

Tyler Grange

FAQs:
Creating a healthier future
for TG, our community
and the World.

4 DAYS A WEEK TRIAL

As you have likely seen in the news, the initial trials of 4-day weeks from across the world have been overwhelmingly positive – generating improved productivity, higher efficiency, reduced staff absence and improved mental wellbeing.

It's for these reasons, and the wider impact on communities and the environment, that we've decided to follow suit. That's why we're excited to announce that we have signed up for the 4-day week trial.

Naturally, we understand you may feel a little uncertain about us moving to a 4-day week. We want to reassure, we'll be absorbing feedback and adjusting as we go.

However, to address any pressing concerns, our FAQs below should help to answer your questions.

FAQS

Why now?

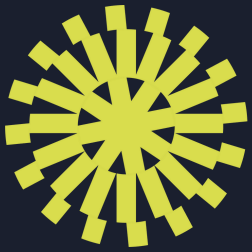
Change has been long overdue in our industry. Burnout. People who don't love their job as much as the day they started. An escalating climate crisis. Must we go on?

These issues are commonplace in society as a whole – but particularly the built environment. New research by Henley Business School reports that companies that adopted a four-day week found that over three-quarters of staff (78%) were happier, less stressed (70%) and took fewer days off ill (62%).

Furthermore, it is increasingly difficult to attract and retain the best employees, with most now seeking alternative ways of working. The 4-day week initiative enables us to actively recruit the best performing individuals to Tyler Grange.

That's why we want to join this trial and build a healthier future for our employees, community and the world.





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What 's the wider impact?

For our community, we feel strongly about our employees not burning out and we want to be the inspiration for others to have a better work-life balance (and ultimately enjoy life more). We want this to act as a catalyst to set better expectations in our sector, amongst other businesses and as part of individuals' life choices.

For our world, the reduced working hours offer a reduction in our operational carbon emissions too. Research published recently by the environmental organisation Platform London showed that moving the economy to a 4-day, 32-hour working week would reduce the UK's carbon footprint by 127 million tonnes per year.

This also aligns with our journey towards becoming a B-Corporation organisation, for which we are hoping to achieve accreditation later in 2022. Certified B-Corporations (or B-Corps) are companies verified by B Lab to meet high standards of social and environmental performance, transparency and accountability.

What can our clients expect?

Over the last few months, we've been working hard to put extensive systems and processes in place and preparing our team, so they are ready to maximise productivity and be as efficient as possible. We've also centralised a lot of our admin, to allow for a slicker service to minimise the impact to our clients.

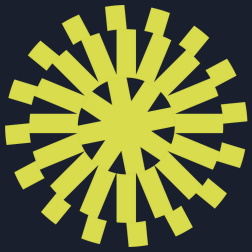
We'll also be able to give you access to project files in full, meaning you can access them when you need them.

So, other than the obvious of us not being available one day a week, you can expect:

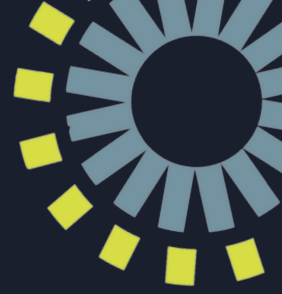
- A more efficient, motivated team;
- Reduced sickness and absence;
- A more stringent approach to planning your work;
- Happier and healthier TG;
- Improved accessibility to project data; and
- Heightened flexibility to be able to get things done.

Furthermore, it is important to note that a proportion of our team already work flexibly or on a part-time basis and we haven't encountered any operational problems.





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What if I need to contact you on a Friday?

We have put a lot of thought and planning into how we can make the 4 day week work for our clients during the trial. As part of this, we have set up an 'emergency contact' procedure for Fridays in the event you need to get hold of a member of TG staff.

Your TG Project Manager should be on top of deliverables and other communications between Monday and Thursday that should avoid the need to get in touch with us on a Friday, however, we acknowledge that there are sometimes unavoidable project emergencies. These are likely to be limited to the need to access project documents and/or unforeseen project queries if Friday is your submission day. The phone line for emergencies that occur on a Friday is 0121 828 1137. Dialling this number will automatically call all of the Tyler Grange Directors to enable one of them to assist with your query. We would be very grateful if you could please avoid the use of this number for any other purpose.

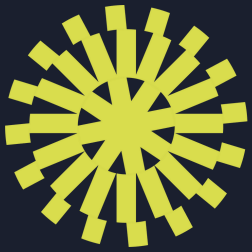
The email address 'help@tylergrange.co.uk' will also be monitored by the Tyler Grange Directors on Fridays during the trial. If you need to follow up with an email to provide further details on an emergency, then please ensure you include the Tyler Grange project name, number and Project Manager in the subject line. Please note this email address will not be monitored for non-emergencies and you may not receive a response until the following week in these instances.

How can our clients and collaborators get hold of project information?

We are currently working with our Special Operations team to create easy client access into our system, enabling you to view and download final reports, plans and information related to your active and historic projects as and when you please.

The system will be secure and avoid the need to make direct contact if you have mislaid information previously shared via email. However, from Monday to Thursday our team will still be happy to respond to such requests.





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Will your trial mean projects will be delivered slower and that we can take on less work?

No, it just means we'll be more productive. Be clear with your deadlines and we'll plan in our work accordingly.

New research in the UK has revealed that the average UK office worker is only productive for 2 hours and 53 minutes out of the working day. That leaves a lot of room for inefficiency and distraction; even more for improvement.

Therefore, by allowing our team an extra day to rest up, they'll be better engaged, motivated and focused when they are in the office – making our time spent on your projects more focused too.

As always, we encourage you to get in touch as early as you can. Involving us helps with capacity planning – for both parties.

Furthermore, we work alongside a large network of subcontracted consultants (TG Partners) who are actively engaged on survey work across the full 7-day week.

When does the change come into play?

Our trial will begin on 1st June 2022. We'll keep you informed on any changes that follow.

If you're interested in considering this for your own organisation, you can find more information about the 4-day week campaign [here](#).

QUESTIONS

We understand change isn't going to happen overnight. And we don't expect it to. What we can promise is that we'll be here to answer any further questions you may have but hopefully this has helped address those most pressing.

If you have any additional questions, please get in touch with us on hello@tylergrange.co.uk.

