

AGILE+

OUR GUIDE TO HYBRID WORKING

Agile+ provides a broad and flexible framework to balance home and office working – with up to 50% of time working from home across a typical month.

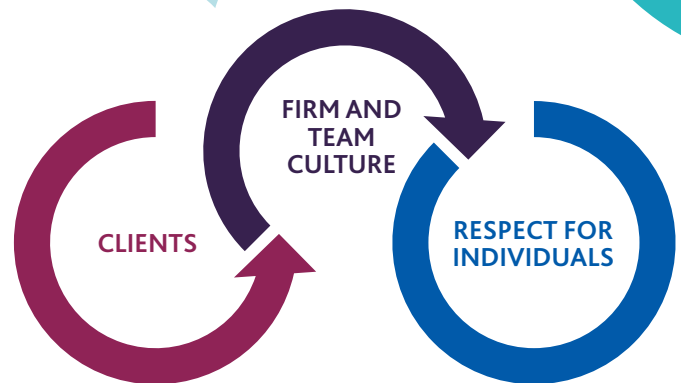
Agile+ is open to all roles – provided arrangements meet our client and business needs. In practical terms, it is likely that those who are at a more junior stage of their career, or are new to the firm, will benefit from being in the office more regularly.

We want you, alongside your manager, to make these decisions for yourselves, in the best interests of your clients, your team and yourself. That's why we haven't put rules around our approach to Agile+, and why we are encouraging you to have open and honest conversations with your manager about how to best spend your time. If you want to or need to be in the office more, that's fine – equally if your manager wants or needs you in more, they'll discuss that with you and explain why.

THE ROOT OF AGILE+ IS TRUST AND TWO-WAY FLEXIBILITY.

We all bring something different to the firm – and we all have different professional and personal commitments and aspirations to balance. We trust people to make sensible decisions about how to plan and structure their working time based on:

- **Our clients** – who have to come first.
- **Our firm and team culture** – recognising the special value that comes from spending some of our time working physically alongside our colleagues to build relationships, swap ideas and work together on key projects and matters.



- **Respect for individuals** – both in trusting individuals to manage their Agile+ arrangements sensibly and productively, and in being thoughtful in how our Agile+ arrangements could impact others.

PEOPLE TYPICALLY PLAN TIME IN THE OFFICE TO MAKE THEIR BEST CONTRIBUTION TO...

- Client meetings and events
- Team meetings
- Training events and 'away days'
- Personal development - learning around others in the office
- Team socials
- Maintaining contact through other office drop-ins

PEOPLE TYPICALLY PLAN TIME WORKING FROM HOME TO...

- Concentrate on specific tasks or projects
- Structure their working week to balance other home/family responsibilities
- Create extra flexibility to mix working time with their interests and wellbeing
- Save commuting time and cost