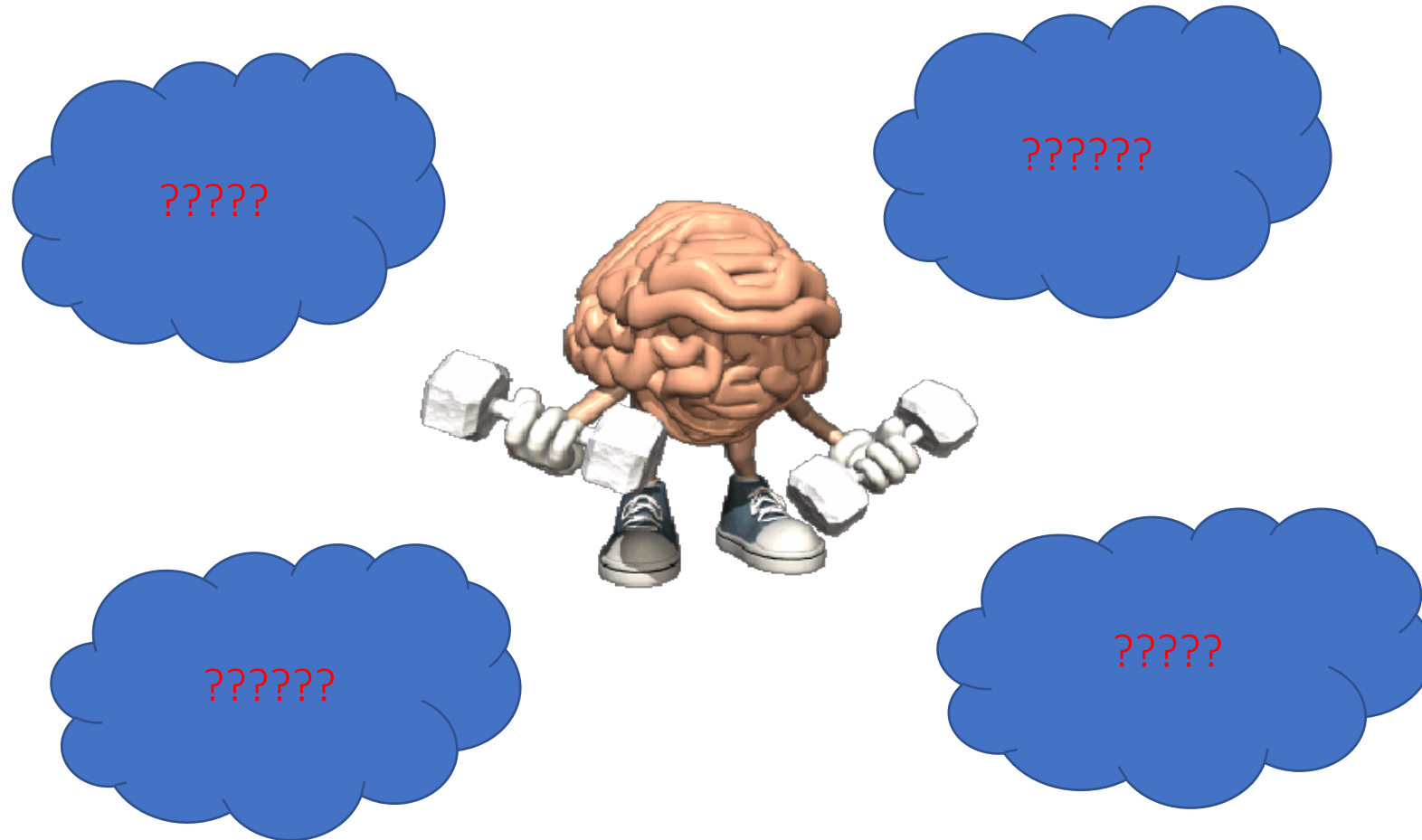




Work Life Balance

Hannah Oyebanjo

Balancing ACTS!!



WHAT A LIFE – REAL STORY

Jane, a hardworking newly married and young mother works in an organization. Her boss is thorough and a perfectionist.

But combining motherhood and work has not been as easy as she thought especially in the cosmopolitan city where she resides with her husband, Emeka.

