



Working Free aims to understand the major and continuing changes in the workplace. Specifically, 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 and developing your senior people with personal and professional skills has now become the sensible and collaborative thing to do.**
- **Accessing relevant and timely key Skills, Experience and Energies is imperative – as is retaining what you've got. What can you do for them of bonding value?**
- **How do you retain some access to these features when they have gone? Re-engaging Former Employees on a Freelance Basis is becoming a default – in spite of IR35.**
- **Those leaving under restructuring programmes don't all want to find roles mirroring the one they've just left. They want to do their own thing.**

- **Good leavers are worth keeping in touch with – by way of achieving enduring connections.**
- **Working Free offers an enlightened alternative to traditional outplacement services.**

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 about 25 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 beliefis 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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