# 

**AGNES UHERECZKY** 

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!



## The new world of work

#### 1. TRANSPARENCY

The kimono of corporations has been blown wide open.

#### 3. DIGITALISATION

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

#### 2. FLEXIBILITY

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

#### 4. DIVERSITY

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



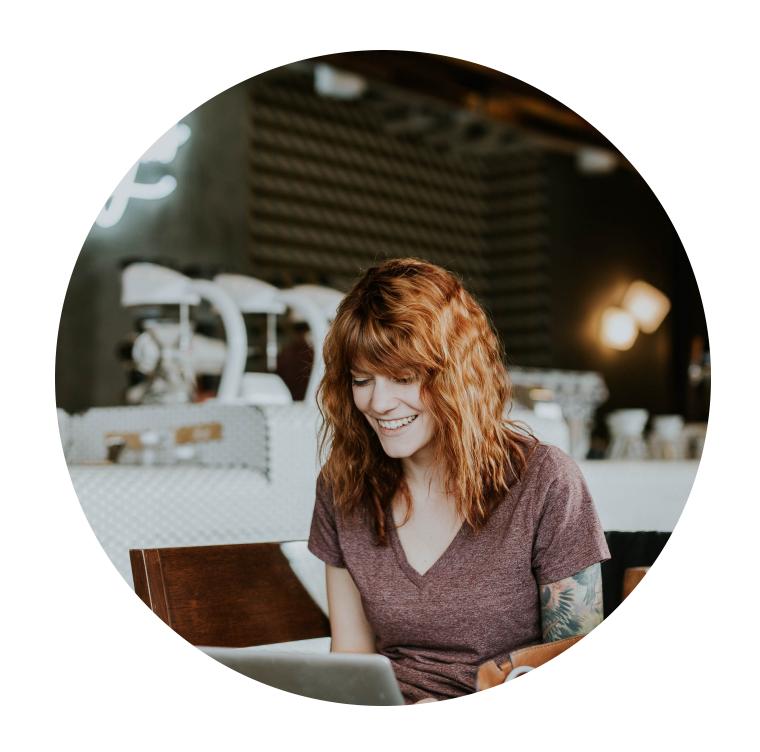
## Work-Life Blurring

# boundary management

[ noun-'baʊnd(ə)ri ]
A limit of a sphere of activity.

# work-life trade-offs

[ noun - treɪdɒf]
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 multifunctional 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

- Work-Life integration programmes: moving from ad-hoc projects and initiatives to strategic programme cycles, reporting, measuring.
- Organisational culture: the three layers of the culture onion: 1. visible expression of culture; 2. written policies and measures; 3. unconscious beliefs and bias
- 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?



**Agnes Uhereczky** Executive Director the WorkLife HUB

E-mail: au@worklifehub.com



**Zoltan Vadkerti** Executive Director the WorkLife HUB

E-mail: zv@worklifehub.com

www.worklifehub.com