? What can Generation Y give back to their employers in return? How can businesses ensure that Generation Y remain passionate and committed to their jobs?"

[www.onrec.com](http://www.onrec.com)

## Eurika TRC News

### Recruitment Advertisers

Companies advertising flexible jobs on our website this month include:



To learn more about placing an advert or to search for a job visit

[www.eurika-trc.co.uk/recruitment.aspx](http://www.eurika-trc.co.uk/recruitment.aspx)

### Training

This month we have added the following course to our portfolio:

#### Life After Redundancy



5 x 1hr sessions aimed at helping you regain confidence and compose an action plan to

enjoy life following redundancy

[www.eurika-trc.co.uk/training.aspx](http://www.eurika-trc.co.uk/training.aspx)

### Executive Coaching

Through 1 to 1 coaching your management team will feel inspired to achieve more and the benefits will be cascaded throughout your organisation. Visit [www.eurika-trc.co.uk/coaching/executive\\_coaching.aspx](http://www.eurika-trc.co.uk/coaching/executive_coaching.aspx)

Eurika TRC takes no responsibility for actions taken as a result of reading this newsletter. All sources are quoted when known.

If you enjoyed reading this newsletter tell your friends and colleagues about us

## Latest News Continued...

### Flexi-working can stop stars walking out

According to The Economist, Sylvia Hewlett, women are likely to be the main casualties of the economic downturn as family-friendly initiatives such as flexi-time and job shares are axed. Research by the Institute for Employment Studies at Sussex University claims that managers persist in seeing part-time workers as less committed and are more likely to give them lower performance ratings, leaving them the most vulnerable to staff cuts.

However, some firms are now realising that flexibility and work-life balance can compensate for lower financial packages and bonuses, said Hewlett, founder of the Center for Work-Life Policy in America. "When things get bad, the stars are the ones who quit to take up new opportunities in Hong Kong or India," she said, and the clever way to stop them was to offer sophisticated working patterns that increased their control over their working lives.

"Time is the new currency if you want to persuade your top performers to stay in the game," she said

Far from fearing that the economic downturn will damage the flexible working policies she sees as vital to recruit and retain female talent, she believes it is an opportunity to embed them. "If employers want to keep their good people, they have to offer something beyond the prospect of huge bonuses, especially to professional women who are more likely than men to be the second earner and have a choice whether to go on," she said.

In fact, nearly a third of men in senior positions in Britain would like to work shorter hours, compared with a fifth of women, according to a study by Mary Mercer, a consultant at Sussex University's employment institute.

"The problem isn't flexible working but bosses who aren't very good at managing performance and think the best staff are those who arrive first in the morning and leave late at night." Hewlett agrees that the strongest barrier is the "permafrost" – that group of middle managers who make sure that flexible workers don't get good performance ratings.

[www.timesonline.co.uk](http://www.timesonline.co.uk)

## Eureka TRC - Time Management Suggestions

### How to leave work on time

#### #1 Determine why you are working extreme hours

We all need to work overtime now and again but staying late every night should act as a warning sign.

Ask yourself why you are working late every night? Is it because you are:



- Looking for promotion and feel being the last to leave the office will get you noticed?
- Need to be in control and unwilling to delegate tasks?
- Surrounded by people who are not adequately trained?
- Unable to say no and end up taking on too many tasks?
- Working inefficiently and not managing your time properly?
- Staying at work to avoid problems in your personal life?
- Need more staff and are overburdened with work
- .....etc

Once you determine the cause you can set about finding a solution.

#### #2 Know your value and respect your worth

If you're waiting for someone to congratulate on working extreme hours, or indeed to notice that you work extreme hours, forget it!

Whilst working late to complete an unexpected project is admirable, working late every night may be perceived as inefficiency.

The following calculations will help you determine your self worth and prompt you to consider if you wish to continue working extreme hours or decide to take action to work more efficiently.

##### CALCULATION NO. 1

No hours of unpaid overtime per week x 52 = X

X multiplied by your hourly rate = Y

When you see Y written down in black and white it will prompt you to consider whether you are willing to continue working for free on a continuous basis.

##### CALCULATION NO.2

No. hours you work each week x 52 = X

Annual salary / X = Hrly Rate

##### CALCULATION NO.3

Determine the cost of all the other things you are giving up in your personal life.

## Did you know?

Greek scholar Archimedes; reportedly proclaimed, "Eureka!" when he stepped into a bath and noticed that the water level rose. This meant that the volume of irregular objects could be calculated with precision, a previously intractable problem.. [http://en.wikipedia.org/wiki/Eureka\\_\(word\)](http://en.wikipedia.org/wiki/Eureka_(word))

Moral of the story ..... Your best ideas and solutions to problems are likely to happen when you take time out of your busy schedule.

## Thought provoker

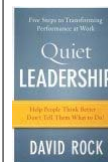
"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it." --Theodore Roosevelt

## Pay it forward

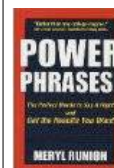
If you feel your company, a friend, or colleague would benefit from using our services please forward them this newsletter.

Thank you in advance for spreading the word!

## Recommended reading



**Quiet Leadership!**: Six steps to transforming performance at work by **David Rock**



**Power Phrases!**: The perfect words to say it right and get the results you want by **Meryle Runion**

## Industry quote

Google's headquarters in Mountain View, Calif., is a famously laid-back place, replete with lap pools, massage rooms, pool tables, free haute cuisine, and loads of other stress-reducing amenities like onsite dry cleaners and hair stylists.

"We want to take as much hurry and worry out of people's lives as we can, because a relaxed state of mind unleashes creativity," says Stacy Sullivan, the company's HR director. "And everybody's on flextime here, so we don't reward face time or working super-long hours. We just measure results." <http://money.cnn.com/>