

Tyler Grange

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

PERMANENT 4 DAY A WEEK

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.

Following the completion of our own 6-month trial, we've decided to make the 4-day week permanent from the 1st December 2022.

Naturally, we understand you may feel a little uncertain about us moving to a 4-day week on a permanent basis, but we want to reassure, we'll continue to absorb feedback and adjust as we go.

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

FAQS

Why now?

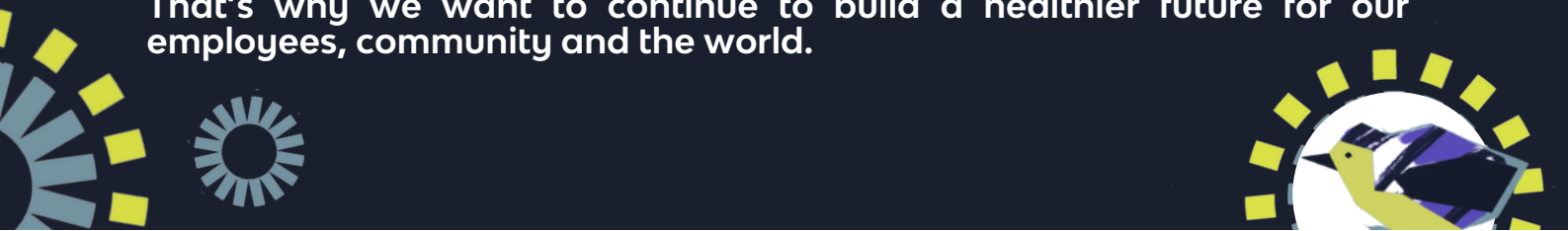
Change has been long overdue in our industry. Burnout and the fact that people who don't love their job as much as the day they started. Also, an escalating climate and cost of living crisis. Must we go on?

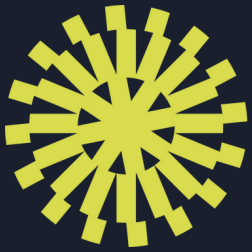
These issues are commonplace in society as a whole – but particularly the built environment. New research by Henley Business School reports that companies that adopted a 4-day week found that over three-quarters of staff (78%) were happier, less stressed (70%) and took fewer days off ill (62%).

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.

Our own data collated over 6 months has determined that we have achieved a 21% increase in productivity, a 70% reduction in absenteeism, with a team that is 18% less tired and 10% happier. We have also seen an increase of 60% traffic to our job vacancies page and a 534% increase in employment enquiries.

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





Tyler Grange



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 individual's life choices.

For our world, the reduced working hours offer a reduction in our operational carbon emissions. 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 recent certification as a B Corporation. Certified B Corporations (or B-Corps) are companies verified by B Lab to meet high standards of social and environmental performance, transparency and accountability. As 1 of 1,000 certified organisations in the UK, this acknowledges our commitment to people and planet, and the entire business has signed a declaration to use non-working time for charitable, voluntary and community initiatives.

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're also working on the easiest way to be able to give you access to project files in full, meaning you can access them whenever you need them, alongside the assignment of dedicated Client Directors, to ensure we have a better understanding of your current needs.

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.





Tyler Grange



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 major operational problems throughout the trial period.

What if I need to contact you on a Friday?

As throughout the trial, if it's not urgent, our team will get back to you when they return to the office, feeling fresh, on a Monday morning.

However, if you do have a genuine project emergency (e.g. something is threatening the success of your project), of course you will be able to get in touch with someone. In the same way that we don't want to get into the habit of working weekends, please do keep this just to emergencies, when someone will be available to support you in your hour of need.

You can make contact using help@tylergrange.co.uk and our central phone number (0121 828 4043) will also direct you to that email address. That email address is monitored by a rota of Associates and Directors.

We haven't let your project fail before, so you better believe we won't let your project fail now.

It is recognised that occasionally we might be asked to attend a meeting on a Friday, or that a planning hearing or inquiry might be scheduled for our proposed non-working day. Again, we will be flexible and would co-ordinate with the team to ensure that essential attendance is fulfilled. However, monitoring meeting requests and other work-related commitments over the last 2 years has demonstrated to us that the occurrence of such events on a Friday has been minimal.

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

We have been working with our Hub 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.

Please submit your requests for access to current projects using the following form: [Collaborate with Tyler Grange](#).

The system is secure and avoids 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 requests for project information.





Tyler Grange

Will your 4-day week mean projects will be delivered slower and that we can take on less work?

No, it just means we'll be more productive as we have been throughout the trial. 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.

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 approved 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 permanent 4-day week will be implemented from 1st December 2022. We'll keep you informed on any changes that follow.

OTHER QUESTIONS

We understand change isn't going to happen overnight. And we don't expect everyone to support our decision. What we can promise is that we'll be here to answer any further questions, implement continual improvements and listen to your feedback.

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

