

Appendix 2: Guideline for dialogue in Local Collaboration Committee on flexible working arrangements

- *The HR partner is responsible for putting flexibility on the agenda in 2022*

- 1. What is our attitude towards the increased possibility of flexible working arrangements that the Executive Board is proposing?**
- 2. What initiatives can we as a Local Collaboration Committee carry out to support a more flexible working arrangement?**
- 3. How do we balance individual wishes for flexibility with the need to maintain a sense of community and collegueship?**
- 4. How do we ensure a sense of unity to compensate for the fact that we're seeing less of each other in the physical workplace?**
- 5. What opportunities does the increased flexibility give our unit—and what are we worried about losing?**