

# A healthier future for the Tribe, our Community and the World.

Our 4-day week trial, explained.



## Evolving with the World around us

We love embracing change and new ideas at Tyler Grange and, as changes go, this is BIG!

This change has the potential to influence the whole industry and all those within it - including you.

From the 1st June 2022, we'll be starting a 4-day week trial.

The global pandemic has taught us a huge amount about the way in which we work, how we value our time, our health, the importance of social interaction with others and that the traditional five-day working week is outdated.

### What's behind the four-day week?

We've always worked incredibly flexibly as a business and emotional wellbeing (caring) is one of our core values. However, research has shown that through achieving optimal productivity, we are capable of improving the work-life balance without compromising our excellent service to clients and the wider TG community. In fact, evidence shows that we could even improve our performance and efficiency as a business, whilst also making sure the Tribe is happier, healthier and more engaged.

This move also aligns with our B-Corp journey - where we are hoping to become part of the global network of organisations that are transforming the global economy to benefit all people, communities, and the planet.

### Surrounded by experts.

We have sought the advice of numerous experts and also subscribed to the '4-Day Week Campaign' pilot programme, which is formed in partnership with the think tank, Autonomy, as well as researchers at Cambridge University, Boston College and Oxford University. (You can learn more about that here.)

This offers us the training, resources and a dedicated mentor to help us navigate the change ahead.



### How this works for you.

At the outset of the trial, we have selected Fridays as our additional non-working day. However, that might change.

Fridays are generally seen as a less productive day, with less pressure to work late and greater potential to benefit from an extended weekend.

The whole business will be closed, as that is an essential part of the trial.

However, as always, at Tyler Grange we'd never just watch and let your project fail. Therefore, in cases of emergency, we'll be on hand to support you - just as we are now.

We do ask that it's actually an emergency though. If it can wait until Monday, we promise you'll be rewarded with a better rested, focused and motivated team member to support you!

### What to expect from us.

We want to achieve a smarter, more efficient, and innovative way of working.

This does not mean compressed hours, however, as we definitely don't want four horrific days, fatigue, and associated stress in exchange for an additional non-working day. That wouldn't give us the benefits we're seeking.

Instead, expect slicker and more consistent processes, including improvements to report templates, survey technology and reduced admin requirements through our central portal (we call them our Hub Team) which helps to automate some of the time-consuming admin.

Behind the scenes, we're also investing heavily to make sure our team are ready to make the transition with minimal impact to you.

### Communicating the Change.

We'd appreciate if you could keep this exciting development to yourself in the short-term, to allow us time to get around our client base. After all, it's only fair that they hear it from us, too!



**We're really excited.**  
**We hope you are too. We can't wait to inspire a better way of working.**