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“Keep them close by going remote”

**National Work from Home Day
Friday 19th May 2017**

With National Work from Home Day closing the end of a hard week for many employees and managers; Kate Cooper, Head of Research, Policy & Standards at the Institute of Leadership Management says how important it is to *“Keep them close by going remote.”*

The membership body for leaders, managers, coaches and mentors, demonstrates how crucial flexible and home working can be to reducing stress and increasing general wellbeing.

Research* into both Flexible and Remote Working from one of the UK's largest management organisations has shown how:

- *4 in 5 (85%) managers feel that allowing staff to work flexibly enhances staff wellbeing and reduces overall stress*
- *84% of distributed workers report improvements to their work-life balance, but a lack of team identity can cause isolation and loneliness*
- *65% of managers believe flexible working encourages more commitment and motivation amongst staff*

Kate Cooper, Head of Research, Policy and Standards of the Institute of Leadership & Management says:

“National Work from Home Day is an excellent opportunity for employers to start a fresh approach to remote working by challenging cultural beliefs that the practice isn’t beneficial for business or is for the less career minded amongst us. It’s a good way to engage with a disillusioned work force unhappy in their job.”

The Institute of Leadership & Management’s research report: ***Going Remote: leading dispersed teams*** highlights that if companies are to retain staff in 2017, it’s important for them to make sure structures are in place for home working to flourish.

Reported challenges include inconsistent working practices and miscommunication (88%), and email overload (83%). Mental wellbeing can be a considerable issue too, with isolation and loneliness reported as significant risk factors.

Kate Cooper commented:

“The Institute of Leadership & Management recommend a tailored management approach that recognises the special characteristics of remote teams, including the lack of visibility and face-to-face interaction, which can make it harder to build and maintain trust.

This can include using the right technologies with strict guidelines on email usage. Setting regular video conferencing and face to face meetings so a work culture can be built and collaborative ethos developed.”

Notes to editors:

Kate Cooper, Head of Research, Policy and Standards of the Institute of Leadership & Management is available for interview. Please contact lisa.Higgins@InstituteLM.com or 07870226967 for set up and any other query.

***The report Going Remote: leading dispersed teams can be read here:**

<https://www.institutelm.com/resourceLibrary/GoingRemote.html>

The report Flexible working: Goodbye nine to five can be read here:

<https://www.institutelm.com/resourceLibrary/FlexibleWorking.html>

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<https://www.institutelm.com/research-news/media-centre.html>

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