

## berufundfamilie Service GmbH

- Successful for more than 25 years
- Over 2,000 certified employers with some 3.5 mill. employees
- Nationwide employer network
- Accompaniment by experts on the site
- Arisen from an initiative of the Non-Profit Hertie-Stiftung
- Europe-wide license for the audit berufundfamilie/ audit workandfamily

## audit berufundfamilie

The unique management instrument

## Your contact

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#personalbewusst

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Your tool –  
strategic,  
tailored,  
effective


Recommended by:



Patronage:







Shape your HR policy strategically and develop your organization with the **audit berufundfamilie/ audit workandfamily** – the management instrument for tailor-made, profitable solutions for the compatibility of work, family and private life.

## **The audit berufundfamilie/ audit workandfamily pays off**

### **for employers**

With the audit berufundfamilie / audit workandfamily you provide answers to the shortage of skilled workers and the demographic development. You strengthen your employer attractiveness and support your employer branding.

### **for HR managers:**

The audit ist the reliable, future-oriented tool for successful HR work. It supports you in the design and continuous optimization of operational compatibility of work and private life.

### **for employees and applicants:**

The audit helps employees to master the balancing act between professional and family/ private tasks. They gain time for family and friends, social commitment as well as opportunities for flexible career planning.

## The audit berufundfamilie/ audit workandfamily is more effective

### Economically measurable

#### Systematically set up your family- and life-phase-conscious personnel policy – for

- increased satisfaction, motivation and identification of employees
- less absenteeism and a lower turnover rate
- increased productivity and innovation
- (more) successful retention and recruitment of employees
- better customer loyalty through image gain
- strong employer brand

### Culturally noticeable

#### The audit berufundfamilie/ audit workandfamily stands for

- a change in corporate culture towards a positive working atmosphere
- an open communication und constructive co-operation
- successful transformation

### Sustainability successful

#### The audit berufundfamilie/ audit workandfamily supports

- sustainability management, including sustainability reporting
- aligns with the UN Sustainable Development Goals (SDG) and addresses a variety of sustainability factors
- offers the process of specifying and further developing topics of the sustainability strategy

## The audit berufundfamilie/ audit workandfamily is right for everyone

### Suitable for every employer

Whether large, medium-sized or small business, whether service, administration or manufacturing company – employers of all sizes and industries win with the audit.

The audit picks you up where you are – no matter how many and which compatibility solutions you (already) offer.

### Detailed and needs-based

The procedure and results are tailored to your organization and your employees: We take up the individual compatibility potential of your organization/ your company, show you how to achieve your goal and remain at your side – even in the phase of implementation.

### Comprehensive, specific and on the pulse of time

**Bring progress to your organization! In a joint process we integrate topics relevant to you and the latest developments:**

- family- and life-phase-conscious leadership
- individualization and diversity
- care-conscious personnel policy
- work and age
- generation management
- health management
- digitalization
- internationality
- ...



## The audit berufundfamilie/ audit workandfamily means dynamic organizational development

### Structured procedure

The goals and measures of your family- and life-phase-conscious personnel policy are developed along eight fields of action:

1. working time
2. working organization
3. work location
4. information and communications
5. leadership/ management
6. human resources development
7. financial benefits
8. services

The auditing process is modular and tailored to the size of the organization.

- ▼ preparatory talk
- ▼ status quo survey
- ▼ strategy workshop
- ▼ basic check from 1,500 employees upwards
- ▼ auditing workshop
- ▼ management talk from 500 empl. upwards
- ▼ objective agreement
- ▶ **issuing certificate**

The multi-stage process adapts to the development of the organization over the long term. After the first audit, there will be two re-audits every three years. These are followed by the lean dialogue process, which is to facilitate exchange and serves as quality assurance.

## The audit berufundfamilie/ audit workandfamily makes compatibility visible

### The certificate



Successful auditing is rewarded with the certificate – the quality seal with a three-year term. After the successful dialogue process, the certificate with distinction is awarded.

The highlight for your internal and external communication: the certificate ceremony – the publicity platform with the participation of the Federal Ministry for Family Affairs.

Present your certificate logo and boost your reputation as an attractive employer among employees, potential employees and the general public.

### The network offerings

As a certificate holder, you are a member of the berufundfamilie network. Benefit from regional and nationwide network meetings – whether virtual or in person – as well as other offers of the berufundfamilie academy.



Get to know the audit berufundfamilie/ audit workandfamily in our free live webinar  
(in German language)