



SmartWork - Flexibility at SmartLiberty: What does that mean in concrete terms?

Why SmartWork? The changing world of work

In the past, the focus in working life was on job security and financial stability. But times have changed. Nowadays, the priorities of employees, especially younger generations such as millennials and Generation Z, are a healthy work-life balance, a positive corporate culture and meaningful work. The pursuit of work-life balance, flexible working hours, the ability to work from home and a healthy work culture are now at the forefront.

At SmartLiberty, the work culture and flexibility have been adapted in recent years for precisely this reason. Tobias Britz, CEO of SmartLiberty, explains what adjustments have been made and how these have affected the atmosphere and employee satisfaction.

A look at management: trust is key

As part of our continuous development, we at SmartLiberty have made extensive adjustments to our work organization in recent months. The aim was to increase employee satisfaction while creating an environment that promotes flexibility, innovation and well-being.



Tobias Britz, CEO of SmartLiberty

«Flexible working is not a static system, but a living process.»

How SmartWork works in everyday life

«We wanted to create a system that better reflects the individual realities of our employees' lives,» explains CEO Tobias Britz. This gave rise to the SmartWork concept, which combines various flexible working models. Employees are free to choose whether they want to spread their working hours over four or five days - and can even make this decision on a weekly basis, depending on their current life situation. Working hours can be arranged individually within the legal framework, with fixed team times ensuring coordinated collaboration. Breaks can also be planned flexibly and no longer have to be documented as working time, which simplifies time recording.

According to Tobias Britz, the implementation of such a model requires one thing above all: mutual trust. «At SmartLiberty, there is a deep understanding that our customer is always at the center. This shared understanding forms the basis for us to function as a team even in phases of high workload or in times of crisis.» This trust is precisely the reason why SmartWork is even possible.

Productivity and collaboration: initial experiences

Experience with the new model so far has been consistently positive. The company functions operationally as before, except that the employees now experience a better quality of life. The combination of fixed team times and «flexible Fridays» guarantees regular exchanges and good collaboration. Productivity has also improved in many areas. It is measured in a targeted manner and helps to further optimize the model. Transparent and seamless time recording forms the basis for making well-founded decisions on the further development of SmartWork.

A living process with a tangible impact

«Flexible working is not a static system, but a living process,» emphasizes Tobias Britz. And this process has a noticeable effect on satisfaction within the team.

One particularly touching piece of feedback came from the team: «SmartWork has changed my life.» Employees with children in particular find the model a noticeable relief. Of course, there are still requests for optimization here and there, but for now the model is to be continued in its current form in order to gain experience and shape further development in a targeted and sustainable way.

What does the team say? Voices from employees

The feedback from employees at SmartLiberty clearly shows that the new flexible working models are highly appreciated. In particular, the option to spread working hours flexibly over four or five days is perceived as helpful and practical. One employee emphasized: «It is very helpful and practical to be able to divide working hours flexibly. I lose less time over the course of the week and feel more productive.»

The work-life balance has also improved for many. As one employee put it: «I have

definitely felt an improvement. The few extra hours I spend outside the office allow me to have a more relaxed daily routine.»

As far as collaboration is concerned, employees report that it continues to work very well despite flexible working hours.

There are also positive trends in terms of productivity. Many employees state that their productivity has either remained the same or even increased. One comment sums it up aptly: «I am happy to say that my productivity level has increased - the new model motivates me.»

In addition, SmartLiberty's commitment to actively promoting modern working models is particularly appreciated. Some employees see this as an important sign that the company is continuously developing and adapting to the requirements of today's working world. Among other things, it was emphasized how important it is that an employer like SmartLiberty is willing to question existing structures and take innovative paths in order to create a contemporary and employee-friendly working environment.

Conclusion

SmartWork at SmartLiberty shows that modern working models are not only possible, but also effective - if they are implemented with trust, openness and genuine commitment.

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