

TAKING WORK-LIFE BALANCE TO THE NEXT LEVEL

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SWP.

Workshop content

Learning and take-aways:

- A new integrated thinking on employee engagement and work-life balance
- What are the persisting barriers, state of play, possible solutions
- 3 main spheres of strategic work-life management

Don't hesitate to share your experience and give feedback!

Happy to answer your questions!

SWP.

The new world of work

1. TRANSPARENCY

The kimono of corporations has been blown wide open.

2. FLEXIBILITY

More and more nuanced, solutions on a broad spectrum, no more 8 hour blocks.

3. DIGITALISATION

Deeper and deeper integration of digital tools in all areas of life.

4. DIVERSITY

The hyper-segmentation of the work force, coupled with consumer behaviours.

Work-Life Blurring

boundary management

[noun - 'baʊnd(ə)ri]

A limit of a sphere of activity.

work-life trade-offs

[noun - treɪdɔf]

Balancing of factors all of which are not attainable at the same time.



Who is in the driver seat?

HR

Expectations of services to employees as customers are high and increasing.

OHS

Digitalisation as a massive mental-health risk.

IT

Existing systems, workarounds, current infrastructure.

LEGAL

Data privacy, performance, transparency.

FACILITIES

Space as a multi-functional service and provider of data.

A question of maturity



Built on the 3 pillars of

AUTONOMY

- outcome oriented management
- clear Rules of Engagement
- managing energy, by using time and place
- unleashing innovation capacity

TRUST

- decision making in a VUCA world
- efficiency gains by cutting out "pseudo activities"
- engagement and purpose

TRANSPARENCY

- accountability of management
- not individual accommodations
- open network, collective intelligence
- sharing of information, knowledge and access

Strategic work-life integration management

1

Work-Life integration programmes: moving from ad-hoc projects and initiatives to strategic programme cycles, reporting, measuring.

2

Organisational culture: the three layers of the culture onion: 1. visible expression of culture; 2. written policies and measures; 3. unconscious beliefs and bias

3

Work organisation and job design: what resources are employees given; how are breaks and rest programmed into the work-day; what social support is given; how is time pressure managed.

Key take-aways:

1. It's not about the technology, but about the Mindset.
2. Work-Life integration as a driver for engagement, talent, employer brand.
3. Don't let fear paralyse you! Start small, learn from your mistakes and roll-out.
4. Integration and collaboration across functions is key!

How can we help you make it happen?



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