

A NEW APPROACH TO WORK:

"Work when you like, where you like"

A Need for Change

As businesses invite their employees to return to the office following an extended period of remote working, they face the challenge of developing a sustainable working model fit for the future. Maintaining a productive, collaborative and connected workforce whilst offering the levels of flexibility that many of us have become accustomed to will not be a straightforward process.



At Austin Rose we have seen the requirement for flexibility in candidate's working arrangements soar to the top of their priorities when choosing a new role and a lack of flexibility has even become a prime reason for some individuals to change job.

It has become clear that firms in the accountancy practice market are taking wildly different approaches to the return to the office as well as their future working arrangements. Firms will have to navigate uncharted territory in the coming year and we at Austin Rose are excited to see how working practices will evolve during this time.



A Firm Adopting this Approach:

One of our clients, a Top 50 sized firm called **Lubbock Fine**, has always been at the forefront in striving to ensure staff satisfaction. Over our many years of working with them, we've loved explaining their approach to employee welfare.

These approaches include:

- **Fresh fruit** twice a week
- A year-round **wellbeing programme**
- A **fantastic office location** with amazing views over St Pauls Cathedral
- An active **social programme**

Having continued to recruit for Lubbock Fine during the entirety of 2020 and 2021 it was great to see that the lockdown periods did not present the firm from onboarding new recruits. The firm were one of the first firms to **embrace remote inductions** and training and have continued to hone the process to be as **efficient and stress-free** as possible, while re-introducing optional onsite inductions.

Having seen strong levels of productivity during these difficult times the firm is determined to embrace the flexible working arrangements in order to ensure they find the best **hybrid working solutions** to suit each team. They recently announced their new **ultra-flexible Smart Working approach** which ensures that the business can still offer its clients the level of contact they require whilst staff are free to build their own work schedule to fit their personal lives.

This is part of a **multi-year business transformation project** and the firm will continue to adapt the policy over the coming months. People Manager, Raquel Scanlon, also told us that the firm is steadily introducing new related initiatives such as out-of-hours email guidelines, to ensure staff at all levels of the firm are allowed to switch off when they are not working.

[SEE THE FULL PRESS RELEASE HERE](#)

LubbockFine
Chartered Accountants



The Lubbock Fine Kitchen



Office entrance



What's Next?

In recent times, we've all had to adapt to changing circumstances and it has certainly brought to light firms who embrace change and those who shy away from it. Lubbock Fine are truly one of those bright beacons who have brilliantly adapted to these times and have really listened and responded to the needs of their employees.

With this in mind, over the coming months we will be following their progress as they adapt to the "new norm" with a great deal of interest. We will keep you updated and will be focusing on areas such as:

- ▶ How their team have found the remote onboarding process
- ▶ What their team feel are the personal pros and cons of remote working
- ▶ Maintaining strong productivity levels whilst adapting to changing circumstances

Get in touch

If you'd like to hear more about Lubbock Fine or have any specific questions you would like us to put to the firm, please do not hesitate to contact us:



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