
Total Family
Management



the socially fit
organization

2024

BUILDING STRENGTH BEYOND THE BOARDROOM



socially fit leaders

In the insightful book 'Same as Ever' by Morgan Housel, a compelling argument is made for focusing on the constants in a world inundated with change. As we grapple with the rapid pace of modern life, from the return-to-office debates and the advent of AI, to elections across the globe, it's easy to become overwhelmed. Housel urges us to sift through the noise and concentrate on the enduring signals, one of which is the undiminished need for great leadership within organizations. This constant underscores the essence of navigating through the flux with a steady hand, highlighting that amidst all transformations, the demand for insightful, compassionate leadership will remain.

Another immutable truth, as reflected in the ascent of Total Family Management (TFM), is the universal quest for well-being and a fulfilling life outside the confines of work. This encompasses nurturing strong relationships and fostering a rewarding personal life. TFM's remarkable journey from a nascent well-being venture to a prominent collaborator with firms across over half the United States exemplifies the post-pandemic shift in workplace dynamics and values.

This evolution vividly illustrates two critical realizations among employers: firstly, that employees who enjoy a higher level of well-being and happiness invariably produce superior work; and secondly, that investing in the well-being of their workforce is not only a moral imperative but also a financially sound strategy when compared to the costs associated with replacing top talent and executives.

This narrative brings us to the doorstep of Social Fitness, an innovative concept drawn from the Harvard Study of Adult Development. Spanning 86 years, this study sheds light on the fundamentals of human happiness, revealing a simple yet profound truth: good relationships matter to our long-term health and happiness. Embracing Social Fitness, with resources such as those offered by TFM, represents a proactive and forward-thinking approach to nurturing your organization's most invaluable asset—its people. Employees will never choose their company over their life and family; so rather than forcing a choice, support their well-being. Observe the positive impact this support has on the company's culture. If you need ideas, this roadmap is a good place to start.

long-term trends transforming *work-life*

CAN I WORK FROM HOME?

Modern knowledge work often extends beyond the 9-5, infiltrating our homes and vacations. Consequently, the physical boundaries imposed by employers are increasingly seen as barriers. Why then, should we not also require all customers to come into the office to make payments or collect services? For socially fit organizations, a guiding principle prevails: flexibility stems from reliability. Flexibility is also earned through consistent, outstanding work and leadership. It's a reflection of trust and capability, not an automatic entitlement. Hence, when contemplating the necessity of physical presence in the office, it often correlates with concerns over dependability. It's crucial to foster an environment where excellence, rather than presence, dictates flexibility, ensuring that high performers aren't restricted by the shortcomings of a few.

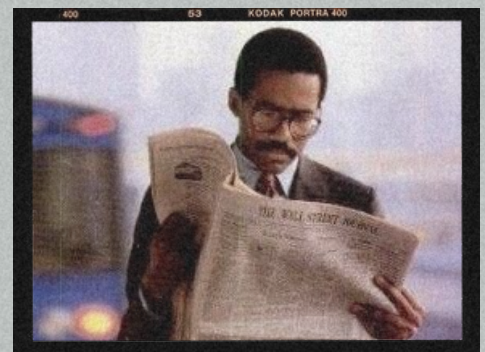


BRIDGING GENERATIONS

Over the past 160 years, life expectancy in the United States has shown a significant increase, rising from 39.4 years in 1860 to 78.9 years in 2020. People are living and working longer, and technological changes are making the differences even starker. Our discussions with partners reveal that empathy is crucial in navigating generational conflicts in the workplace. Different generations approach work-life integration differently: some openly bring their personal lives into their professional sphere, while others prefer to keep these worlds separate. Recognizing and respecting these differences is key. Moreover, despite apparent value conflicts, often what binds us are common desires: a deep care for loved ones, the pursuit of meaningful work, and the need for autonomy. Socially fit organizations are finding ways to connect and leverage the perspectives and experiences, instead of letting negativity prevail.

HOW SUPPORT TRANSFORMS PERFORMANCE

Work and home life are officially blended, and support should be too. Recent data from Mindshare Partners highlight a significant trend: support not only enhances performance and engagement but also reduces attrition—and we're not talking about the Employee Assistance Program (EAP) that no one uses. Real support, like family coaching, sends a powerful signal that the well-being of employees matters. This care and attention can lead to a more dedicated and invested workforce. Socially fit organizations understand that a happy, healthy home life translates very quickly into performance at work.



preventing burnout before it *strikes*



The concept of social fitness, derived from the groundbreaking 86-year Harvard Study, underscores a simple yet profound truth: relationships matter. Just like muscles that weaken without use, relationships can deteriorate if not actively nurtured. In today's world, people are more disconnected and lonelier than ever. While it's not solely the employer's responsibility to resolve this issue, they play a crucial role in providing support.

