

# Samson Iyayi



0803 704 6123

lifeparentingacademy@gmail.com



# WORK LIFE INTEGRATION

## Redefining Productivity in the Workplace



# Integration?



➤ The interaction of four domains

➤ Work

➤ Home

➤ Community

➤ Self

# Employee Challenges



- Wellness and mental health
- Reduced Family time
- Continuous Development
- Community
- Commuting


# Ideas for Employees



- ▶ Plan & Take Control
- ▶ Parenting touchpoints
- ▶ The dinner table
- ▶ The Closet
- ▶ Family Altar
- ▶ Use vacations as teaching experiences
- ▶ Mentor your children



# New Thinking?

- 
- ▶ Technology Leverage
  - ▶ Remote Worker
  - ▶ Global competition
  - ▶ Increasing female workforce
  - ▶ Cultural trends



# Possibilities

## Flexibility

- Can employees work flexible hours?

## Job Management

- Employee passion and skill development?

## Technology

- Can employees work remotely?

## Work Space

- Can the work space be functional and aesthetically appealing?



# Some Ideas

- 
- ▶ Family week/Family Retreat ...."We Are Big on Family"
  - ▶ Flexible Hours
  - ▶ Dependent Care Fund (IBM)
  - ▶ Paternity Leave
  - ▶ Unlimited maternity and paternity leave (NETFLIX)
  - ▶ Early Closure (Fidelity Bank)
  - ▶ Continuous learning programme (LBS)
  - ▶ Employee Athlete support (KPMG)
  - ▶ Disability Provident Fund





# Closing Thoughts



- ▶ What will your legacy be for your family?
    - ▶ Will it be about values and principles?
    - ▶ Will it be about an inheritance or wealth?
  - ▶ What activities in your spouse and child's life are you neglecting?
    - ▶ Make a list and make a change
- 