



RHUMB LINES

Straight Lines to Navigate By



September 25, 2007

Life/Work Balance

"Some things will never change because of the business we are in... We go to sea and our Sailors recognize that hard work and long hours are necessary when underway. However, we often bring this culture with us no matter what we do – shore duty, ship in an availability, etc. As the demographic make-up of our nation shifts, our Navy must also shift to remain a viable career option for all."

--Vice Adm. Terrance Etnyre, Commander, Naval Surface Forces

The changing expectation of our work force and the entry into our ranks of a new and far more diverse generation of Sailors demands an in-depth examination of current policies, a review of how we are achieving their expectations for personal and professional development, and a positive work environment.

- To succeed in creating a balance for our Sailors, Navy leadership must lead and advocate real cultural change to integrate life/work balance into Navy service.
- Meeting the demand for life/work integration in a time of increased operational commitments and scarce resources requires vision, understanding, and a true commitment to personnel development.
- Meeting the professional and personal development needs of our Sailors, and their families, is an increasingly important aspect of recruiting and retaining our best and brightest Sailors.
- Retaining the right men and women over the next few years requires an environment that better fosters mentorship, personal and professional growth, and life/work balance for all.

Task Force Life/Work (TFLW)

"I established Task Force Life/Work to develop, create, and implement ways to better infuse life/work balance into military service. We can create a Navy that is viewed as truly the ideal place to serve; a Navy right for the 21st century challenges we face. I need the help of each of you in that effort and I expect every one of us as leaders to help lead that change."

--Vice Adm. John C. Harvey, Jr., Chief of Naval Personnel

Task Force Life/Work was created to address emerging challenges in recruiting and retaining 21st century Navy leaders to whom life/work balance is one of the most important aspects of their professional careers.

TFLW: Traveling the Fleet...

TFLW will be traveling the Fleet to ensure everyone in the Navy hears directly from the Task Force about current and future initiatives and has the opportunity to provide direct feedback. The Task Force is looking for the thoughts, opinions, and insights of those who are, and will be, the leaders of the 21st century Navy.

Join the TFLW online community blog, accessed through the TFLW website.

www.npc.navy.mil/commandsupport/taskforcelifework

Leadership Tools

Roadshow feedback included several life/work balance needs that can be implemented NOW at the command level.

- Flexible work hours/telecommuting
- Encourage education through flexible work schedules
- Increase respect/recognition from all levels of leadership
- Provide more hands-on training for juniors
- Train leadership on life/work balance and differences in inter-generational communication
- Provide more advancement opportunities
- Match Navy qualifications to civilian certifications (COOL)
- Improve daycare (availability, childcare stipend)

TFLW Roadshow Schedule

REGION SOUTHEAST

Sept 26: Jacksonville Naval Air Station

Sept 27: Mayport Naval Station

Sept 28: Kings Bay Sub Base

REGION MIDLANT

Oct 17: Norfolk Naval Station

Oct 18: Oceana Naval Air Station

HAWAII

Nov 7: Pearl Harbor Naval Station

Nov 8: Kaneohe Air Station

PACNORWEST:

Week of 26 Nov 2007

FDNF- JAPAN:

Week of 14 Jan 2008