



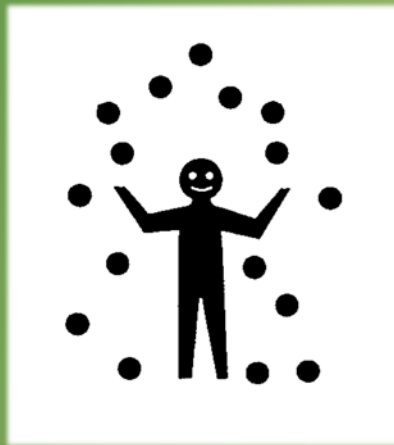
Work-Life Balance Education

The Ongoing Work-Life Challenge

100 Times as Many Daily Choices



1960's



1980's



2010's

Not a One Time Fix

Work-Life Balance is not a problem to be solved.

It is an ongoing issue to be managed.

Who Manages It?

Two Legs of
Responsibility

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graph TD; A[Two Legs of Responsibility] --- B[The Organization]; A --- C[The Individual]
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The Organization

The Individual

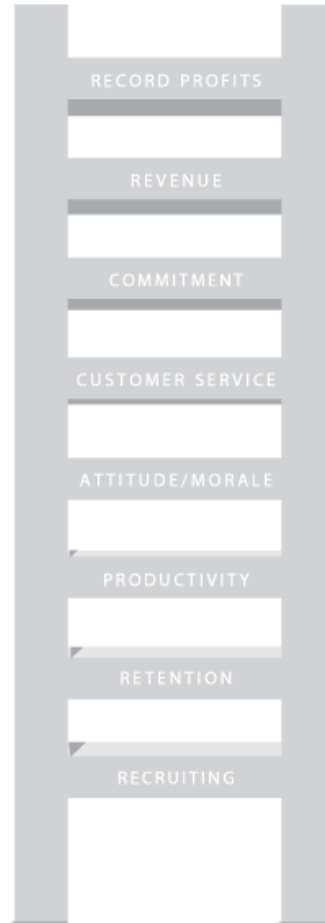
The 2 Legs of Your COMPANY'S Work-Life Balance Ladder

A Complete, Ongoing Corporate Work/Life Strategy

WHAT THE
COMPANY
DOES FOR THE
INDIVIDUAL

(left leg of ladder)

- Policies
- Benefits
- Initiatives
- Opportunities
- Improved with Education & Communication



WHAT THE
INDIVIDUAL
DOES FOR
THEMSELVES

(right leg of ladder)

- Responsibility
- Choices
- Actions
- Results
- Improved with Work-Life Education

"Both Legs Are Necessary"

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The Leader in Work-Life Balance Training

Work-Life Balance Education

Leverages Both Legs of the Ladder

The Organization:
Improves awareness and utilization of current and newly introduced benefits & policies.



The Individual:
Positively impacts the mindset and skill set of managers and employees to better manage for themselves.



Why Work-Life Balance Training

Productivity Gains

91% of managers and employees report they are more productive after Work-Life Balance Training. - WorkLifeBalance.com Training Impact Surveys

Turnover Costs Reduced

Cost of turnover is 21% less in companies with more positive Work-Life and Human Capital Practices. - Watson Wyatt Human Capital Index

Recruiting Advantage

Work-Life Balance is #1 characteristic sought in employers by undergraduates.

Business Week Survey

Work-Life Balance rated as #1 or #2 factor with business school graduates - Aspen Institute Study

Why Work-Life Balance Training

Work-Life Training Requested

Three-fourths of workers want their employers to provide training of practical skills to help improve their work-life balance.

Chief Learning Officer Magazine

WorkLifeBalance.com Manager and Employee Survey

Impact on Ethical Behavior

91% of working adults believe that employees are more likely to behave ethically at work when they have a good work-life balance.

