



INFORMATION

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Rhema Group reduces the risks of flexible and remote working

Flexible and remote working involving employees in working some or all of their hours from home, or another non-office based location, presents employers with both opportunities and risks.

The major opportunities of satisfying the employee's psychological contract, and securing their valuable contribution, is often offset by the risk of ensuring that s/he is using their time as productively as s/he would be if working at the organisation's offices.

It is important therefore not only to assess the individual's **capability** to work flexibly and/or remotely but it is also vitally important to assess their **suitability** to do so. Rhema Group's assessment process, known as the Profile XT, addresses both needs.

Before choosing or allowing people to change their work patterns organisations can create the "DNA" of the successful flexible or remote worker and use this to assess the fit of people to the "DNA" profile of the job. The assessment instrument measures behavioural traits which include:

- Energy level when working on their own.
- Manageability when working at a distance.
- Attitude to work and the working environment.
- Decisiveness when working alone.
- Degree of independence when unsupervised.
- Ability to make objective judgements without reference to others.

The assessment also measures the degree to which the employee can learn and develop on their own.

Rhema Group Director Lorraine Cribben heads this Rhema initiative and is convinced of the assessment's value. She commented – "Flexible working can be both very productive and cost effective for organisations wanting to achieve increased job satisfaction for the employee and improved levels of performance. Handled properly, the transition to flexible and/or remote working can be a great success. We aim to help organisations achieve this transition by ensuring the fit of employees to this new way of working.

Results have shown that those organisations which carefully assess this fit achieve five times the productivity levels of those which don't."

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Notes to Editors

The Rhema Group www.rhemagroup.com is a highly respected and well-established UK human resource development company which also operates globally. Founded in 1985 by MD Jeremy Francis, Rhema (a name derived from the Greek for *inspired word*) has won a solid reputation for innovation, quality and reliability of delivery of people development and performance.

Focusing on Talent Development, Management Development, Performance Management, Customer Service and Selling Skills, Rhema provides on a 24/7 basis customised and blended solutions involving business consultancy, assessment/psychometrics, training, coaching, software and E-learning (via internet and client intranets).

Rhema Group includes a roster of talented and experienced UK consultants, and through 25 international partners of best practitioner status in Europe, USA, South Africa, Australia and S.E. Asia, Rhema delivers proprietary products and services globally in a variety of languages – in particular to multinationals looking for high quality, customised and consistent international roll-out of centrally mandated people development programmes and assessments. Clients include Microsoft, Société Générale, Reed Business Information, BOC Group, International Financial Data Systems, Institution of Civil Engineers and leading Dutch vendor lease organisation De Lage Landen.

