

- ### Long Hours
- Old-hat management thinking
 - Virtual presence/ "presenteeism"
 - Irrespective of need
 - Meeting the demands of others
-
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The New Poor

*Higher Standard of Living
but Lower Quality of Life?*

- Time Poverty
- Time Pauper

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Is It True?

A flexible work-life balance is more important to Singaporeans than high pay.

-Survey by recruitment consultancy Robert Walters, Business Times 2007

Work-life balance is the top priority for professionals in Singapore.

-The ACCA and Robert Half, Women In Accounting and Finance Survey, 2009

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Loving Work and Living Life!

Work-Life Strategies make Business Sense

Personal

Enhanced quality of life
Time for family and friends
Greater job satisfaction
Playing to your strengths

Organisational

Strong team dynamics
Engaged employees
Higher productivity
Lower stress-related health costs
Lower absenteeism
Increased loyalty
Better talent attraction and retention

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Implementing Work-Life The Challenge

- Authentic leadership
 - Personal ownership
- **CHANGE**



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Danger Signs @ Work

- You're still up to your neck in your last project
- You work longer hours than most
- You secretly resent colleagues who have some balance
- You take work home every night and weekends
- You find it hard to delegate, much less have time for creative thinking
- You are impatient or edgy

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Danger Signs in Your Family

- Your kids have stopped telling you about problems and achievements
- Your spouse feels excluded
- You believe yourself when you say, "Soon we'll have more time"
- You are often late for important family events
- Your finances are out of control

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Danger Signs with Friends

- You usually have meals out in your business clothes
- You have lost touch with the world around you
- Your eyes glaze over during normal conversation
- Your friends stop calling
- In short, *you're a bore*

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Do You Have the Hazies?

- How often do you miss family and personal events due to work-related activities? (1-rarely; 3-mostly)
- How often do you make time to sit quietly and reflect on the status of your life? (1-regularly; 3-hardly)
- How flexible are you when it comes to scheduling activities? (1-go with the flow; 3- pretty rigid)
- How often do you drop important tasks for the sake of attending to urgent matters? (1-hardly; 3-regularly)

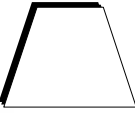
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Priorities

Relationships

Results



Reflection

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Do You Have the Lazies?

- In general, if something goes wrong, do you take responsibility or blame someone else? (1-blame; 3-take responsibility)
- Are you someone who takes time to plan or do you just go with the flow? (1-go without planning; 3-careful planner)
- How effective are you at carrying a plan out? (1-ineffective; 3-effective)
- Are you having fun in your life, or is life one tedious task after another? (1-boring; 3-fun)

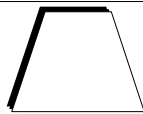
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Perspective

Forecast

Focus



Flexibility

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Do You Have the Crazyies?

- When was the last time you read a book merely for pleasure? (1-more than a year ago; 3-within the last month)
- When was the last time you attended a class merely for pleasure? (1-more than 2 years ago; 3-within the last year)
- How often do you take time to rest or relax? (1-hardly; 3-regularly)
- How committed are you to scheduling equal amounts of labour, learning and leisure? (1-uncommitted; 3-very committed)

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Pace

Labour

Learning



Leisure

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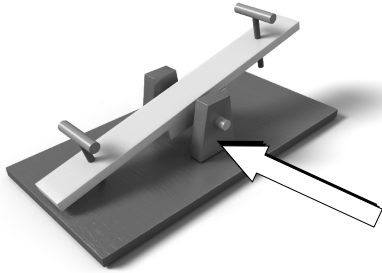
Which is Easiest to Balance?



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The Key to Balance



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3 x 3 Grid

Priorities	Relationships	Reflection	Results
Perspective	Forecast	Flexibility	Focus
Pace	Labour	Leisure	Learning

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3 Principles for Work-Life Balance

- Identify your **Priorities**
- Balance your **Perspective**
- **Pace** yourself!

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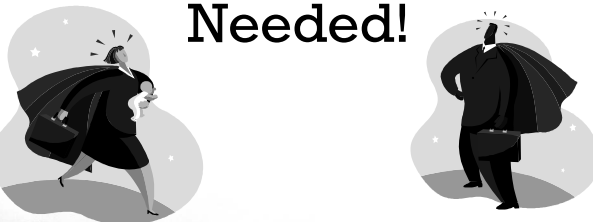
3 Tips to Work-Life Balance

1. Schedule 15 mins weekly to **Reflect**
2. Explore **Flexibility** at work
3. Decide on one **Leisure** activity to do this week – just for the fun of it!

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New Heroes Needed!



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What's the answer?



The Heart of Success

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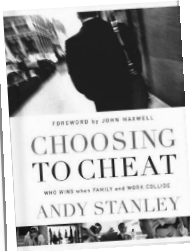
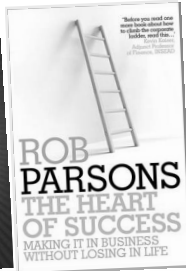
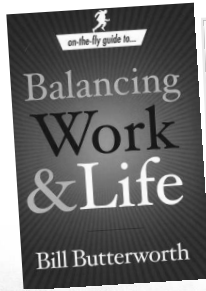
*Making it in Business
without Losing it in Life!*



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Resources



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