# As Brands Consider Workplace Flexibility, Keep Families in Mind



***Editor's note:*** *This piece is part of our Columnist Network series, which explores the tactical thoughts and actions of Adweek's community of high-level experts. Today, Patrick Llewellyn of 99designs discusses a recent internal policy change. Below, in his own words, he describes his goal of providing flexibility for employees—and the organizational learning curve behind it.*

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