

## WORK-FAMILY RECONCILIATION BENCHMARK

### **Does your company reconcile work and family? Benchmark!**

What is your company's level of work-family reconciliation within your market or industry? Do you know its strengths and weaknesses in the area of work-family reconciliation? What do other companies in similar circumstances do? After several years of working at the International Center of Work and Family (ICWF) with companies of different sizes and from a various industries, we have shown that the technique of benchmarking, which entails an exchange of practices and experiences, helps to channel efforts into actions that have been shown to be effective, thus providing high added value to both the company and its employees.

For this reason, we have launched a personalized benchmarking service which helps companies find out their real situation in terms of work-family reconciliation and compare themselves to other similar companies.

The service is made up of the following elements:

- A personalized study comparing the company's situation with a representative sample of companies from its own sector or market. The report includes a detailed analysis of strengths and areas needing improvement on all 44 issues included in our model of work-family reconciliation.
- A presentation/discussion session with an expert from IESE's ICWF who travels to your facilities to present the results of the study.
- A copy of the "Guide to Good Practices in Flexible Companies," based on the experiences and "best practices" of other companies.

The total cost of this service is 3,000 euros (materials included).

For further information, please get in touch with:

Maria Dolores Rodríguez-Llauder (MDRodriguez@iese.edu) or  
Valeria Quiroga (vquiroga@iese.edu)