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## **Holiday Message**

**By Jim Steddum**

Director, Governance and Co-Founder  
Association of Military Legal Administrators

*Season's Greetings!*

'Tis the season for giving, family, peace, and celebration. Your AMLA Board of Directors have tried to lay the ground work for some great initiatives for military Legal Administrators past and present. When the JAG Corps selected six Soldiers for candidacy and appointed a CW2 from another branch in October, AMLA's new Candidate Liaison Officer prepared sets of shoulder boards and straps to send to the candidates. They will need these sets before they report to Fort Rucker for Warrant Officer Candidate School. The sets were generously donated or collected by our members.

As the year progresses, we will be gearing up for our annual June elections, our second annual Alumni Dinner and Meeting of the Members, and Golf Tournament. We will also present awards to the awardees at the Judge Advocate Warrant Officer Basic Course and Advanced Course for academic performance and leadership. Further, we are pursuing creating awards for Active, Guard, and Army Reserve legal administrators to be presented at the next World Wide CLE in September. Finally, we hope to create and implement a scholarship program to encourage citizenship and higher education. As the calendar year comes to a close, the AMLA Board of Directors quietly ramps up for a great summer full of events and new endeavors. As a military aid organization and with a view towards recognitions as a veteran's service organization, we can also use your keen intellect and passion for service to continue the organization's efforts for public charity in and beyond military service. Volunteering for service on any one

of our committees is always welcome; or run for any one of our Board of Director positions in May/June. If interested, just send a note to [executive@amla-tcml.org](mailto:executive@amla-tcml.org).

On behalf of your AMLA Board of Directors, we wish you the very best for 2019. Have a joyous holiday season and a very Happy New Year!

Continuous Service to Teach, Coach, Mentor, Lead!

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## **WORK LIFE BALANCE- THEN & NOW**

**By CW4(R) B. John Schreiber**

Joined during the Vietnam Era (1954)

24 years of service and married for 40 years

I was asked to write a short article on how to balance the amount of time we spend each day between work and other activities based on my experience. Something apparently called the “work-life balance” in today’s world. I said I would think about it.

Boy, have I thought about it. This request has put this old-man’s brain in over drive concerning a world that he left many, many years ago. I am thinking that a young member of the current active world has asked this 81 years old man who retired from the Army in 1978 and after the military left active work in the legal field as either an administrator or an in-house investigator in 1999, for counsel. This is the same warrant officer that attended the June 2018 dinner with other JAG cohorts and remembers repeatedly telling the warrants of today that “we really don’t speak the same language.” He also remembers pointing out that at lunch there was one group that paid for lunch with plastic and one group paid with cash. At the evening dinner there was one group that wore a coat and tie and one group did not – I recall even seeing at least one pair of shorts. Would you be surprised when I point out that one group was of the “old people” and the other was of the “young - folks.”

As our Association reaches out to all warrant officers in the legal field regardless of age or branch of service, I believe it would be wise to remember that with the size group we have and the obvious hope that it will only continue to grow that we will have groups of men and women that come from different backgrounds and experience. I believe one of those divisions will be the years in which they served. I would suggest we currently have three groups from a years of service standpoint. The first group would be those who served in the 1950’s and earlier; group two (the group I would place myself) would be those serving between the 1960’s and the early-1980’s and finally those serving from the mid-1980’s to date.

- As to the first group: While I was in the Army in the mid-1950’s I served in the combat engineers building, floating bridges, not in the JAG field. However, while getting my feet wet as a Courts & Boards or Legal clerk I was privileged to be exposed to the teachings of two very, very knowledgeable and very, very old Chief Warrant Officers, namely Claude E. King and Bertell P. Morrissette. In my engineering days (1954), I can clearly remember married service members being told “If the Army wanted you to have a wife they would have issued you one.” I think that spoke volumes concerning the Army’s attitude concerning “work-life” balance at that time. Let’s leave the first group there.

- As to the second (my) group: I believe the second group (1960's to 1980's) was a work hard play hard group that was primarily mission oriented. While we saw a tremendous step forward from the top down in the education of our enlisted personnel there was still only slight improvement in the formal structure of initial and on-going education for the warrant officer. As a general rule, any improvement in education in this group was from individual's initiative. The JAG office was more of a stand-alone entity, with relative little guidance or influence from Dept of Army (DA) or other upper-level HQ's. However, having just said that there was a lot of work being done by a lot of people at DA-level to effect major changes in our work environment.

