



# RHUMB LINES

*Straight Lines to Navigate By*



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## Life Work Integration

*“Achieving work-life balance is critical to workplace effectiveness and satisfaction. Our ability to support and integrate initiatives that assist our Sailors in finding balance between serving their country and their family demonstrates our commitment to meeting the personal and professional needs of our changing workforce. We have been able to measure success of these initiatives through increased retention and greater promotion opportunities across our diverse force.”*

**– Vice Adm. D.C. Curtis, Commander, Naval Surface Forces**

The Navy is creating new approaches to expand and strengthen life / work balance while continuing to meet operational mission requirements. The Navy is making great strides in our efforts and has progressive policies in place to transform the Navy into a leading champion of life-work balance. A broad range of career options encourages a successful, productive workforce that supports the Navy’s mission of defending the nation.

### Focusing on Quality of Life and Quality of Work

- Task Force Life/Work recognizes generational differences for the purposes of recruiting and retaining Navy talent and designing new approaches to expand and strengthen life/work balance while remaining true to meeting Navy operational mission requirements.
- The positive impact of Task Force Life/Work, both in and outside of the Navy, is significant. The Navy has been recognized by Top 50 civilian companies across the nation as experts among the uniformed services and federal organizations for positively impacting quality of life programs which significantly improve recruiting and retention of the millennial generation.

### Task Force Life/Work initiatives

- Career Intermission Pilot Program (CIPP) – CIPP allows service members to temporarily transition from active duty into the Individual Ready Reserve for up to three years while maintaining active duty health care benefits, a monthly stipend and a one-time household goods move within the continental U.S.
- Virtual Command Pilot – While maintaining the demands and responsibilities associated with a high operational work tempo, Virtual Command Pilot allows individuals to remain in their current geographic location, while working for parent commands, without physically relocating when reassigned a new job.
- Flexible work options – Flexible work options have been implemented at select commands to include adjustable work schedules and compressed work weeks, which lengthen work days and condense the work week to four days. Both options are for use by military or civilians.
- Telework Pilot – Telework is a tool available to commands allowing military and civilian employees to work remotely one to two days per week. This pilot will transition into a fully functioning program in 2010.
- Parenting benefits – Recent initiatives to support new parents include 21 days adoption leave for new adoptive parents, 10 days non-chargeable paternity leave for married Sailors and an extended operational deferment for new mothers.

### Key Messages

- The Navy is creating new approaches to expand and strengthen life/work balance while continuing to meet operational mission requirements.
- The Navy is focused on improving quality of life and quality of work programs to benefit the Total Force.
- Navy culture includes leaders who encourage integration of professional and personal goals.

### Facts & Figures

- In 2009, Navy won the Work Life Excellence and American Society for Training & Development for Excellence in Practice awards.
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