

Making flexible working work in practice implementing a 4-day working week

Maurece Hutchinson – Managing Director



Background



- ✓ It's all about Culture
- ✓ The Ultimate Core Value Project

How it started

Because Monday morning just doesn't have to be that way!

What would happen if you relocated a project team to the Canary Islands to work on a problem? JMK Solicitors thought they would find out - and here is their story.

Most people working in companies have had that feeling of dread when the management team announce a great new idea to solve a business problem.

However, one Belfast firm's approach to achieving the best outcome with their resources shows what can be achieved when there is an alignment of interests between employer and employee, when it comes to embracing innovation.

Earlier this year, JMK Solicitors introduced remote working with a real difference and relocated almost half of its 55 strong team 3000 miles to the Canary Islands with a mission in mind.



Some of JMK Solicitors staff who took part in the working abroad project

- ✓ Working in the sun - winter 2017
- ✓ Team led and implemented
- ✓ Look at tasks differently
- ✓ Flexibility
- ✓ Efficiency savings
- ✓ Bonus of highest turnover MONTH

Presenteeism culture



- Lowest Productivity In Europe
- Always On
- 1 Hour /Day = 1 Day Per Week
- Professional Services High Risk Of Burn Out
- No Incentive To Change

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Challenges



KPI's- setting and monitoring

Cynicism

Myths

- 3 day weekend
- Compressed hours
- Pay cut

100/80/100 rule

Benefits?

External

- Client Satisfaction
- Positive Message



Internal

- Beat Burn Out
- Engagement
- Team Led #Focus On Output
- Productivity
- Service
- Happiness
- Retention
- Low Sickness/Absenteeism
- Creativity

Unexpected

- Recruitment
- Media

NI: JMK Solicitors backs island-wide campaign for four-day week

10 JUN 2021 | Reading time: 3 minutes



Personal injury and road traffic accident specialist firm JMK Solicitors has backed a campaign for the introduction of a four-day week across the island of Ireland.

The Belfast and Newry firm introduced a four-day week with no loss in pay [last year](#) following a two-year research project aimed at improving efficiency across its operations.



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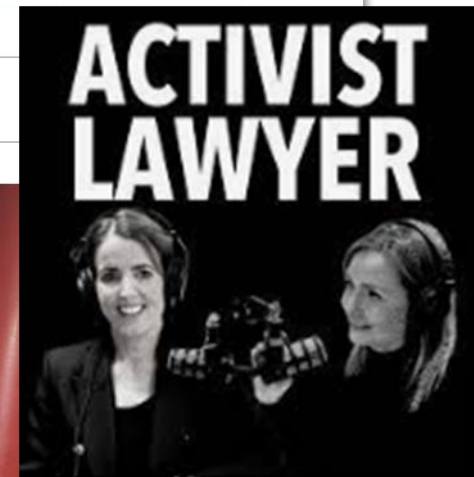
David Tighe
Managing Director
Bauer Media NI
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Maurece Hutchinson
Managing Director
JMK Solicitors

JMK Solicitors lead the way in support of 'The Four Day Week' campaign

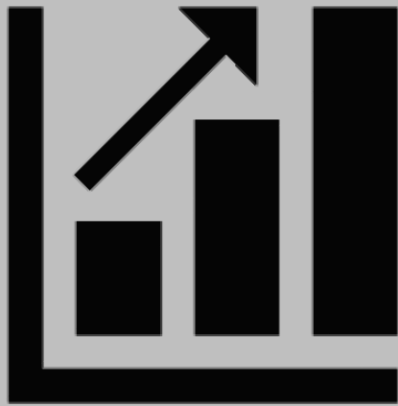
Northern Ireland firm, JMK Solicitors, is urging local businesses to back 'The Four Day Week' Ireland campaign.

By Claire Cartmill
Friday, 25th June 2021, 1:00 pm



TOP TIPS

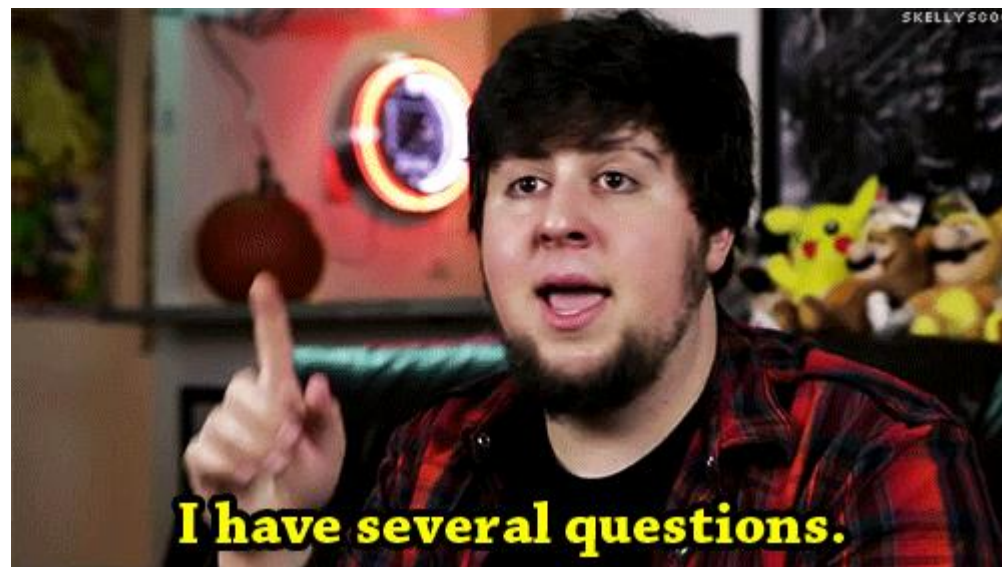
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1. PLAN
2. FLEXIBILITY - YOUR INDUSTRY OR WORK TYPE
3. RUN A TRIAL
4. LET THE TEAM LEAD
5. BE PREPARED FOR KICK BACK
6. MONITOR AND REPORT
7. LEARN AND ADAPT
8. COMMUNICATION IS KEY – INTERNALLY AND EXTERNALLY

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Thank you for your kind attention 😊



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