

**Working Free supports the Senior Executive considering or embarking on a new career as an independent professional.**

We work with Individuals directly and with Organisations as part of restructuring, redundancy, outplacement, career development or other mid-career transitioning arrangements and where independent working at senior levels is seen as an attractive way forward.

**Our changing world**

Covid, Tech, ESG and Brexit have all combined in having a dramatic impact on the ways we work – and lead our working and private lives.  Much of this continues to unfold – and looks likely to continue for some time. Virtually instantaneous communications – in many forms; a resetting of the Employer/Employee relationship; a rethinking of the work/life balance philosophy; replacing line-of-sight management with trust – and education; the upending of the meaning of friendships; learning how to reconcile new concepts of individualism with collaboration and team-work – and short-term needs with longer-term relationships. These are the new driving forces.

**What it means for Organisations**

All this change is reshaping traditional aspects of managing, directing and regulating workplace relationships towards collaborating, connecting, sharing and partnering.

* **Endowing your senior people with new personal and professional skills is becoming the sensible thing to do**
* **Accessing relevant and timely key Skills, Experience and Energies is imperative – as is retaining the ones you’ve got**.
* **…….. what sort of support works best in retaining the senior people you’ve got? What can you do for them of bonding value?**
* **Those leaving under restructuring programmes don’t all want to find roles mirroring the one they’ve just left. Good leavers are worth keeping in touch with – by way of achieving enduring connections**

**What it means for Individuals**

* **A preparation for new working environments and models.**
* **A broadening, an extension and – maybe – a renewal of personal and professional skills.**
* **An exploration of entrepreneurial skillsets, attitudes and behaviours.**
* **A lifestyle change from dependence to independence.**
* **Working Free builds on what you’ve got – it does not start again.**

**The Working Free Programme** ….

…. consists of an expanding range of **MasterClasses covering Career Options, Support Topics and Guest Workshops – and delivered Live Onsite or Online or OnDemand – and through our Learning Management System and specialist Delivery Partners.**

 We offer additional bespoke **Follow-On Groups** for those who ask for them. We also invite all those who have attended our Programme to join our **Working Free Strategy Groups** – an expanding and valuable working, thinking - and alumni - Group.

**Our core driving belief ………………….**is that the UK’s working population of about– now **-** 32m is heading towards parity between purely FTEs (Full Time Employed) and the rest who we describe as Self Drive Workers. Whatever anyone thinks – or calculates different figures, it is difficult to ignore this structural change.

**“Better comes Next” is our collaborative and inclusive Management Mission**

**We see our relationships with clients as bespoke, continuous and integral to our Clients’ relationships with their own growing people diasporas.**



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