

P&G flex@work Success Stories

Stories from P&G employees share successful flexible approaches and solutions, showing how powerful flexibility can be in creating an employee experience that inspires people to unleash their potential and perform at their peak.

Leveraging the New Parental Leave Policy – Benefit Flexibility

Andy – Purchases, U.S.A.

Several months after my wife and I found out we were expecting our first child, I was thrilled to learn that P&G had updated our U.S. Parental Leave Policy to allow for four weeks of paid paternity leave (versus the previous one week).

My wife and I were already working out how to manage the first few weeks after our daughter's arrival, knowing that none of our family lives close. But the new Parental Leave Policy changed our approach, reduced our stress, and led to a life-changing experience that has empowered me both at home and at work.

Changing a policy is one thing, but having the culture to support a change like this is really where the true strength of P&G lies. When I walked into my manager's office, the first thing he asked me about was the new parental leave policy. I didn't even realize he knew about it. He said, "*Andy, you're going to take every day of eligible Paternity Leave, right?*" To have this level of proactive support and healthy peer pressure certainly made my decision much easier, and eliminated any anxiety I may have had.

I was out most of November 2016 on Paternity Leave, and it was an absolutely fantastic experience. I was able to completely immerse myself with my wife and daughter during the critical first few weeks of our new family's existence, and it's a time I will cherish forever. I re-learned my expertise in house care, cooking, and a myriad of other activities—all thanks to P&G allowing me to spend this valuable time with my new family.

When I returned from leave, I was refreshed, thankful, and eager to get back to work. Unlike some new fathers I know at other companies, I didn't feel bad about leaving my wife and daughter; I felt great about the fact that I spent a full month with them. It's also allowed me to focus on my challenging and exciting job leading P&G's Supplier Citizenship Program.

Advancing My Career and Stabilizing Family Life—Career Flexibility

Geraldine – Sales, Europe

When I was an associate director in the United Kingdom, I was offered a promotion to a director for Europe. The role was based in Geneva, so the promotion came with an expat assignment and a move from U.K. to Geneva.

My sons were entering a critical exam period at their school, and their teachers advised not to move them at this stage of their studies. They were also 12 and 14 years old, not an ideal age for a move as they were settled in sports teams and friendships.

I thought it important to make continuity for my sons my priority, and reluctantly explained to the company that I would not be able to take the role. My leaders said they were disappointed but understood. I felt badly as they had children of the same age at schools in Geneva—and I knew they didn't feel schooling was an issue there. But both my husband and I felt continuity for our boys would be best for our situation.

A few days after this conversation, my leaders came back and offered me the same job, but location-free from the U.K.—if I was prepared to travel to European markets and the Geneva office as needed. This meant I would need to travel about two days a week and work remotely the rest of the time.

This worked for my family, enabling me to take the job and promotion. I was very happy with the arrangement; it worked very successfully professionally and personally, and it showed the flexibility P&G will offer when the role can accommodate it.

The executive I reported to felt it was important that I spend time in the markets rather than our Geneva headquarters in order to drive our new strategies in Europe. He was very happy to see that I could easily get to all the European markets from my U.K. base. He was very supportive throughout the arrangement—which worked well for the business, and for me.