

The Good Practice Power Hour: Flexible Work and Engagement & Voice

Thursday 26 October 2023

**GREATER MANCHESTER
GOOD
EMPLOYMENT
CHARTER**

Supported by



GMCA GREATER
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COMBINED
AUTHORITY

ANDY BURNHAM
MAYOR OF
GREATER
MANCHESTER

Speakers

John Quinton-Barber
Jim Liptrot

Social
Howorth Air Technology



Welcome

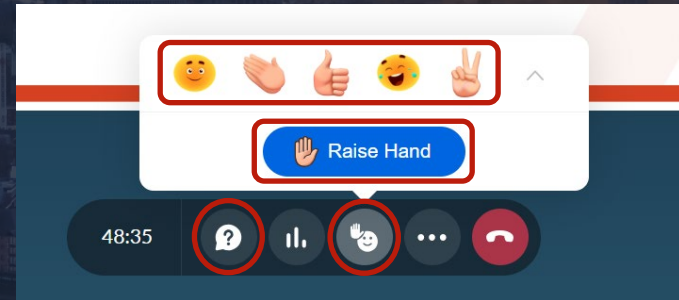


1. Introduction and housekeeping
2. Flexible Work – John Quinton-Barber (*Founder and CEO*), Social
3. Engagement & Voice – Jim Liptrot, (*Managing Director*), Howorth Air Tech
4. Q & A
5. End

Housekeeping



- This webinar is recorded
- You are on “Listen Mode” – the mic and camera are automatically turned off and you can’t see and hear other attendees
- Q&A function (“?” button) – all questions answered at the end. You can remain anonymous if you wish. Click “Raise Hand” if you want to speak, and we’ll activate your mic.
- Reaction button





Flexible Work

John Quinton - Barber, *Founder & CEO*
Social

Social
Integrated Agency

Life Happens

John Quinton-Barber





Our story

- ❑ 10-year-old social impact communications business
- ❑ Proud Member of the Good Employment Charter
- ❑ HQ in Manchester, offices in Liverpool, Leeds and London
- ❑ PR Week Top 150 agencies #21 & Top 10 ESG Consultancy #9
- ❑ Profit for purpose - B-Corp

Certified



®



Corporation

‘LifeHappens’

The Origins of Life Happens

- ❑ Set the business up in 2013
- ❑ Priority was survival
- ❑ We grew quickly
- ❑ 15 colleagues by 2016
- ❑ I was too busy
- ❑ 'Can I please book a day off to go to my grandma's funeral?'
- ❑ Life Happens was born





What is it?

*'If you work for Social, whatever life
throws at you outside of work, we
have got your back.'*



What does it mean?

Whatever the challenge you are facing – that takes priority. 'Life Happens' leave on full pay.



For example

- Domestic day to day challenges, from malfunctioning machines through to children or pets being ill

To the major things:

- Personal or family illness
- Mental health challenges
- Bereavement: 'You tell us when you want to come back.'

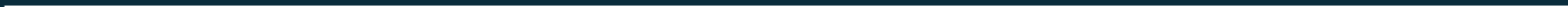


Implementation and impact

- It's all based on trust and line manager support
- Our colleagues know that we genuinely have their back. It makes for a happier and more settled place to work
- There is often an immediate hit to the bottom line
- But the long-term impact is positive
- It's often referred to by potential candidates at interview
- We have created a Life Happens interest free loan for colleagues – for when life happens to them



Thank you





Engagement & Voice

Jim Liptrot, *Managing Director*
Howorth Air Tech

The logo features the company name 'Howorth Air Tech' centered within a circular graphic. This graphic is composed of a dense field of small, semi-transparent blue dots that form a bright, glowing white circle in the center, creating a halo effect. The dots are arranged in a pattern that is slightly irregular, giving it a dynamic, particle-like appearance. The entire logo is set against a solid, dark blue background.

Howorth Air Tech

Clean air pioneers since 1858

The Key Ingredients of successful companies

Purpose

People

Values



Purpose Pharma



- **30 isolators** per annum
- **30m** people per annum
- **577,000** per week

Medical



- **2000+** Critically Ventilated Spaces
- **2.5m** Operations per annum
- **48,000** Operations per week



People

Engage

Develop

Support



Values – The Howorth Way

The Howorth Way



Values and behaviours
framework



Values – The Howorth Way

There are three values **that underpin everything we do** as an organisation.



Values – The Howorth Way Behaviours

All **three values** are divided into two categories, each with a set of behaviours.

These behaviours bring our values to life and help reinforce our organisational purpose: **to make a meaningful difference to peoples' lives.**

The **two categories** are:

LEADERSHIP

These behaviours are demonstrated by leaders, **irrespective of their position or role within the organisation.**

Our required
behaviour for
all employees

TEAM MEMBER



The Results – Financial

- **2009 - Administration**
- **2010 to 2017 (Sales Led)**
 - **(£1.7m) Total loss**
 - **(£220k) Ave loss**
- **2018 to 2022 (People Focused)**
 - **£8m Total profit**
 - **£1.6m Ave profit**



**Transformational
Change.....**

**“THE HOWORTH
WAY”**

Jim Liptrot

07557746255





Q&A

Thank You for Attending

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