Even her social life had become non-existent. The height of it was missing her baby's immunization. As though things were not "bad" enough, her workload increased with her recent promotion at work.

Sometimes, she has had to take work files home in order to meet deadlines of projects. Everything was gradually falling apart –no satisfaction both at work and home anymore.

Jane wants to resign, unfortunately Emeka thinks otherwise!

FRUSTRATION!



What are those KEY AREAS REALLY?

What it is!

- It's about happiness
- We are happy if we are fulfilled in the 3? buckets



- Other Buckets like COMMUNITY!

Work Advantage!

- Strong reward motivations!
- Measurements & evaluated
- Fuels Family & Personal – enabler!



General Assessment

- Allot figures to achieve 100%



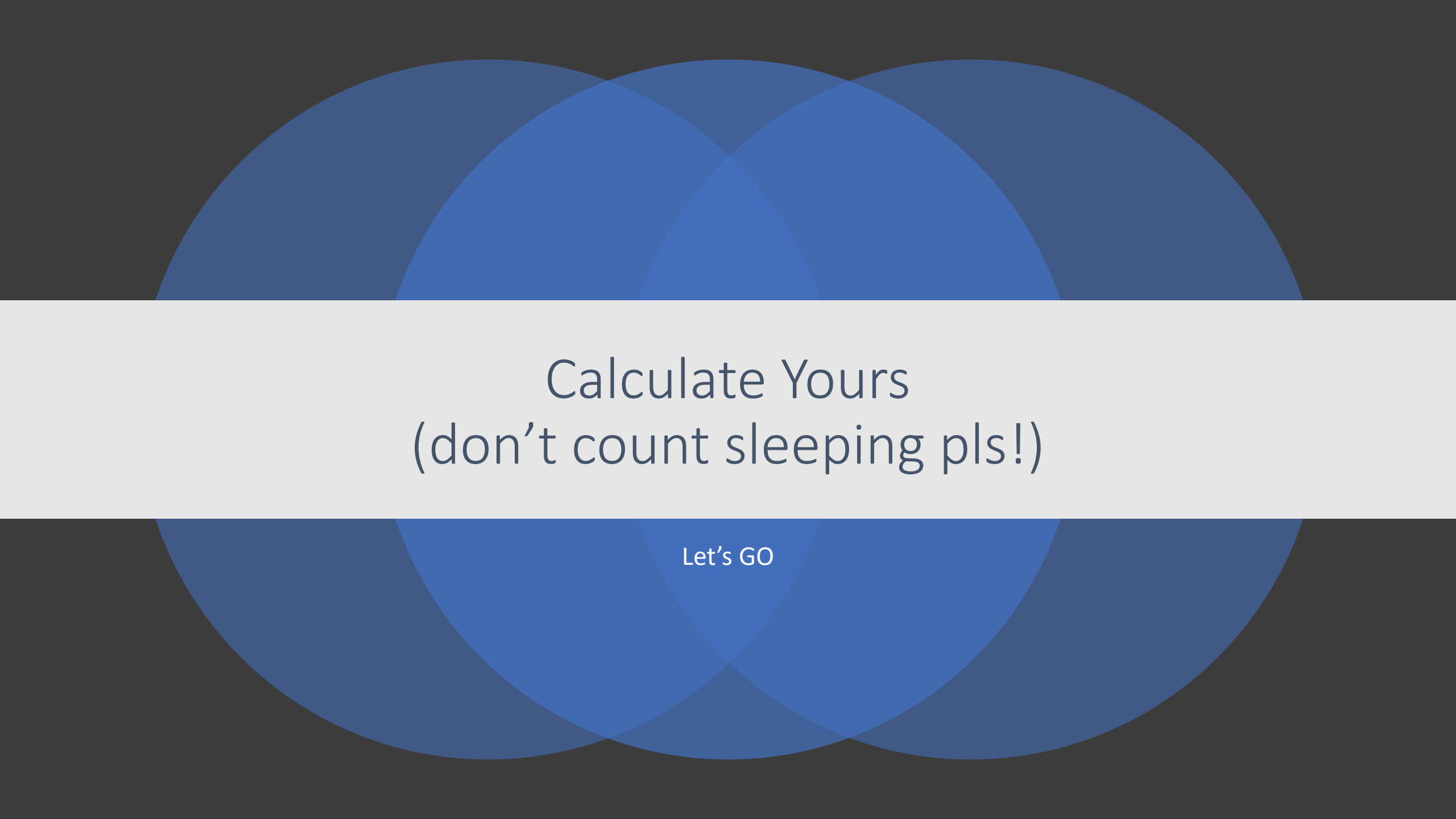
XX%



XX%



XX%



Calculate Yours
(don't count sleeping pls!)

