

# Smarter Ways of Working for Managers

The ongoing effort to embed smarter working practices across the Civil Service poses two distinct challenges for managers. The first relates to how they can encourage their teams to work smarter. This means helping them to make conscious decisions about how, where and when they work in a way that improves productivity and protects their personal wellbeing. The second relates to how smarter working practices, once established, can be maintained and what this requires of a leader.

## Description

This course is aimed at leaders who want to develop the skills needed to establish, support and maintain smarter working practices within their teams. The intention is to develop credible, personable leaders who can inspire confidence in their teams to work smarter and more flexibly. As part of an effort to build and sustain high performance within your team, you'll also evaluate your own approach to smarter working and explore how to manage outputs and outcomes effectively within a smarter working environment.

## What does it involve?

This course features an online tutorial, designed to get you thinking about the adoption of smarter working practices in your team. This involves exploring your team's current maturity with regard to smarter working and the thinking, behaviours and conversations it requires. You'll also consider how to balance the needs of your team with those of the wider organisation.

The tutorial is followed by a couple of exercises to reflect on how to apply what you've learned and to think about establishing a smarter working team charter. There's also the option to sign up for a further 90 minute facilitated peer learning group (available virtually or face to face) where you can learn from your colleagues' experiences of implementing smarter working practices in their own teams.

## What's the outcome?

Having completed this course, you'll be able to have valuable conversations about ways of working that can set expectations for your team's smarter working practices. You'll understand the behaviours required of you to support team members in their smarter working practices. You'll also know how to hold yourself and your direct reports accountable for the decisions you all make about your ways of working. Equipped with this knowledge, you'll be able to act as a smarter working role model, championing its importance as part of an inclusive working culture.

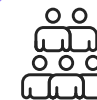
## Learning activities



Online  
tutorial




Reflective  
tasks



Peer learning  
group

## Delivery method:

F2F 

VLE 

DGTL 

## Estimated learning time:

2 hours 10 mins

## How to book

[bookings.governmentcampus.co.uk](https://bookings.governmentcampus.co.uk)

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