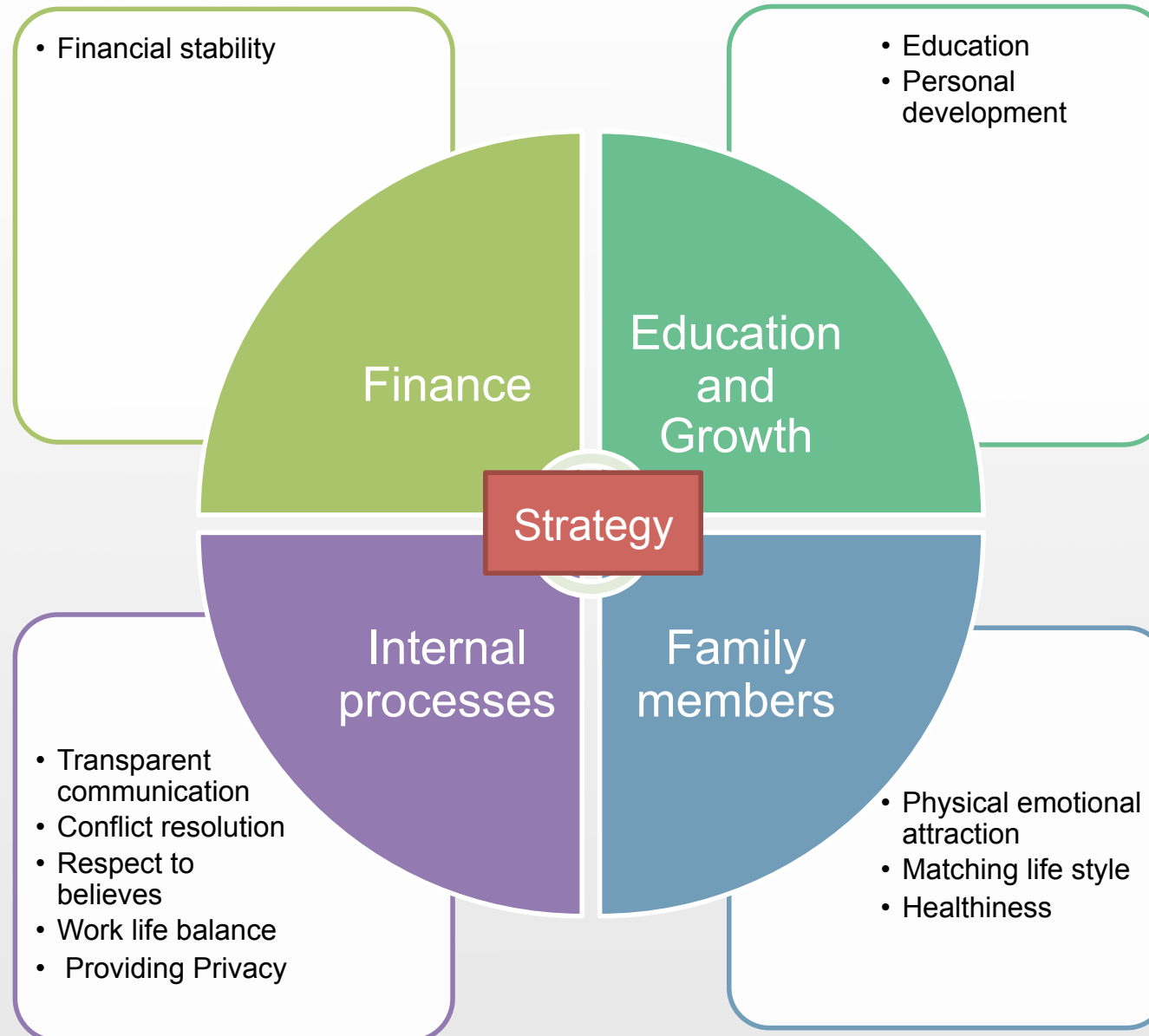


Balanced Scorecard (BSC) Harmonized Family

Balanced Scorecard

Based on Presentation to Harmonized Family
Erasmus Winter Semester Brugg, Switzerland
2010/11

Balanced Scorecard



Balanced Scorecard

Family members

Indicator	Physical emotional attraction	Matching life style	Healthiness
Objectives	Be able refresh adjust change , bring new to relationship	Having common interests, joint hobbies	Health care management within the family
Measures	Show care, love, be open	Be interested and participate in each other hobbies	Healthy life style, food, sport, positive thinking
Targets	Keeping feelings in the long run	Spend more time together and share activities and interests, participation in each others' life	To implement health management campaign within the family in order to prevent certain sicknesses
Initiatives	Talking, physical contact like: holding hands, kisses, embraces, smiles, warm words, compliments, cheering up	Finding activities you can do together, talk about each others hobbies and pay attention to them	No smoking policy, planning sport activities, healthy food, analysis of stress factors and their reduction

Balanced Scorecard

Balanced Scorecard Training	Design	Internal processes					
		Use	Implement	Use	Implement	Use	Implement
		Indicators	Transparent communication	Conflict resolution	Respect to believes	Work life balance	Providing Privacy
		Objectives	Sharing of information	Manage the conflicts in a respectful way	Respect to believes and traditions	Smart time planning for family, work and yourself.	Give partner a personal space
		Measures	To be involved with other members To be open To be honest	Proactively prevent conflicts in a respectful way Listen, hear and understand	Family gathering, Sharing and accept believes	Time management	Respect a wish to spend time with friends Give time for hobby and being on their own
		Targets	Trust between family members	Prevent conflicts Concede and compromise	Own family traditions and follow them	Plan a sustainable schedule for work and family life	Agree on special time and schedule for private activities
Initiatives	Fair talks and attention to each other, no secrets and lie	Talks with each other. Create a number of alternatives within each others' interests to find one suitable for all	Family reunions, joint celebrations, create family specific traditions	No open end working day – regular end of day time, not bringing work to home, keep your head out of work at home. Plan leisure activities for family,	Talk together to understand each other needs , create time frame for private needs		

Balanced Scorecard

Finance

Indicators	Financial stability
Objectives	Guaranteed sustainable income
Measures	Rational budget planning Wise spending
Targets	Have enough money for basic needs (food, shelter, living and medical expenses) and education
Initiatives	Search for suitable job, start an own business

Use

Implement

Design

Balanced Scorecard Training

Education and Personal Development

Indicators	Education	Personal development
Objectives	Ongoing learning	Extending knowledge, care of personal growth.
Measures	Having time for education	Vision for personal development
Targets	Get the desired education	Create your personal development plan for the short and long run, watch career opportunities
Initiatives	Start further education	Travel 2 times during a year, read at least 2 books within a year, ask for personal development plan at work

Balanced Scorecard

