



"If you don't have great people, you can't have a great company. If you aren't prepared to put in place a whole range of policies and procedures and programs and everything else that allows people to have work-life balance, then increasingly you're not going to get the best people. This is not corporate social work. It's a business imperative."

*Courtney Pratt, CEO
Toronto Hydro Corporation*

Why Work-Life?

Are your employees having difficulties juggling the multiple roles they play at home and at work? Do you need family friendly practices and programs to attract and retain your talented people and increase their productivity?

Research on work-life effectiveness indicates that employees who experience work-life conflicts are 3 times more likely to think about quitting or changing jobs. It also costs 3 times more to replace an experienced staff than to retain him.

Effective work-life strategies can help employees better manage their multiple work-life demands and commitments.

OTi's Work-Life Training Program – Achieving Personal Work-Life Effectiveness

What's in it for my organization?

Work-Life Effectiveness is gaining increasing attention from organizations and individuals today as the 24-hour knowledge-based economy places harsh demands on individuals wearing many hats and juggling multiple role responsibilities.

Organizations can assist their employees to manage work and personal life through this program that equips employees with personal work-life effectiveness strategies

What will I experience?

i. Understanding Personal Work Life Conflict

- Opportunity to review knowledge of yourself and to understand how work-life conflicts can be reduced through enhanced self-knowledge and focus on personal life goals, and learn different ways to improve coping skills and relationships.

ii. Acquiring Interpersonal Strategies

- Gain awareness of different behavioral styles and how to manage interpersonal relationships to enhance work-life effectiveness.

iii. Adversity Quotient

- Understand the C.O.R.E. concepts of adversity quotient and its relevance to handling of work-life demands.

Who is this for?

- Anyone wishing to gain enhanced effectiveness in handling work-life demands

Duration

- 1/2-day session

Fees

- \$2,000 for the 1/2-day session

Work-Life Consultant



HELEN LIM-YANG is a Director / Vice President with OTi Consulting. Her emphasis is strategy management and implementation at both corporate and industry levels.

Helen presently leads OTi's South Asia team to formulate strategy, develop and implement solutions for Change Management, Values Alignment, Organization Audit and Diagnosis, Leadership Development, Executive Coaching, Performance Management and Work-Life Strategies. Her diverse consulting experience spans across industries such as healthcare, chemicals, logistics, electronics and the government arena.

A Certified Master Coach (Behavioral Coaching Institute, Sydney) and Psychology graduate from the University of Alberta, Canada, Helen is an approved Work-Life Consultant recognized by MCYS and MOM. She conducts the approved Work-Life Training Programs, has consulted for MCYS and MOM on Work-Life projects and served as an auditor for the Family Friendly Employer Award 2004.

Recognized for her expertise and passion for Work-Life Harmony, Helen has been interviewed by 93.8 Live, Business Times and Channel News Asia to share her views on Work-Life. She has also contributed an article to MCYS' Handbook on Personal Work-Life Effectiveness.