

Abacus Planning Group

# Time Is on Their Side

## Work-Life Balance

*South Carolina* – When it comes to their financial goals, clients of **Abacus Planning Group**, count on the financial services firm to provide peace of mind. This small company knows that giving clients the service they expect begins with taking care of employees.

Abacus has a sabbatical policy that underscores the firm's commitment to a balanced work-life culture and provides one avenue to help employees flourish both personally and professionally. Abacus employees are required to take a paid one-month sabbatical every five years. The purpose of the sabbatical is to enable employees to pursue outside interests, rejuvenate and reflect upon their life and career.

Although Abacus hopes employees will return to work with a renewed sense of commitment to the firm, the company recognizes some employees will decide they are ready to chart new paths. One employee discovered that her true passion was to counsel women in crisis. She credits the sabbatical with helping her make the commitment to return to graduate school and pursue this lifelong dream.

Because the sabbatical policy requires close coordination and cross-training, Abacus employees have forged strong ties to support one another during extended absences. This, in turn, has allowed many of them to learn new skills and apply previously overlooked talents, resulting in opportunities for growth and a more fulfilling work experience.

Abacus has reaped substantial gains from investing in its employees. In addition to employee commitment and satisfaction, Abacus enjoys high morale and low turnover and has been able to improve efficiency by streamlining workflow processes. The company has found that promoting work-life balance through its sabbatical policy pays dividends that grow with time.

Almost four out of five employees (79%) believe their employers should encourage employees to adopt healthy lifestyles.

Towers Perrin, 2004

