

Project designation	Balance
Project code	LISBOA-02-0853-FEDER-045762
Main goal	Reinforce competitiveness of small and medium enterprises
Region of intervention	Lisboa
Beneficiary entity	SISCOG - Sistemas Cognitivos, S.A.
Approval date	02-10-2019
Starting date	20-08-2019
Completion date	29-08-2021
Total eligible cost	93.418,00 Euros
European Union financial support	37.367,20 Euros, through the European Regional Development Fund

Goals, activities and expected results

In order to achieve the 2018-2021 strategic goals, namely market share increase, activity growth and company added value reinforcement, with this BALANCE project SISCOG intends to accomplish two relevant objectives from its strategic plan for this period, specifically:

1. Development of programs for attracting and retaining staff, and
2. Increase annual productivity.

In an increasingly competitive technological context full of opportunities, SISCOG has been witnessing the impact of these factors on its human resources, namely in attracting and retaining qualified technical staff, having already become aware that the lack of clarity in the path each employee can take in the company is a key aspect in people's commitment and motivation.

With this project, that will create a career management model, and implement and certify the NP 4552: 2016 standard (management system for reconciling professional, family and personal life), we aim to:

- outline clear and realistic career paths
- communicate the value proposition of these paths with clarity and transparency throughout the Organization
- improve the conditions offered to employees in the context of reconciling the various spheres of their lives, promoting a better work-life balance that will have an impact on a greater degree of motivation, performance and productivity, thus leveraging the company's competitiveness.