**Work-Life Strategy Implementation: Questionnaire for Senior Management**

*These questions may be adapted according to the organisation’s needs and stage of work-life strategy implementation.*

**Corporate Needs**

1. How does your business/function create value?
2. What changes/challenges do you foresee in the future?
3. What capabilities do your people need most in the future business environment?
4. How does your business view family issues?
5. What attracts employees to your company?
6. What causes them to stay or leave?
7. What are the reasons driving the organisations need to support employees to manage their work and family/personal commitments? These may include:

* Talent attraction
* Enhanced recruitment
* Reduced absenteeism
* Reduced turnover
* Increased productivity and morale
* Enhanced employer branding
* Preparation for the future workforce/workplace
* Being a forerunner in provision of employee benefits

1. What is the organisation’s turnover rate?
2. What are the costs associated with turnover? These may include:

* Lost time
* Recruitment
* Retraining
* Other costs

1. In your opinion, what are the likely work-life needs of the organisation and staff, now and in the future?

**Work-Life Policies and Benefits**

1. What policies and benefits does the organisation currently provide employees to help them meet work-life needs? How do you help working families?
2. What policies or benefits do your competitors offer?
3. How are the organisation’s policies and benefits communicated?
4. To what extent do employees use existing programmes and benefits?
5. What are the costs of providing these programmes and benefits?
6. Do the organisation’s policies need to change to meet employees’ needs? What indicates that this change is needed?
7. How important is work-life strategy to your organisation? How do you think good work-life practices can complement your business strategy?
8. What outcomes do you expect to achieve with the implementation of the organisation’s work-life strategy?
9. How would you like to see work-life practices implemented within your organisation?
10. Who in your organisation can support the senior management to drive an effective work-life strategy?
11. What are possible obstacles to effective work-life implementation for the organisation? What are the organisation’s limitations in providing work-life policies and benefits? How can you overcome these limitations?