

Working Models

Current Situation

- Working full-time is still the norm for male employees in Switzerland, even though many people would like to work more flexibly regarding place and time. Job sharing, job splitting or other ways of collaboration (e.g. senior employees reduce working hours and act as advisors for junior employees) fit well with younger generations' life styles
- Working part-time is wide-spread in Switzerland and primarily practiced by female employees
- Working models that are adjusted to a phase of life or life situation are offered on an individual basis, but are not yet systematically established within companies

Results

- You know the working models you should offer in your company to retain and attract valuable employees and new talent
- You have transparency of the likely impact of the working models you are looking to offer and on achieving your personnel and Diversity & Inclusion objectives
- You know how to introduce new working models

Approach

- Identification of additional working models that employees may request
- Transparency regarding available working models in your company
- Analysis of the impact of new working models
- Preparation of the introduction of new working models, e.g. documentation, communication content, information for HR professionals and line managers, workshops for interested employees
- Addressees: C-level executives, individuals who are responsible for the introduction of new working models
- Languages: English and German

Your benefit of collaborating with me

- You benefit from my extensive experience in conducting projects analyzing the relationship between the availability of working models and achieving D&I objectives (especially increasing the percentage of women in line manager or client facing roles) as well as my experience in designing and managing pilot projects for the introduction of new working models and my established network of leading experts in this field