Taking a leaf from Peter Attia's vision for Medicine 3.0, this philosophy can be adeptly applied to prevent worker burnout. Contrasting with Medicine 2.0's reactive approach, which focuses on treating diseases post-occurrence, Medicine 3.0 advocates for early, preventative measures. This proactive stance aims to address potential issues at their inception, preventing them from escalating into significant health problems. By applying this methodology in the workplace, employers can identify and mitigate factors leading to burnout before they take a toll on their employees' well-being.

The cost of inaction is significant. Delaying problem resolution not only exacerbates the issue but also leads to increased costs. For employers, the highest price paid is often the loss of their top talent. Losing a key team member can have far-reaching consequences, affecting morale, productivity, and institutional knowledge. Therefore, investing in early support and preventative measures is not just beneficial for employees' well-being; it's a strategic move to safeguard the organization's most valuable assets – its people.

This approach champions a shift from a traditional, reactive model to a proactive one, focusing on maintaining the social fitness and overall well-being of employees, thereby preserving the organization's most crucial resource.

success stories



FLEXIBILITY: A JOURNEY FROM STRESS TO SUCCESS

At an engineering firm, a mandatory return-to-office policy put the managing partner, a mother of twin nine-year-olds and with a spouse who frequently travels, in a tough spot. Adhering to the policy meant sacrificing her family's needs. The stress increased, as did arguments at home, pushing her to consider a remote role with a competitor. After a coaching conversation with TFM, she candidly discussed her dilemma with her employer. This revelation prompted a reevaluation of the firm's policy, especially for households with two working parents. Her honesty not only secured her a promotion but also a multi-generational task force to look into similar situations.

OVERCOMING LONELINESS: A PROACTIVE APPROACH

An EVP of Sales, newly divorced and living alone, assured his HR department that his personal life wouldn't impact his work. However, as his primary support system crumbled, his performance and engagement began to suffer. His TFM coach emphasized the importance of social fitness, prompting him to reflect on his dwindling social connections. Inspired to change, he joined a local park volunteer group, which led to more community involvement and new friendships. This proactive step helped him rebuild his social circle and regain his professional focus. He attributes his turnaround to TFM's guidance, which helped him recognize and address the loneliness before it led to more serious professional consequences.

RESTORING PRIDE: FROM OVERSIGHT TO OVERJOYED

After discovering a startling 18% employee pride rate through a survey, a CEO undergoing TFM coaching with his spouse sought the root cause. Initial efforts were fruitless until his spouse pointed out the overlooked maternity leave policy. This policy had adversely affected three popular employees in the past year. Prompted by this insight, the CEO overhauled the maternity leave policy and awarded the affected employees additional paid leave. This decisive action propelled employee pride to an unprecedented 87%, showcasing the power of listening and meaningful change.

diy: budgets are tight, we get it *(try this instead)*

MAKE VALUES A COMMON LANGUAGE

HR's task isn't just to uphold the company's values but to understand and respect their employees' values. These values, often more nuanced and varied than those etched on office walls, are crucial in genuinely supporting employees. They're also likely not in conflict with company values. Employees don't need to mirror the company's values perfectly; they need an environment that respects and empathizes with their unique values. Use TFM's value list to create a fun exercise that unites your employees.



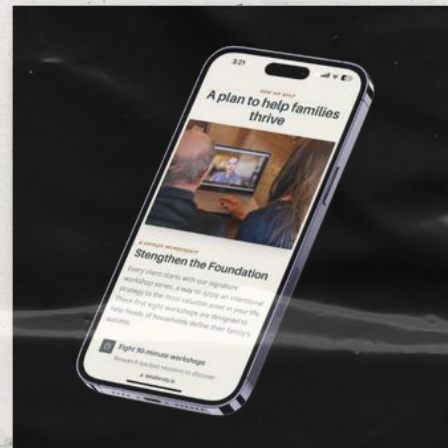
UNDERSTAND ROLES TO CUSTOMIZE BENEFITS AND PERKS.

Our employees' most significant roles aren't listed on their business cards. They are the roles we read about in obituaries - spouse, parent, sibling, friend. Grasping the importance of these personal roles is essential for employers to engage with their employees truly. Work-obsessed 20-somethings might love happy hours, but full-time working parents might not. On-site child care might be life-changing for employees with young children, but not for the empty nesters. Frequent travel can be a reward and privilege for some employees and an unrelenting burden for others. The days are numbered for the one-size-fits-all approach to benefits.



about

Total Family Management



TFM is a remote and privately-held organization, founded on the powerful belief that 'If family holds the utmost importance to us all, it's time our actions reflect that.'

We collaborate confidentially with forward-thinking companies across the United States, serving as a scalable partner in family governance and dynamics.

Our services include client coaching, thought leadership, and marketing support, all tailored to enhance vision and social fitness.

