ACM-W womENcourage Hackathon 2019
Challenge Description
(Organizers: Avio Aereo + CTNA)

Name of the challenge:

WORK LIFE BALANCE & SMART WORKING:
BRILLIANT IDEAS AND NEW TOOLS FOR THE AEROSPACE INDUSTRIAL SECTOR

Description:
Aerospace manufacturing industries, such as Avio Aero and companies of the same sector being represented by the CTNA, consider work life balance integration critical for the achievement of business objectives and employee satisfaction. Smart working is already a reality in the service sector and other companies, while in the industrial sector, including aerospace manufacturing companies, the adoption of smart working policies is still very partial. Avio Aero has established an internal diverse team expected to design solutions for work and life balance integration, believing that smart working policies and available technologies are currently exploited below their potential. A first internal survey showed that a key factor limiting the adoption of smart working is a cultural bias against it, based on the prejudice that “presence is the first half of making”.

Cultural and behavioral change is at the heart of effectively moving to smart working. The overarching purpose is to empower your employees to work smarter to deliver better outcomes for the business. This means that employee and business performance is measured not on the physical presence in the office but on performance and results. Overtime work and presence, with no adoption of smart working, shall become synonymous of a flawed work organization. For many businesses, to be successful, this cultural and mindset change must be carefully managed. Winning the hearts of minds of everyone within your business, keeping them included, making sure everyone understands their role and what is in it for them, as well as welcoming feedback are all essential if your move to smart working and you want it to be successful. Also important is strong buy-in and support from the leadership, who understand the business benefits, support the consultation of the rest of the organization and is willing to whole-heartedly adopt smart working practices themselves.

The participants of the womENcourage 2019 challenge are asked to develop a project focused on Work and Life balance integration, embodying concepts fit to exploit the smart working technologies and models, encouraging a cultural change in the companies.

The goal is to provide a contribution to fill the current cultural gap: work appraisal shall be driven by the achievements and contributions to the company goals and objectives regardless of the physical presence or time spent in the company.
In this challenge, the participants will be invited to develop innovative ideas that would contribute to combining techniques, technology and social solutions, in a perspective that allows a better work life balance experience.
Here are some of the challenge’s issues that could be addressed:

- Inspire new ways for managing employees based on innovative methods for communicating with their teams, monitoring workloads and assessing performance
- Stimulate the sharing of the objectives with the coworker, teams and managers as a natural behavior
- Discourage overtime working with metrics on performance evaluation
- Guarantee the same level of interaction/consideration for in presence and remotely participant to the meeting: frequently during a meeting people remotely connected are less considered and experience difficulties in interactions
- Provide instruments to inspect physically manufacturing environment without physical presence

Pre-requisites:
No background except than programming skills. Presence of minority of “non-ICT” participants in each team suggested (law, economy, ...)

Documentation:
Pre-hackathon reading recommendations regards anything available about Work life balance and Smart Working in Italy | Europe.

Award: Each member (5) of the winning Team will receive an Avio Aero - CTNA branded iPad

Tools:
Depending on the skills of the team member, standard development kit for web, desktop, mobile applications is suggested. For showing the work off to its best the user journey, development of wireframes and mockup is suggested (for example using https://ninjamock.com or similar).