

## Family Friendly

Potts Family Foundation with their interest in advancing Family Friendly Business Practices, is working with Oklahoma Human Resource Council which is the state level of SHRM (Society of Human Resources Management). SHRM is a globally recognized HR professional society. Oklahoma Child Care Resources & Referral Association is joining us in this special program of presentations along with ideas on how to enrich support for employees with young children.

As part of our community outreach program, we are offering these presentations and information free of charge to all State SHRM chapters. Our purpose is to provide HR Professionals with:

- *The “Why” family friendly business practices (reasons for family friendly practices you can present to your executive team)*
- *Education and resources for HR to provide to employees with young children*
- *Quality childcare resources and Employer child expense assistance information*
- *Flex hours, job share, and part-time scheduling ideas, and*
- *Resources for management training on understanding challenges of employees with young children*

Paula Koos, Executive Director of Oklahoma Child Care Resources and Referral Association, Inc. talks about some of the services offered (all free). For example:

- Free consultation for employees who need help finding child care or child development advice or paying for child care
- Information on the Oklahoma and the Federal employer child care tax credit
- Help calculating the return on investment for employer-supported child care benefits for employees
- Suggestions of cost-efficient ways to address child care needs of employees
- Identification of characteristics of successful employer-supported child care programs
- Help creating and supporting child care services
- Provision of on-site seminars for employees on balancing work and family, finding quality child care, and child development, and
- Recommend ideas for developing family-friendly policies for employees

If you are interested in hearing more about this Family Friendly Business Practices please give me a call at 405-319-8260 or email me, [ltturner@pottsfamilyfoundation.org](mailto:ltturner@pottsfamilyfoundation.org).

Look for examples of Family Friendly Business Practices and additional helpful material in future Potts Family Foundation newsletters.

*Linda Turner, SPHR, SHRM-SCP*

*“In the coming century, the organizations that respond to the realities of employees’ day-to-day lives will be ahead of the curve. The ‘as-if’ organization – the company that continues to operate as if its employees had no outside lives – will be history.” – Families and Work Institute*