

Support Your Employees by Creating a Family-Friendly Workplace

Flextime

Perhaps the most coveted benefit for working parents is flextime. This may include job sharing, a compressed work week, shift work, teleworking, remote work or just the freedom to alter work hours when needed. All of these flexible work options empower employees by letting them arrange their work schedules in a way that accommodates their family life and personal needs.

- 5 At BambooHR, an HR software provider for small- and medium-size businesses, this flexibility is referred to as an "anti-workaholic" policy, according to COO and co-founder Ryan Sanders.

"As part of that policy, we offer flexible schedules so our team members can get kids off to school in the morning, make time for a dance recital or school performance or leave a little early to go camping for the weekend. These events in life don't happen often, but they are precious moments
10 that shouldn't be overlooked in the name of work," said Sanders.

This desire for flexibility is what led Susan Strayer LaMotte to leave her corporate career to start her own company, exaqueo, a workforce consulting firm and employer brand agency.

In describing her current work arrangement, LaMotte said, "We work from a virtual office space, but don't have expectations of set hours. As long as you're available for clients and do your work, you
15 don't have to be in the office set hours. I have one toddler and a baby on the way, and finally am able to have some breathing room and flexibility in my life."

By Paula Fernandes, Business News Daily Contributing Writer

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