



# FAMILYWORKING

NHQA  
ÉLITE PROGRAM



# FAMILYWORKING

## MANIFESTO



### 1 RIGHT TO TECHNOLOGY

If home is the new office, **tools must be adequate**. It cannot be acceptable to work remotely without access to the best technologies, **the best infrastructure**, and **the most realistic and advanced virtual experience**.

**NHOA Group** will provide for your home the same tools you had in the workplace::

- **A professional workstation:** HD screen, dock station, ergonomic chair, HD webcam and a contribution to your Wi-Fi connection
- **An interaction completely virtual but balanced:** get used to work only from your workstation, separate the time dedicated to work from the time dedicated to your family. And remember that a video call reduces stress by 60% compared to a phone call, but only if you have high quality audio and video.



### 2 RIGHT TO FLEXIBILITY

Working eight hours straight is the past and a nightmare for the family. Traditional part time is a obstacles course, and getting it is often a miracle. In FamilyWorking, **working hours are based on your needs** and the balance between family and work

**NHOA Group** gives you maximum flexibility:

- **You will be able to do your work when it suits your family routine best.** You will no longer be forced to operate in the 9-18 time slot. By simply using the digital calendar you'll inform the team about how you will distribute your working hours and "private" slots to manage personal or family needs, in which you will not be disturbed.
- **If you have children, you can temporarily reduce your working hours.** You will only need to indicate each month the weekly number of hours you plan to perform, and your pay will be automatically adjusted. As a part time on demand, but totally flexible, and editable from month to month.



## FAMILYWORKING

### MANIFESTO



### 3 RIGHT TO TIME FOR THE FAMILY

If you do not answer to a video call it is because you can't be disturbed, because you are dedicating time to the family and the company has the obligation to respect it.

**NHOA Group** helps you to manage the communication with your colleagues effectively and sustainably:

- Among colleagues, traditional phone calls are completely replaced by video calls. Talk will be done only by videoconference, and from the workstation. The video makes communication more effective, less stressful, and more human. Answering only from a computer allows you to separate work from personal activities as well. Of course it will be essential to uninstall the video conferencing system from the company's mobile phone: you will have to do it to give priority to your family.



### 4 RIGHT TO WELLNESS

Scientists are unanimous: mental and physical well-being are linked. Saying that you should do some physical activity while working from home, but maybe you are not even allowed to go out, is just a catch phrase. The company will have to provide concrete tools to promote physical and mental well-being.

**NHOA Group** helps you to maintain an active and balanced lifestyle.

**Gympass App** is at your disposal with the starter plan offered by NHOA Group. **Gympass** provides flexible and personalized access to gyms, sports facilities, online courses, personal trainers, and wellness dedicated apps. Your family members can use it too!



## FAMILYWORKING

### MANIFESTO



## 5 RIGHT TO BE A PARENT

Raising children while working requires not only routine and organization, but content. Parents end up being the only ones to witness the hardships of their children, their regressions, their expressions of fear, their moments of sadness and isolation, the relationship created between adults and children by coexisting 24/7.

The company will help to raise the interaction with children by providing **dedicated experts and content**.

Thanks to the partnership with **JOINTLY** and other partners, including **Locomotiva di Momo** - an educational excellence in Milan for 25 years, **NHOA Group** provides you with tools and quality content to support your parenting journey through the **NHOA 0-18** project.

**NHOA 0-18** consists of a **set of solutions and services that support parents in the growth and education of their children**, aiming to ensure a better balance between private and work life, allowing them to work with greater satisfaction:

- Parents-to-be coaching
- Accompanying new mothers on their return to work
- SOS Pediatrician (0-6)
- SOS Babysitter (0-6)
- DSA Counseling and training (0-18)
- SOS Parents (0-18)
- Language online courses (6-18)
- Private lessons, homework, tutoring (6-18)

To learn more about the services offered by NHOA 0-18, you can always refer to a dedicated Family Manager.