Dennis Morris, CEO of the Institute of Respect, draws from 30 years of experience as a senior leader, executive coach, psychotherapist, group therapist, mediator and educator. Dennis helps his clients reframe how they think and act to achieve remarkable results both at work and home. Developing inspiring, wise, and courageous leaders and partners is his passion. Dennis provides executive coaching to academic administrators, managers, and executives to enable them to become more exceptional leaders resulting in more meaningful, more collaborative, and more prosperous relationships with faculty, clients, and colleagues. He is a widower and the father of a millennial daughter, Caitlin Morris, who is a family therapist and writer. Dennis and Caitlin are coauthoring a handbook on leadership for millennial leaders called *So You Think You Can Lead?*A commitment to cultivate a balanced life for his clients inspired Dennis to create a new program, *Balancing Your Life And Work Story (BYLAWS),* to help clients shape their futures and live their dreams.

BYLAWS Balancing Your Life Work Story

*A 3-hour workshop to help you create a healthy, productive, and fulfilling work life balance*

“For academics and professionals who strive to have both gratifying careers and a fulfilling personal life, striking a balance can be exhausting and elusive—especially when ever-increasing job demands coincide with day-to-day life events. Are you getting everything you want out of life or are you too stressed, too overwhelmed, and just too exhausted to enjoy yourself? I created the BYLAWS program to help successful academics and professionals gain keen insights on how to build, nurture, and sustain the highest attainable level of balance in both life and work.”

ꟷ Dennis Morris

**If you recognize yourself in any of these scenarios, BYLAWS is for you!**

1.     Your relationship with your partner/children/parents/friends is withering due to your professional obligations

2.     Your relationship is stressed by sharing domestic responsibilities, such as shopping, cleaning and childcare

3.     Your scholarly productivity and professional performance are suffering due to distractions you feel in your home/personal life

4.     You’re mentally absent from your partner/children/friends because of omnipresent professional concerns

5.     You’re missing out on quality time with your partner/children/family/friends with each career advancement

**BYLAWS**will provide you with the opportunity to build, nurture, and sustain a satisfying balance between your career and the life your share outside the working world.

Your **BYLAWS**experience will include dialogues, experiential activities, group learning, and reflection. Most workshop activities will focus on the themes described below. In addition to making inner discoveries and heightening self-awareness, you will have an opportunity to develop a personalized strategy to support and nurture a balanced life.

**1) Articulating Your Personal Story**

Everyone has core values and guiding principles that shape their foundation, yet few articulate them. **BYLAWS**will help you create a narrative to identify your strengths and overarching career, family and personal goals to realize the life you truly you want to live.

**2) Defining a Healthy Work/Life Balance Formula**

Before you can assess how to live a balanced life, you need to identify its meaning and form. In the program, each faculty identifies what a healthy balance looks like. We will explore how to recognize when that balance is in jeopardy, as well as how to resolve it and when. For example, what are the signs that you are falling off-center to the detriment of your personal and professional goals? How do you face this, reflect, evaluate what is in your best interest\* and act accordingly? What will anchor you in stressful times?

\*When we use the term “your best interest”, we assume this also includes the best interests of your life partner and children, because their health, happiness, and prosperity are integral parts of yours.

**3) Embracing the Powers of Compassion, Appreciation, and Kindness**

Throughout the past 20 years, clients have often said that our work together has empowered them to become better leaders, professionals, partners, parents, and civic leaders. The same relationship skills we use with work colleagues can also benefit relationships with our family and friends. If we apply to our family and friends the same communication and trust we afford our colleagues, our home lives can thrive. BYLAWS boils down to living a genuine, consistent and congruent life at work, at home and in our communities.

**5) Building a Work/Life Plan**

Everyone will have an opportunity to sketch out a few steps to achieve the balanced life you desire. Life plans are built on principles and not policies. Your plan to integrate your professional and family life is driven by your purpose and principles.