



Empowered Flexibility: From Policy to Vision

Empowering your People & Culture leaders to activate flexibility through culture, not just compliance

Many of our partner organisations are navigating a significant shift: balancing return-to-office mandates with employee expectations around flexibility. The NSW Government's Workplace Presence Circular (2024) echoes what we're seeing across industries — the office is the default, but culture remains the differentiator.

Yet with this transition comes tension:

- Frustrated leaders enforcing policy without a clear narrative
- Employees quietly disengaging or burning out
- Grudges surfacing as resistance to hybrid expectations

Our [Empowered Flexibility Workshop](#) equips your People & Culture team with the mindset, tools and confidence to lead from the middle — translating policy into empowered experiences.

This 2-hour (virtual or in-person) workshop, delivered by Grace Papers Flex & Empowered Coaches, covers:

- [The Flex Case in 2025](#) | The business case beyond compliance
- [Vision Custodianship](#) | Empowering leaders to shape and own the why
- [Grudges & Barriers](#) | Real tensions in the return-to-office landscape
- [Coaching Conversations](#) | Practical models (ACT + Empowerment) for leading through discomfort
- [Team Empowerment](#) | Tools to support employees managing visibility, rhythm and role design in hybrid

**Ready to activate
empowered flexibility
in your workplace?**

Contact: prue@gracepapers.com.au
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Your People & Culture team will gain the clarity and confidence to:

Features

- ◆ Real-world scenarios and coaching examples that explore the most common flex tensions (visibility, fairness, team collaboration, inconsistent interpretation)
- ◆ Actionable tools to help guide conversations with both employees and leaders — including meeting rhythm templates, flex planning checklists, and clarity frameworks
- ◆ Simple and adaptable coaching conversation guides that help your P&C team respond to resistance with confidence and empathy
- ◆ Strategies to address the shadow impacts of hybrid — including burnout, invisibility, and promotion bias
- ◆ Empathy-based coaching techniques to support meaningful dialogue, including how to hold difficult conversations about flexibility and reset expectations

Benefits

- ✓ Reduce friction and confusion around flexible work by shifting from policy enforcement to narrative leadership
- ✓ Equip leaders with the language, mindset and tools to build trust, not just compliance
- ✓ Proactively address disengagement and burnout by supporting employees to manage visibility and workload in hybrid settings
- ✓ Foster psychological safety around flexibility, especially for underrepresented, remote or part-time employees
- ✓ Strengthen career development pathways by connecting flex conversations to the Grace Papers coaching platform
- ✓ Build organisational consistency and cultural alignment in the return-to-office era

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