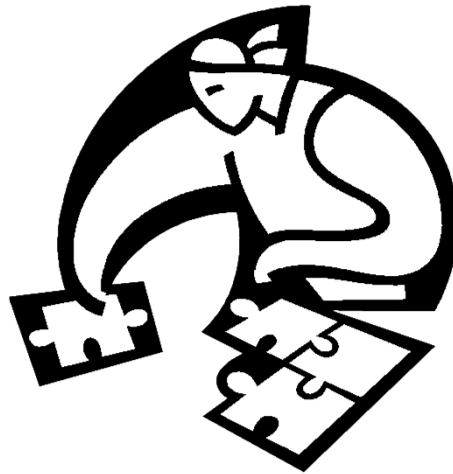


Organisational Work-Life Balance



Transactional or Strategic?

What is Work-Life Balance?

“Work-life balance is the individual perception that work and non-work activities are **compatible** and **promote growth** in accordance with an individual’s current life priorities.”

Thomas Kalliath & Paula Brough, “Work-life balance: A review of the meaning of the balance construct” (2008)

Why does Work-Life Balance Matter?

- Surveys consistently confirm it's a major HR challenge across the globe.
- Changing demographics are leading to changing social expectations (Generation X & Generation Y vs Baby Boomers).
- Considerable research evidence to suggest improving WLB has a positive effect on job satisfaction, engagement and productivity at work, life and relationship satisfaction and physical and mental health.
- Difficulties managing work-life balance inhibit women's career choices.

The “transactional” approach



- Work-life balance is seen as an individual matter.
- HR policy drafted simply to comply with legislation.
- “Privileged groups” (e.g. parents, carers).
- Managers agree arrangements with individual subordinates – resulting in a lack of consistency in practices.

The strategic approach

- The organisation recognises that work-life balance affects every employee; and changes throughout the life-course.
- HR policies are integrated to fully support work-life balance.
- The focus is on moving to a Results Oriented Work Environment.
- Flexible arrangements are agreed at the team or departmental level.
- The organisational culture fully supports balanced working for **all** staff. Employees know they can reach senior levels while working “non-traditional” arrangements.

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Benefits of the strategic approach

- Focus on wellbeing  improves employee engagement.
- Focus on outputs  improves productivity.
- Affirms integrity: people believe they really are your most valuable asset.
- Safeguards talent pools.
- The only true basis for a sustainable organisation.

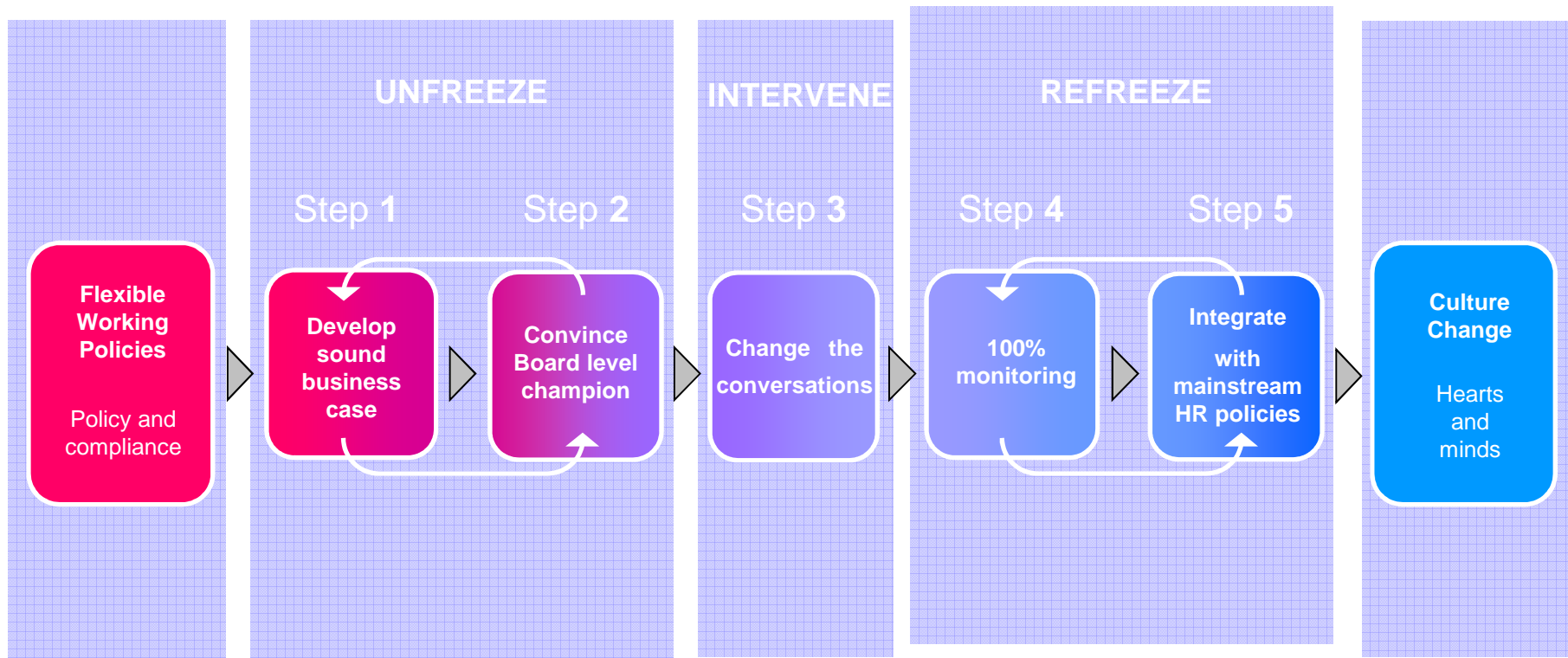
How do we get there?

Stage 1	Grass Roots
Stage 2	Policies and Compliance
Stage 3	Hearts and Minds
Stage 4	Work re-design

Becoming a WLB Organisation: Families & Work Institute (NY)

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Changing organisational culture



“Moving Mountains” Research

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Anna Meller



For the last twenty years Anna has been making work-life balance her business. An acknowledged expert, Anna's approach to her consultancy work is multi-disciplinary and evidence based. In supporting client organisations to embrace a strategic work-life balance agenda Anna draws on her social sciences training, business experience and research activities.

Convinced "it's High Time for flexible senior level jobs" Anna has recently set up a new recruitment website for employers wishing to advertise senior level positions that can be worked flexibly. She believes that facilitating senior level flexibility will enable more women to progress to the boardroom.

To contact Anna

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