



**Go home
on time Day**
25 September



What have organisations done before?

2012 Review

What people were getting up to for National Work Life Week 2012...

★ **Bright Horizons**

As well as sponsoring National Work-Life Week last year, Bright Horizons promoted the week's messages in their own workplace nurseries all over the UK.

★ **Premier Foods – home of Bisto**

Naturally, last years Go Home on Time Day sponsors got right into the Go Home on Time Day spirit at company HQ!

★ **London Borough of Barking and Dagenham**

There was something for everyone at the Council with workshops, webinars, taster sessions for health-promoting activity and of course, Go Home on Time Day. Staff also raised funds for charity as part of the week's programme, and the Olympic spirit lived on through the fun sports challenges.

★ **National Grid**

Staff were invited to share their top tips for getting work-life balance right, and created a children's art gallery with portraits of mums and dads at work and at home. It really was fascinating to look at parents' work through children's eyes!

★ **American Express**

The company offered staff time to participate in Working Families' free webinars throughout the week to discuss issues such as balancing work and being dad, building resilience and how flexible working can create high-performing teams.

★ **Employee Benefits Live Show**

Taking place right in the middle of National Work-Life Week, the Show shared the campaign messages with visitors and exhibitors.



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★ **Central London Community Healthcare Trust**

The Trust showcased the flexible working and family-friendly policies it offers staff all year round, and took part in Go Home on Time Day.

★ **Capital One**

There was a huge demand for workshops on offer throughout the week on topics from Bringing out the Best in Children to Emotional Wellbeing. Wednesday saw a focus on carers, and there was a day's holiday on offer in a competition asking associates what they do to switch off and bring about balance.

★ **WiBBLE (Women in Business: Brilliant Local Enterprises)**

Hampshire-based enterprising mum and author Cheryl Rickman launched an online support network for women in business – www.wibble.us – on 25 September 2012.

★ **Manchester Mental Health & Social Care NHS Trust**

Took part in the 2012 week including Go Home on Time Day.

★ **Reflexion Associates**

Offered free 1-hour online sessions throughout National Work-Life Week 2012 with their team of international experts on work-life balance, stress reduction, personal and professional development – www.reflexion-uk.co.uk.

2011 Review

Here's some inspiration from organisations that took part in 2011...

★ **American Express** raised awareness of the importance of maintaining a healthy work-life balance during National Work- Life Week 2011. The programme was a collaborative effort from the UK Healthy Living Team., Public Affairs & Communications, global Diversity & Inclusion and all of the UK Employee Networks. It offered:

- a joint Employee Network event to explore the power of the Employee Networks;
- a talk and panel discussion with Professor Cary Cooper CBE on mental and physical resilience
- various activities to support leaders in leading a flexible culture, including a 'Q and A' session with Scott Abrahams, Vice President at American Express and Executive Sponsor of the Flexible Workplace Culture Diversity Council workstream.



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- ★ **Barclays Wealth** had the following planned:
 - The Balancing Act Seminar
 - Daily profiles of employees who are managing different aspects of their non-work life with their job eg childcare, eldercare, studying, sports.

- ★ **Capital One** bannered National Work-Life Week under a celebration of the great work life practices and benefits they offer and raised awareness of these. During the week they offered associates the opportunity to view the Working Families “Managing flexible workers” webinar as well as various different promotional activities. Later in the week they held a health station offering heart rate monitoring, free hand massages and various health and fitness tests eg BMI and Bodyfat – this was in conjunction with World Heart Day.

- ★ **Citi** – hosted Working Families’ 2011 Conference & Top Employers for Working Families Benchmark & Awards Ceremony.

- ★ **KPMG** marked the week with a series of activities to promote flexible working and offer practical tips from the experts on getting the balance right. Events that were planned were:
 - **A Balancing Act Workshop** - examined what Work-Life balance means to the individual
 - **Your Flexible Friend** - for employees who want to work flexibly but don’t know where to start.
 - **A Relaxation Event** – focused on why relation is important.

- ★ **Logica** held a virtual ‘Question Time’ debate on work-life balance, via conference call and Live Meeting.

- ★ **Mayer Brown International** marked the Week 2011 with a variety of initiatives:
 - a health and wellbeing day which included a seminar with a well known sports star
 - a day focused around its community and pro-bono activities to promote their corporate social responsibility programme and to get people involved
 - on-site massage – with a choice of three different types of massage
 - a carers’ day which included an elder care seminar, the opportunity to have a 1:1 discussion with the seminar speaker and a roadshow by My Family Care promoting their new emergency and dependant care benefit.



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- ★ **Northern Trust** ran a seminar on redressing the balancing which was very well attended. They also internally promoted their flexible working policy and their openness to flexible working.
- ★ **Simmons & Simmons LLP** had a lunch seminar for their employees, *The Balancing Act*, held by My Family Care.

2010 Review

During the inaugural National Work-Life Week, employers got involved in a variety of ways...

- ★ **Royal Bank of Canada** launched two new family-friendly benefits: an emergency dependant care service and a New Dads coaching workshop. They also hosted a seminar on Work Life Balance and promoted their approach to flexible working across the organisation.
- ★ **The Royal Bank of Scotland Corporate Banking Division** marked the week in a variety of ways, including a 'leave at 5 and dress down day' and an awareness raising programme which included the promotion of new role models and case studies.
- ★ **Mid Yorkshire Hospitals NHS Trust** ran an "Improving Working Lives" conference to showcase and share best practice.
- ★ **American Express** ran a series of events and informational stands across three UK locations throughout the week. Events included panel discussions with guest speaker, Sally Gunnell and taster Zumba Dance sessions.
- ★ **Mayer Brown** ran activities every day of the week which included: seminars on building strong relationships with children and on personal safety, a benefits fair, a pension clinic, on site massage and health and wellbeing checkups.
- ★ **KPMG** ran a series of events in recognition of the week. The Diversity Team and Parenting Network have teamed up to provide drop in sessions and accompanying materials for parents on subjects including "Can Parents Have it All?" and "The Science of Happiness".
- ★ **Aspire Housing** promoted their Wellbeing Policy and approach to flexible working across the organisation.



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- ★ **Hogan Lovells** hosted two seminars to mark the week. Suzie Hayman, Agony Aunt and Author gave a talk on Stepfamilies and there was a seminar titled 'Blackberry – Master or Servant' which aimed to assist individuals with preserving the balance by retaining or regaining control over the use of their Blackberry outside of the workplace.
- ★ **NFU Mutual** launched a Wellbeing policy as well as encouraging employees to complete an online Wheel of Life exercise which helped them to identify how balanced their work/life is. They will also be promoting resources around 5 key aspects of wellbeing: Career, Finance, Social, Physical and Community. For example discounted gym membership, on-site leisure facilities, social events, financial planning advice, dedicated career website, local community activities and many more.