

# Agile Working Shared Learning Seminar

Thursday 24th January 2013, Cardiff and Wednesday 30th January 2013, Bangor

## Biographies

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### Mark Hooper, Indycube



Mark, a Management Accountant, founded Indycube two and half years ago, as a direct consequence of wanting to work for himself, but not necessarily, by himself. Co-working seemed to be the answer. Co-workers share the expense of a fully-functioning office, whilst also benefitting from the social interaction a work community brings. Indycube co-workers see the benefit of working alongside like-minded individuals; having moved from back bedrooms, coffee shops and expensive leased office arrangements.

The concept of co-working is becoming increasingly well established in the US, and has begun to take hold here. Many of the UK's biggest cities now have well established co-working communities, and the 'movement' is also gathering pace in mainland Europe (with Spain leading the way). Indycube, a Community Interest Company, was the first co-working space in Wales, and has ambitious plans for expansion across the country (South Wales, initially). The business plan shows a positive cash contribution which will be reinvested in the co-working community it has been established to serve. The entire venture and has been self-funded. Indycube currently has six locations; three in Cardiff, and one each in the Vale of Glamorgan, Swansea and Newport.

Mark gets away from work by digging his allotment, following Cardiff City, and spending time with his family.

### Sian Hayward, Monmouthshire County Council



Sian has thrown off the shackles of her accountancy roots to delve into making public services better for everyone. She works for Monmouthshire County Council where she has spent the last few years re-designing the way people use office space, with workstations shared on a ratio of 1 for every 2 people and nobody, including the Chief Executive, hiding in an office of their own. The programme has been challenging but it works, and the real benefits are not the obvious financial ones.

### Norma Jarboe, WomenCount



Norma Jarboe is the founder of WomenCount, a new non-profit organisation that indexes women's leadership in the third sector and addresses issues that result in their under-representation. Its first publication, WomenCount: Charity Leaders 2012, reports on the UK's largest charities. A subsequent report launched at the Welsh Assembly Presiding Officer's conference, Women in Public Life, in November this year benchmarks the representation of women in leadership roles in charities based in Wales.

Norma lives and works in Cardiff and has over twenty years' senior management experience in the private sector, public/private partnerships and the charitable sector. She was formerly Director of Opportunity Now, the leading employer membership organisation in the UK to advance women in the workplace and has many years of experience in women's development and diversity.

She is currently a member of the Defra Equality Scrutiny and Advisory Group and was formerly Chair of its Gender Equality Scrutiny and Advisory Group. Norma has an MA in International Studies from the University of Denver and a Diploma from the Stonier Graduate School of Banking at Rutgers University. She was awarded an OBE in 2008 for her work on social inclusion.

## **David Sutherland, Bridgend County Borough Council**



David has been a Head of Service at Bridgend County Borough Council since its inception as a unitary authority in 1996. David's background is in ICT but he is also responsible for all Property matters across the Council.

Over the last three years he has led a project called Improving Your Space which has forged a strong link between different disciplines to deliver financial savings and better accommodation for staff. Improving Your Space is all about the fit for purpose office encompassing access to good quality facilities with ICT as an enabler.

David has led the development of a strategic approach which has reduced the number of buildings the Council occupies whilst also emphasising the importance of making customer contact easy and the integration of partner agencies into shared accommodation.

## **Jane Nyhan, Chwarae Teg**



Jane has more than ten years' experience of working with Chwarae Teg and is a specialist in Work-life Balance and Flexible Working. Since 1992 Chwarae Teg has been working to support the economic development of women across Wales. Their work focuses on helping women to overcome the obstacles that prevent them from making a full and consistent contribution within the economy.

Since September 2002, she has supported businesses across Wales to develop, pilot and embed practical Work-life Balance and Flexible Working solutions. Working with both the private and public sector

Jane's role is to help ensure that businesses, employees and customers all benefit from these solutions. These include Coleg Gwent and Cardiff Council.

Jane facilitates Chwarae Teg's Work-life Balance regional networks bringing together employers from different sectors across Wales to share best practice and learn from each other. She also develops and delivers Work-life Balance and Flexible Working training and consultancy services for businesses.

Jane has recently showcased Flexible Working and Work-life Balance best practice at the European Employment Forum 'Creating Jobs for Growth' in Brussels and fronted Chwarae Teg's live interactive webinar discussing the business benefits of Work-life Balance and Flexible Working.