

# Webinar

## Normalising Job Shares



### The why and the how of job shares

**Date of event – 2<sup>nd</sup> July 2024**

#### Speakers

We were delighted to be joined by:

- Hannah Hall-Turner and Rachel Maguire, Co-Founders of The Job Share Pair
- Nina Doran, Head of Diversity and Inclusion at The National Crime Agency.
- Sarah Hogan, People Director Risk Division and Group Audit at Lloyds Banking Group

#### Our Top Takeaways:

##### It's like any other partnership

- **Like any successful relationship, you have to be committed and accountable to one another.** And just like finding the right partner, you have to have chemistry. If you don't already work with one another, a chemistry session meeting is a good place to start.
- **The partnership has to be built on a foundation of trust.** If you're going to be comfortable making decisions on behalf of someone or someone else being in the driver's seat, you have to trust them. Plus, trusting your partner means you can truly switch off when you're not at work.
- **Set expectations early on.** Decide on your non-negotiables, draw your boundaries and agree what the plan is should someone want to leave. This mutual understanding will help with the day-to-day and avoid potential conflict.

- **Bring your skills, leave your ego.** You will be benefiting from being a unique micro-team, with all the problem-solving and creativity that goes with that. But you will also have to be able to accept praise and criticism as a unit.

### Job shares will thrive in the right environment

- **Work culture is critical to the success of a job share.** Having a supportive infrastructure that values job sharing will create the conditions where job shares can flourish.
- **Get managers on board.** Line manager training may be necessary to understand the benefits of job sharing and how to approach recruitment. Where possible, amplify the voice of managers who can advocate for job shares and explain what it's like to manage them.
- **Share real life experiences.** Lift the profile of people job sharing in the organisation or beyond through webinars, blogs, or interviews. These stories will help others understand how job-sharing works in practice and how it could work in their role.
- **Emphasise the benefits.** Help reluctant managers understand the huge gains to the business, specifically the continuity and coverage, the dual expertise, diversity of talent, and closing of the gender gap.

### Approach job shares with an open mind

- **There's not one way to job share.** Job shares can work on every level of a business and in every role. There are also job shares that involve mixed grades, for example as a bridge to retirement when a junior member will be upskilling.
- **Think creatively to overcome problems.** Should someone decide to leave, there are many options that could work, for example a more junior partner or finding someone pre-retirement as an interim solution.
- **Be open to change.** The concern for managing two people is often that it will be double the workload, but this is not the case and can be countered with the diverse skills and talent you get from having two extraordinary minds instead of one.
- **Open job shares up to all jobs.** By enabling all roles to be considered for job sharing, there is a bigger pool of jobs and talent to tap into. The Working Families [Happy to Talk Flexible Working](#) logo can help signal to candidates you're open to job sharing.