Process for the implementation of Work / Life programs

	Set Corporate Objectives	Analyse Diversity Profiles	Design Work/Life Programs	Communi-cations	Training	Measure and Evaluate
Actions	• Define the corporate objectives when implementing Work/Life policies as a strategy to meet the diverse profiles and needs of its Human Resources.	• Elaborate a map of the diverse employee profiles in the employee population • Analyse the most relevant profiles related to achieve corporate objectives.	• Design a package of Work/Life programs that meet the interests and common needs of all the workforce • Conciliation programs to balance professional, family and personal life.	• Communicate all the Work/Life programs to all the employees in order to create a supportive climate • Internal and external communication to all stakeholders	• Awareness sessions to foster inclusion • By all employees • Up-down conciliation process • Active inclusion is the responsibility of ALL the employees	• Set objectives and select indicators at the beginning of the project. • Evaluation - Economic - Non-economic of each conciliation program
Objectives	• Match corporate objectives with personal objectives of all employees	• Identificar las áreas de conflicto para convertir las opciones diversas en aportaciones positivas	• Favour inclusion • Increase productivity, innovation and efficiency of all functions	• Inclusion of diverse employee profiles addressing common interests • Feed-back	• Foster awareness and implementation of Work/Life programs for the benefit of ALL: company and employees	• Measure the impact of inclusion of diverse employee profiles. • Profit and ROI to the company