

# NEWS



## from Pia

**Date of press release: 29 March 2011**

### **PIA PLAYS FAIR WITH ALL STAFF**

Pia is making good use of the European-funded Agile Nation Project run by Chwarae Teg to develop its workforce and its flexibility to meet customer demands. Chwarae Teg is a not-for-profit organisation whose Welsh name translates to “Fair Play” and the Agile Nation project aims to improve the opportunities for people with caring responsibilities to find work.

As part of its participation in Agile Nation, Pia gave its staff the opportunity to take part in the Ascent training programme to develop their skills and help their progression. This included Institute of Leadership and Management (ILM) accredited training, which is designed to improve management skills, confidence in the workplace, time management and the ability to motivate other team members.



Operations manager Lauren Morse, 23, received a promotion following her completion of the Ascent Programme and is now responsible for line managing seven people. Her role involves quality-checking all work that is produced and building client relationships. Managing director, Sharon Williams, also recently requested help from Agile Nation on remote working and implementing viable solutions that will make it easier for staff to work at home and on the move.

Sharon said: “We have worked with Chwarae Teg for a number of years and successfully put one of our staff through the Ascent Programme. This has helped improve our skills and strengthen the team. We are a small company so it is a huge advantage to be able to access high-quality accredited training at no cost.”

“However, what we also need to do is to increase our efficiency and flexibility for the additional demands being made of us as we grow. To do this, we are working with Chwarae Teg on our remote working policies. At the moment we have 20% of our staff working flexibly, but all of it on-site. As a technically-challenged MD, the biggest obstacle I face is identifying the right solutions, at the right price and putting them in place.”

We want to ensure we are maximising remote working opportunities where possible to accommodate members of staff with caring responsibilities. But remote working will also allow us to add further capacity without the commitment of employing someone to work in the office. Our aim is to have a transparent remote working policy in place that will allow us to comply with legislation, keep our staff motivated and produce results for our clients as efficiently as possible.”

“We look forward to working with Chwarae Teg towards this as our experience of working with them to date has been overwhelmingly positive. Taking part in Agile Nation has made a real difference to us and I'm looking forward to the opportunities that are now open to us.”