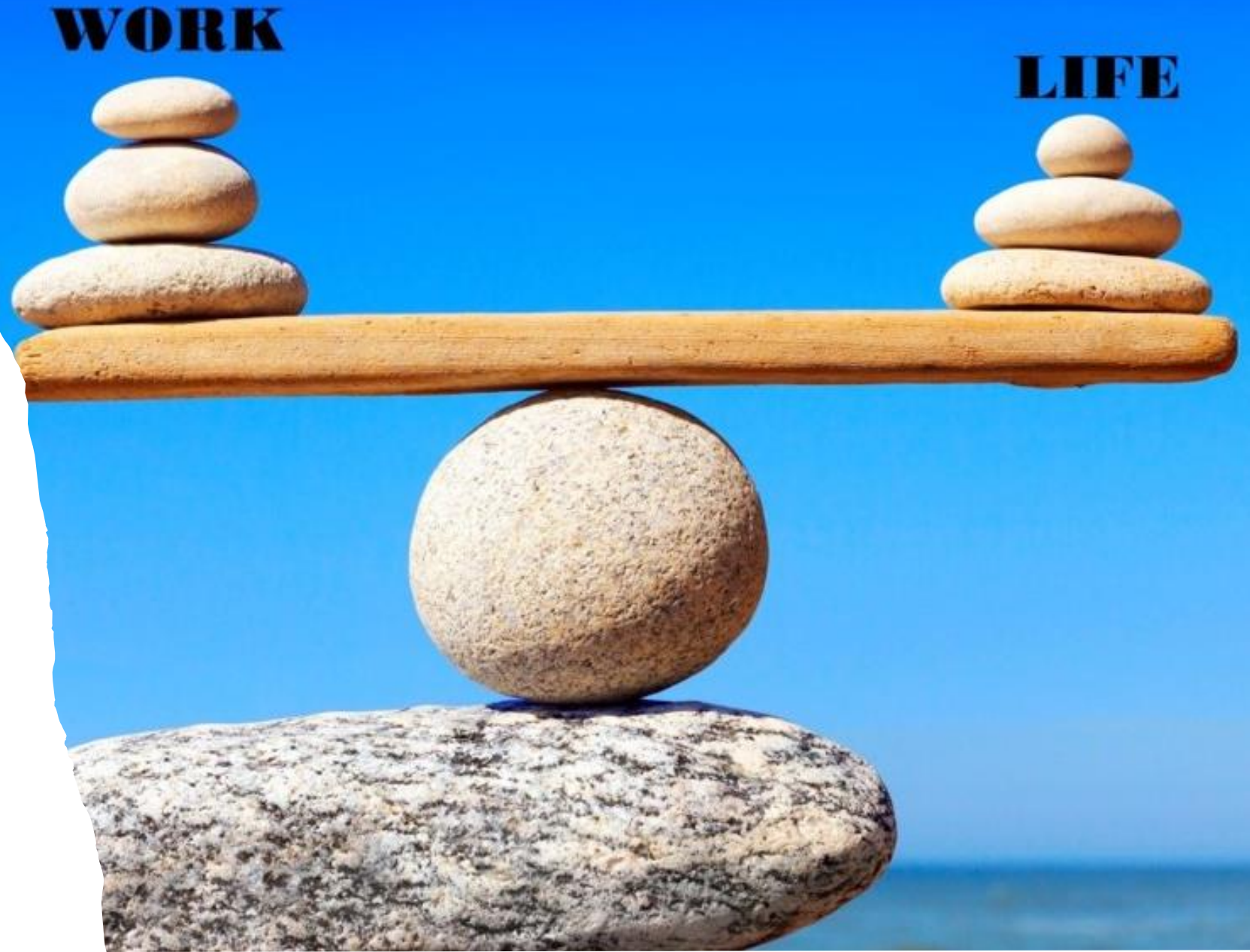


Fostering Cultures that Value Work- Life Balance

2025 NEA UNISERV MANAGERS
CONFERENCE



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WARNING

stress time friends lifestyle sleep
business friends hobby leisure vacations
work-life rest
job career **balance** sport pleasure
motivation productivity deadlines
education workplace
self development office happiness family recreation
ambition money responsibility
community pressure



WORK-LIFE BALANCE

an organizational concept that empowers employees to split time and energy between work and other important areas of life successfully.

OBJECTIVES:

- *Understand the importance of work-life balance in creating a positive organizational culture.*
- *Identify common barriers to achieving work-life balance in the workplace.*
- *Develop actionable strategies to foster a culture that prioritizes employee well-being and balance.*
- *Equip managers with tools and approaches to support work-life balance for themselves and their teams.*
- *Brief overview of the importance of work-life balance in organizational culture*

UNDERSTANDING THE IMPACT OF WORK-LIFE BALANCE



Depression



Stress



Burnout/Fatigue



Conflict



Anxiety



Poor Relationships

CASE STUDY: Balancing Leadership and Well-Being

Background: Lisa Johnson is a seasoned manager overseeing 25 field organizers for the Beach Water Association of Educators. Her team works on community outreach, member engagement, and campaign initiatives, often requiring long hours, weekend work, and frequent travel. While Lisa is passionate about her role, she has noticed increasing stress and burnout among her organizers—and within herself. Absenteeism and turnover are rising, and productivity has begun to suffer.

QUESTIONS:

1. What additional strategies could Lisa implement to further improve work-life balance?
2. How can managers balance organizational goals with employee well-being?
3. What role does leadership play in modeling healthy work habits for their teams?

OUTCOME:

After six months, Lisa sees a measurable improvement in team morale, retention, and productivity. Organizers report feeling more balanced and engaged, absenteeism decreases, and the team's overall effectiveness improves. Lisa herself feels more in control of her workload and able to support her team in a sustainable way.



COMMON BARRIERS YOU FACE TO WORK - LIFE BALANCE

Partner Share – 3 minutes each
(write on post-it note)

Report Out

Activity: In your group design one actionable initiative for your workplace.

DEVELOPING ACTIONABLE STRATEGIES



ACTIONABLE STRATEGIES



Plan your vacation and days off advance



Find a mentor to provide advice and insight



Prioritize your top task and do them first



Add exercise as a part of your routine



Donate your time or expertise



Take time to rest both mentally and physically

KEY TAKEAWAYS:

- **Prioritize Work-Life Balance** – Leading effectively starts with maintaining your own well-being.
- **Set Boundaries & Support Mental Health** – A balanced team performs better and stays engaged.
- **Manage Workload Proactively** – Smart scheduling prevents burnout and improves retention.
- **Think Long-Term** – Sustainable success depends on a healthy work culture.
- **Plan Your Day for Productivity** – An achievable daily plan helps maximize efficiency.
- **Start Strong with a Morning Routine** – Boost energy and reduce stress from the start.
- **Use Digital Tools & Stay Flexible** – Set clear work-life boundaries, adapt priorities, and have backup plans for unexpected challenges.

YOUR PRESENTERS:

- **Teresa Robinson**
- ***Mississippi Association of Educators***
- *Director of Field Services & Membership*
- trobinson@maetoday.org
- 601.405.2870

- **Kevin Scarrow**
- ***Kansas National Education Association***
- *Associate Executive Director*
- kevin.scarrow@knea.org
- 785.232.8271

RESOURCES:

- Kumospace - <https://www.Kumospace.com>
- Asana- <https://asana.com>
- Kendra Cherry MEd. 2023: Why Work-Life Balance Is So Important—and How to Nail It. <https://www.verywellmind.com>
- Ready to Calculate – <https://readytocalculate.com>

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