- As to the current group: WOW! What a difference 20 or so years can make! The environment in which our current warrant officers works in is so different from years ago. I am not sure how valid some of my thoughts might be. I believe you have chosen one of the best fields in the Army to work in. I felt that way when I first applied for warrant and I feel that way now. My Georgia license plate is "JAG CW4". It appears that JAG has made tremendous strides in both initial education and regular ongoing updates. That, of course, should not negate your individual activity as college level education will have a significant impact on your future earning upon retirement. It appears that the Army as a whole has taken tremendous strides in preventing improper balance of the work-life balance in both the education area as well as the morale welfare activities including social activities including the lessening of the need to be a social drinker.

FINALLY, in conclusion: Recognize that it is very easy to begin spending too much of your life in any one area of activity. Your work activity will, of course, take a major portion of your time. It will probably start out at over 40 hours a week. At some point sit down and make a broad list of your activities and how much time you spend in a given week on each one. If you are honest with yourself any imbalance will show up. The next task is a little harder. Correct the imbalance.

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## **Work-Life Balance for Military Members**

**By CW5(R) Charlie Poulton**

Joined during the Vietnam Era (1968)

35 years of service and married for 45 years

In the military, balancing the family and the mission must be considered when dividing your time and effort in a 24-hour day. Behind every military member is a supportive family, beginning with the military spouse. Every great Soldier with whom I have served was happy at and after work.

I believe before going to work, your family must know that no matter what happens, they are the heart and soul of your life. Yes, we have all heard that the mission comes first. Mission is important, but I always felt that life was a combination of my service and how I supported my family.

For example, while working at the XVIII Airborne Corps, Ft Bragg, NC, I went to PT at 0530 each morning, showered at the gym, and then to work. I was normally the first one in and normally went home around 1730. I coached baseball, basketball, and football. I was also very involved in our church as a deacon and youth leader. My wife knew I would spend every extra minute with our two boys. She was a team player and knew that my job had to be priority because it provided security for our family.

So how does a military member balance the dilemma of "Work vs Life"? For me, I did it by not sleeping much---on an average night, I got 4 hours of rest/sleep. On weekends, everything was

scheduled around the family. No matter what your job is, if you have children, it is your responsibility to be a DAD or MOM and a HUSBAND or WIFE! You do not get a pass just because you work 12-14 hours each day. Not only must you balance time at work but also the time between your children and your spouse.

The key to all of this is discipline! Without strong discipline you will never balance anything. It is not about you; it's about supporting the mission and your family. Your job will not always be there. Every military member will perform work-life balance differently. The bottom line is: balancing your time will differ daily. You can sleep when you are dead. You will know if your balancing is being completed fairly. Others will also notice when your balancing act is working. Hopefully, when you evaluate and scrutinize your accomplishments in the military, it will be outstanding. In the end, I know God is in control and as long as we pray for what we do and live our lives as He directs through his son Jesus, we will be Good-to-Go. 😊

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## Monthly Themes

AMLA

All members are encouraged to write articles and provide content for the AMLA Times. If you'd like to submit content for a specific issue, we are ready to receive that content at any time, there is no need to wait. In order to ensure they are added to your desired issue, there are deadlines posted next to each issue, this gives us time to insert, format, review, and publish each issue on time. We encourage you to send us your content as soon as you have it completed.

The themes for each of the monthly AMLA Times for FY19 are listed below:

Issue	Due Date
October 2018 – Teaching	13 September 2018
November 2018 – Digital Leadership	13 October 2018
December 2018 – Work-life Balance	13 November 2018
January 2019 – Goal Setting	13 December 2018
February 2019 – Coaching	13 January 2019
March 2019 – Community Outreach, Giving Back	13 February 2019
April 2019 – Mentorship	13 March 2019
May 2019 – Membership Drive	13 April 2019
June – Setting Yourself Apart, Branding	13 May 2019
July 2019 – Leading	13 June 2019
August 2019 – Building Morale, Esprit de Corps	13 July 2019
September 2019 – Back to School, Refocusing	13 August 2019

Email all of your content to [public\\_relations@amla-tcml.org](mailto:public_relations@amla-tcml.org)