



An innovative initiative led by

**CALGARY
ECONOMIC
DEVELOPMENT**

Our telework experience has enabled a very valued member of our team, who physically was unable to actually get to our offices downtown due to pregnancy complications, to stay on our team and be a valued and contributing member of our organization until she went on maternity leave. The benefits were seen on both sides. She was able to continue working, and not have to go on short term disability or start her maternity leave, early which was a financially positive arrangement for her and her family. For the company, we were able to continue working with this very talented individual who delivered the same high quality of work and customer service from home as she always had as well as allowed us time to find and train a suitable replacement.

We also had an employee that moved to a "project" based role and was no longer required to be in the office. She also now had a young family and sought additional flexibility in her work life. At the same time we needed her space for other employees as we continued to expand our operation. The renovation to enlarge our offices was way behind and we had run out of office space. Working from home gave her the additional flexibility she required and helped us solve a space issue.

In addition to these benefits there are also the obvious environmental and infrastructure benefits to our society as a whole, such as not having people driving or taking public transportation downtown.

Sarah Hawitt, Client Partner
Korn Ferry International



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