Deloitte & Touche Survey

Key Management Rating Issue

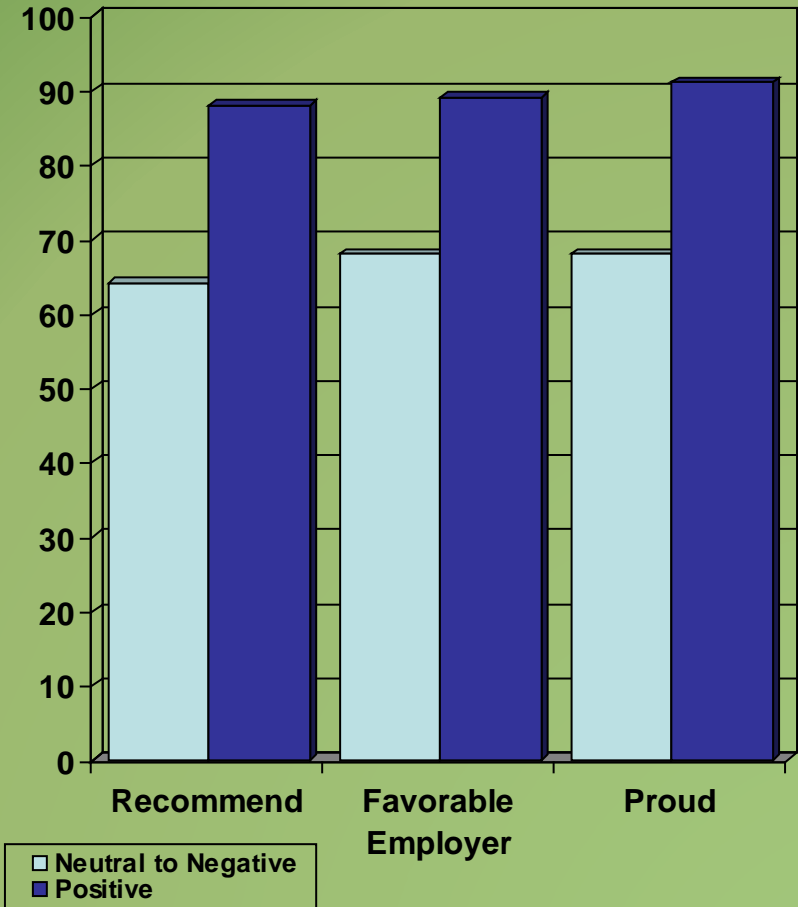
Boss is #1 reason employees quit. Employees rate having a caring boss higher than money or fringe benefits. Work-life key rating indicator.

Gallup Study of over two million employees

Employees With Positive Work Life Balance Much More Likely to:

- Recommend their employers as a place to work (88% vs. 64%)
- Rate their satisfaction with their companies favorably (89% vs. 68%)
- Be proud to work for their employer (91% vs. 68%)

Sirota Survey Intelligence Research
from over 300,000 surveyed



Successful Work-Life Balance Education:

1. Defines work-life balance - what it is and is not - consistent with your organization's culture.

Successful Work-Life Balance Education:

2. Increases awareness and best utilization of your organization's current and newly introduced work-life benefits and policies.

Successful Work-Life Balance Education:

3. Adds to managers' and employees' skill set to better manage as individuals.

Successful Work-Life Balance Education:

4. Increases individual accountability.
 - No one size fits all
 - Capacities and aspirations are different
 - Recognizes the best balance is unique for each person
 - Constantly changes with time

Successful Work-Life Balance Education:

5. Provides a common language for leaders and employees to better manage work-life as an ongoing issue together.

Why WorkLifeBalance.com Training

Follow-Through

97%

of managers and individual participants follow-through on identified important work and personal objectives.

Continued Usage

94%

of participants are still using the tools after 2 months.

Increased Productivity

91%

of participants continue to be more productive at work. Average reported productivity increase is 24%.

Highly Recommended

99%

of participants recommend expanding the program to others.

Training for Leading Organizations



