

A new breed of flexible man?

Tom Faulkner - Development Manager – Mirvac



For workplace flexibility to truly work it needs to be seen as a business benefit for all, men and women, young and old. I am heartened that flexibility is moving beyond simply accommodating working mums.

A flexibility strategy of interest is the **Equilibrium Man Challenge**, I am delighted to share this with you if you are not already aware of it. Equilibrium man is a project involving government and private sector organisations, such as Mirvac, Telstra, Corrs Chambers Westgarth and Cisco. Its aim is to raise

awareness of the need for flexible work practices and workplace gender equality by following the lives of five professional men who seek flexibility, through an on-line series of micro documentaries. All are trying to change the way they work. <http://bit.ly/1MKic9z>

I recently met with Tom Faulkner an accomplished Development Manager at Mirvac and participant in the challenge to find out more. <http://bit.ly/1MKic9z> Tom is not only a high performer, he is the kind of Gen Y employee all organisations would be excited to have in their employ. He is a model leader of the future. He is smart, works hard and recognises that in order for people to thrive at work, organisations need to enable individuals to be effective, whilst at the same time pursuing their passion or balancing other aspects of their life.

In addition to his demanding role at Mirvac, Tom is a national level beach volley ball player who trains 5-6 times a week and has ambitions to go on the world tour. He also has serious career ambitions and is unwilling to compromise on either. For him flexibility at work is a must.

Tom could be viewed as a pioneer in the flexibility space, his needs are every bit as relevant as that of a parent juggling children or ageing parents.

Anyone who has ever recruited knows that attracting and retaining top talent is a challenge. This is especially so in building and construction, therefore granting the flexibility Tom needs to balance his sporting commitments is a clever move by Mirvac and an example for flexibility which can only be good for their brand. Tom admits that whilst the option for flexible work is open to all at Mirvac, the initial process of determining the right flexible working arrangement and ensuring that his team and network are aware of his hours can be time consuming. He hopes that his participation in the equilibrium challenge will help encourage more flexibility conversations within Mirvac and more broadly in other organisations.

It is obvious there is a lot of trust in the bank at Mirvac for Tom. He is a top performer and a loyal and hardworking employee. But how do organisations grant flexibility? How is the trust equation

weighted? What parameters are used? How is this assessed and communicated? What happens when flexibility doesn't work?

There is a lot riding on Toms success at Mirvac, I for one will be watching his progress, if you would also like to receive the micro videos, you can register via the link below.

http://equilibriumchallenge.com.au/site/?page_id=1567

Other participants in the Challenge are;

- Adrian Cory – Mirvac – new dad who works long hours, who wants more balance
- Reid Johnson – Telstra – 4 children – wants to compress his working week to 4 days
- Michael Chaaya – Corrs – Busy wife, primary care giver to young daughter
- Simon Quartermaine – Telstra – workaholic, young child, aging mother

There are some great resources on how to design and implement flexibility programs on the website, check these out here http://equilibriumchallenge.com.au/site/?page_id=1584

