



The Open Door Coaching Group Pty. Ltd.
ABN 63 087 429 472
PO Box 215, Elwood VIC Australia 3184
T: 1300 006 324 F: +61 3 9531 5167
E: info@opendoorcoaching.com.au
W: www.opendoorcoaching.com.au

AHRI National Convention, Sydney, 15-16 June, 2009
Conference Notes

Open Door is making these notes available upon the proviso that you understand these are our notes from the Conference – the key points that we picked up and interpreted. They do not represent an exact replica of the speakers keynote and they may be inaccurate! If you're happy with this – read on!

Keynote Concurrent Session - Monday 15 June, 2009

Linda Duxbury

Work life balance in Australia in the new millennium: rhetoric versus reality

Notes:

Why is work life balance important? It makes business sense \$\$\$!!

We are now talking child care, elder care, or BOTH. It's no longer about women with kids – situation will worsen because of kids AND elderly (women having kids later and therefore their parents are older and require care when their children are young): SANDWICH GENERATION (children + elder care)

Baby boomers and declining fertility..

Healthy Model of work = peaks and troughs of hours; flexibility.

More hours of work doesn't equal productivity; most employees are dedicating evening and weekend time to work.

You work for the person you report to, not the organization! The most stressful person to work for is the middle guy.

40% of Australian Managers are schizophrenic

Work life conflict – depends on how YOU define it:

1. Role overload is the main conflict
2. Work interferes with family – the need to be in two places at the same time
3. Family interferes with work
4. Caregiver strain – emotional, physical and financial strain associated with caring for an elderly dependent

"It's the Hearts and Souls of your People.."

Increased prescription drug use
Decrease in mental health of the workforce
Increased use of the health care systems

Accountability to policy practice!

What can organizations do to help employees balance?

► Flexibility of hours and location – higher levels of flexibility at work have better balance

Policy doesn't matter, it's all about the person you report to!



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Focus on behaviours – what they do, not what they say

Blackberry study:

Before use of blackberry – worked 46 hours per week

After use of blackberry - working 71 hours per week

Part Time is NOT the solution because you are taking on same workload at home (child care and elder care) that you would if you were NOT working.

Contact Us:

E: support@opendoorcoaching.com.au

W: www.opendoorcoaching.com.au

T: 1300 00 6324 or +61 3 9531 5967