



Work/Life Harmony

ILCMA Work Life Harmony Presentation: Bridget Wachtel and Mark Franz

Opening Comments



1. Introductions/Goals
2. Who are these experts???
3. Work/Family/Self
4. There is no magic bullet
5. What's normal – pre, mid and post-pandemic

Laid-Off Man Finally Achieves Perfect Work-Life Balance
(theonion.com)

Signs of Trouble



1. You're Always Tired
2. You always work overtime
3. You bring work home
4. You're getting out of shape
5. You don't have time to enjoy yourself anymore
6. You're struggling with your relationships
7. You don't have time to prioritize
8. You lose your patience way too easily
9. Your personal space is a mess
10. You don't take a day off
11. You always thinking of work

Work



1. The Village really will not collapse without you.

Q: Do you take your phone with you on vacation or sleep next to your cell phone?

2. It's Okay to Say "No" Really, it is.

Q: Most frustrating time that a resident asked you about a Village/City matter on your own time?

3. Learn to use flex time and be flexible with it.

Q: How many meetings do you attend a month?

Work: Management Tools-Podcasts (App and Website):

- Management Consulting Company -- 800 topics- Complex and simple (ILCMA Winter Conference 2012)
- Basic management principles:
 - ❖ Some we are doing well
 - ❖ Some we can improve upon
 - ❖ Some are completely new
- Concise and practical
- Examples: One on One and Results and Retention

Work/Family Balance: Not a balance, family comes first.

- Work Life Balance-Chapter 1-Go Home --
<https://www.manager-tools.com/2012/08/work-family-balance-chapter-1-go-home>
- Work Life Balance Chapter 2-The Acid Test --
<https://www.manager-tools.com/2013/05/work-family-balance-chapter-2-acid-test-advanced-edition>
- Work Family Balance Chapter 3-Leave on Time --
<https://www.manager-tools.com/2014/10/work-family-balance-chapter-3-leave-time> *

Eisenhower Principle: Important vs. Urgent



Family



1. “Walk the Walk”. Don’t just “Talk the Talk.”
2. Manager by day and _____ by night
3. Learn to recognize exceptions...here’s that flexibility again.
4. Hard Work Bank Account with your Community: *(Jon Gordon; ICMA-April 2012, Volume 94, Number 3)*

Q: How many special events does your Village host and are you expected to make an appearance at all of them? How do you balance this aspect of the job?)

Self



- Take care of yourself because no one else will!

Q: How do you get away mentally and physically?

- Failureit will happen. Failure is a action, not a person!!

- Communication really is key to success!

Q: Do you have lunch/breakfast with a group of managers or do you have a mentor(s)?

Formula for Success



- The Human Relations Code of Management (Words of Wisdom from Bob Morris)
- MOST important word: "WE"
- Most important two words: "THANK YOU"
- Most important three words: "IF YOU PLEASE"
- Most important four words: "I WANT YOUR OPINION"
- Most important five words: "I ADMIT I MADE A MISTAKE"
- LEAST important word: "I"

Formula for Success



1. Approach balance in a balanced way – [How to make work-life balance work | Nigel Marsh - Bing video](#)
 - Elongate the evaluation period – somewhere between a day and retirement
 2. There isn't one, individual based
 3. Support networks
 - Limited at work
 4. Model the manager YOU want to have
-
- Focus on your priorities
 - [Big Rocks - Bing video](#)