Let's GO

My Assessment

- Seeking my fulfilment!
- My choices



30%



35%



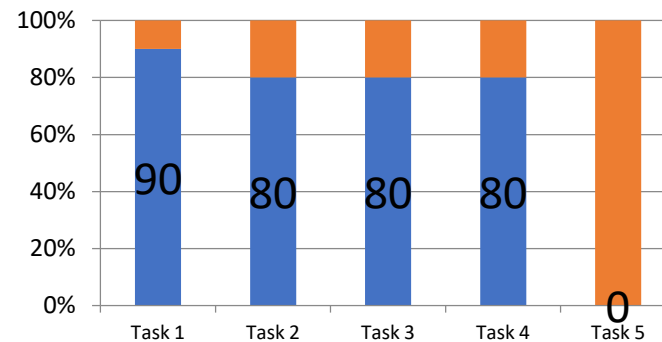
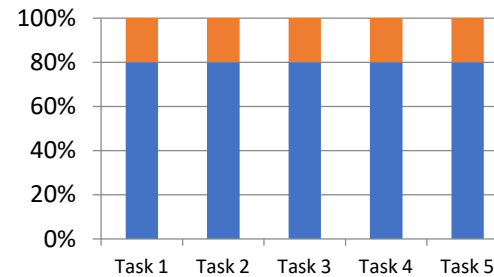
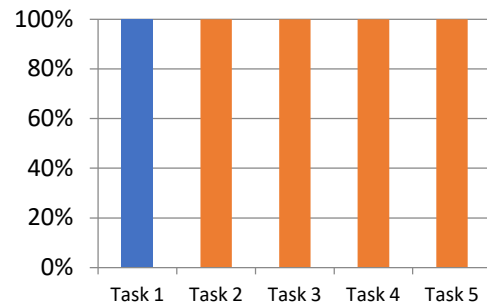
35%

?

How can YOU improve
your mix to meet your
goals ?

Time: Quality & Quantity

- Work is very compelling!
- Fix time, align with superior, peer, subordinates
- Pareto rule, 80/20



Seek Efficient Work Life – Mobile!

Talk to the person
rather than send
email

Controlled Social
Media use

Write short and
simple messages

Install right programs
on your phone, use
traffic tracks, radio to
cut traffic

Fast read, delete
unimportant, treat a
document once!

Prioritize by sender /
urgency

- Color coding

Automatic signature
and header

Follow up flags



And besides cutting work time...

Increase work satisfaction !

How ?



Love your work. If you don't love it:

Understand why.

- Talk to Superior, HR, GM to remove barriers
Or change job (SMEs, rapper, teacher?)



Start the morning with a laugh!



What makes you happy? Do more of that!



Allow some time for a personal challenge

Pet project

- Don't have one? Ask and create one!

WLB doesn't mean laziness

You will still be evaluated for the quality of work and results, not the hours you work

If you are in balance, you will work better

Otherwise.....

Taking Actions

It is your
responsibility

You must learn
to say 'No"
many times

Change
anything you
don't like

Take help from
relevant
stakeholders!

Be deliberate to
make 'balance'
happen

Create 'space'
for personal
FUN



Make a WLB plan, agree with your manager,
spouse, children and PRINT IT.

Here's an example

Develop WLB Plan!

Work	Keep work under 50%, increase family to 30%	Work – flexible hours?	Reduce meeting time by 20%	Progressively delegate more	Family
Be home by 6.30 pm (improve improve)	Lunch and dinner dates with 'wifey' once a month	Cook for my kids on weekend	Go to school once a quarter	Call mom and dad every week. Call brother and sis more	Personal
	Go to gym every morning	Watch all EUFA games	Don't forget to laugh daily	Evangelism once a month etc	



But all is
pointless...if you
don't take action

WLB is your responsibility!!



Good Day!