



The Future of Workday Schedules



By Rachael Evans

Did you know that before 1908, a workday could last up to 16 hours in the summer? Sure, people would have long rest periods in-between seasons, but the work was brutal. Come 1908, things started to change when one particular American factory first introduced a five-day workweek to accommodate its Jewish workers. That's how the two-day weekend we all know came to be. Then in 1926, Henry Ford implemented the first 40-hour workweek to give his factory workers more freedom. Not only that, it was great for business as it meant consumers had more time to shop.

From then on, more changes regarding the regular workweek schedule continued. A Nottingham factory even reported increased efficiency after making the change, to the point that factory owners started worrying about having too much surplus. Eventually, two things became clear...

Increases Productivity

With the right framework in place, people could work the same hours for the same pay. They also didn't have to do the work in the same number of days. In Australia alone, the 48, 44, and 40-hour weeks increased production compared to the numbers from previous decades.

Keeps Employees Happy

Giving people more time off without reducing their pay is a great motivator as it puts a tangible reward in their sights. If they want that extra day off, they need to show up and do their jobs. They have to maintain the same levels of production and quality.

Over the years, many changes and reductions took place that were met with fear, concern, and criticism each time. Yet every single reduction proved that with the proper motivation, structure, and focus, better results were achieved.

With the ever changing landscape of the job market, now is not the time to be complacent with the status quo. It is not uncommon that things in your auto repair shop can reach a point where they get out of control... But remember, you're in charge. And you can regain that control.

The first thing you need to work on is making sure that your auto repair shop is not overbooked. You should put things in place to bring your auto repair shop back to a manageable level. One way to do this is to go oversubscribed. This means employing certain strategies where you're deliberately overbooked. But you'll still have control over the workflow and your profitability will remain intact, if not grow. To achieve this, you need to start making certain calculated moves.

How does the idea of implementing the 4 Day Work Week sound?

We have helped many of our clients to transition to a 4-day work week. Our goal was to help them to start building a life that the business works around, instead of working around the business.

There are several different versions, but let's talk about the simplest version. You close on one weekday and open on the other four days. Typically, this works best for smaller auto repair shops that have 1-3 team members. For this four-day work week, you'll be extending your work hours to accommodate for the extra day off. For example, you could move the opening hour to 7:30, or even earlier. Don't worry about the customers as they'll do what you ask them to do because of FOMO (fear of missing out). The key is to give customers the option to book an earlier slot. For example, you can just announce that you've tweaked the work hours to accommodate their needs. When you do this you will be surprised by the response, you might just find your customers coming back every chance they get.

A good example here is Chloe and her husband James. They ran a solid auto repair shop out of Queenstown that was making good money and they were lucky to have an excellent team around them. With both of them being highly driven, passionate people, they were always involved. However, there comes a time when being too committed can take its toll. For this husband and wife team, their private and work lives

became too entangled. Before long, the two were overwhelmed. At the time, the couple didn't know that there was another way that they could consider. In fact, once the very idea of closing on Fridays came up, they laughed it off.

In addition to their poor time management, they just kept going with the usual 8am to 5pm schedule for a while. Both often came in a lot earlier and left later, sometimes dragging their team into the same behavioural pattern. It got to the point where they realised that they needed to try something new. To solve this, the 4-Day Work Week framework came into play in their business. Chloe and James decided to shut down their auto repair shop on Fridays and extended the working hours from Monday to Thursday.

As a result of this change, everyone had more free time. The customers quickly saw the value in the new schedule. After all, being able to bring in their cars earlier was a major advantage to them. When it came to finding new talent, they had a powerful new recruiting tool – who wouldn't be tempted with a three-day weekend offer? Ultimately, everyone still worked the same hours but split it over four days. And the team morale was high, motivation was at peak levels, and productivity and time management improved.

The 4-Day Work Week framework functions effectively because you can customise it to your business' and customers' particular needs. Results come in record fashion when you understand your situation and make the proper adjustments to the model. Just like what Chloe and James learned for themselves.

So, don't let the old ways of running an auto repair shop keep you from earning back your freedom and increasing your numbers.

What to know more about implementing a version of the 4-Day Work Week? Visit <https://workshopwhisperer.com/4dww-download> to claim your free copy of The 4 Day Work Week by Workshop Whisperer™ by Rachael Evans.



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