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## **Local workforce center supports employees' work/life balance**

*Arapahoe/Douglas Works! once again receives national recognition for business excellence in workplace flexibility*

**GREENWOOD VILLAGE, CO** --- For the second year in a row, Arapahoe/Douglas Works! received the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility, distinguishing the employer as one of the top practitioners of workplace flexibility in the nation. Winners of this prestigious award not only offer excellent workplace flexibility policies and practices, but they also use flexibility as a strategic business tool to benefit business and employees.

"To remain competitive in this economic downturn, we are forced to be flexible with our financial resources; it makes good business sense to be more flexible with our human resources," said Arapahoe County Commissioner Pat Noonan. "A/D Works! provides an effective and flexible workplace that allows staff to concentrate on serving clients and helping jobseekers find suitable employment,"

At A/D Works! staff may work a few longer days so they can take every fifth or 10<sup>th</sup> day off, work at home a day a week or start work any time between 6 and 9 a.m. as long as core customer hours of the workforce center are adequately covered. Another great feature for employees is the "*Life Happens Leave Policy*" - allowing team members to use up to 2 hours a week to accommodate unexpected life issues and just make up the time within that same work week, without tapping into annual and/or sick leave banks.

"We try very hard to create a culture of accountability at all levels. By subscribing to the OZ Principle - to see it, to own, to solve and to do it!, this individual and collective accountability allows team members to deal with work-life issues equitably, flexibly and compassionately without adversely affecting the mission of A/D Works!," said Joe Barela, A/D Works! Division Manager.

The Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility are part of the *When Work Works* project, an ongoing initiative of Families and Work Institute, the Institute for a Competitive Workforce, an affiliate of the U.S. Chamber of Commerce, and the Twiga Foundation to recognize businesses that are dedicated to making work "work" for the employer and the employees.

Other local winners of the 2008 Alfred P. Sloan Awards for Business Excellence in Workplace Flexibility announced at the awards ceremony include: The Medical Center of Aurora, Merrick & Company, and the Aurora Chamber of Commerce.

For more information about A/D Works! call 303-636-1160 or visit [www.adworks.org](http://www.adworks.org).

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To download photos click on the following link: <ftp://www.co.arapahoe.co.us/Pub/CM/Photos/>

*Photo caption SloanAward2008:* Arapahoe/Douglas Works! receives the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility. Pictured left to right - Jo Snell – Chair, Aurora Chamber of Commerce; Kelly Folks – Programs Manager, ADW!; Patricia Kempthorne – Keynote Speaker and Founder and Executive Director of the Twiga Foundation; Joe Barela – Division Manager, ADW!; and Najwa Jad – Programs Manager, ADW!