

Jessica DeGroot
President and Founder
ThirdPath Institute



Matt Schneider
Co-Founder
City Dads Group



Emma Plumb
Director, 1 Million
for Work Flexibility

Special Guest:

Anne-Marie Slaughter, president and CEO of New America, thought-leader, and author of: ***Unfinished Business, Women Men Work Family***



1. **Anne-Marie Slaughter:**

"We can renew America, in line with the best of our history and ourselves, as a country that values work and family equally, and enables its citizens to live full and happy lives."

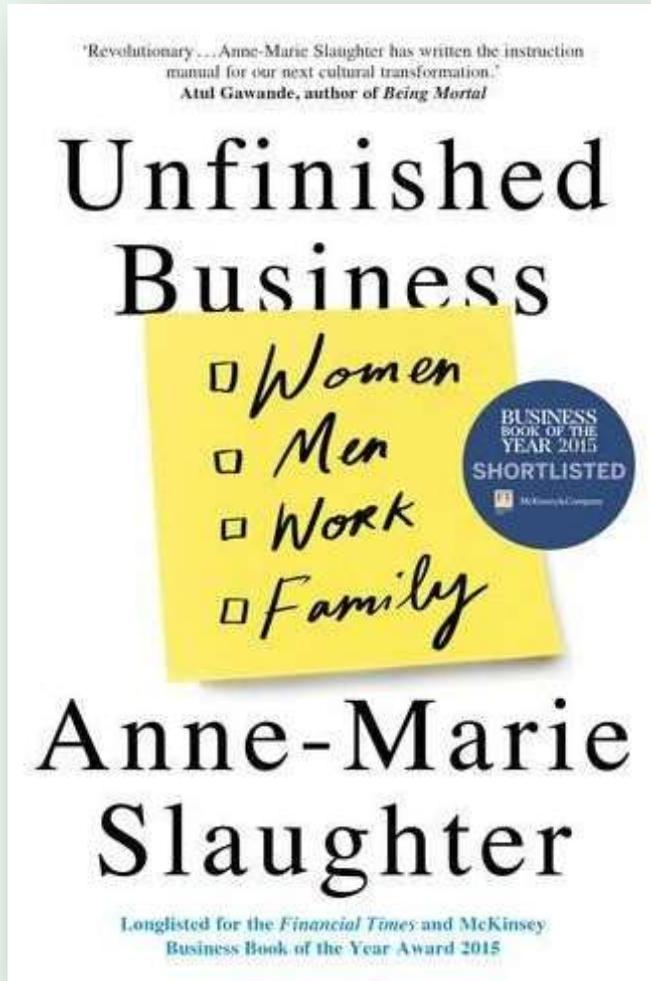


2. *The Baby Arrives – Women Men Work and Family ...* **Matt Schneider**



3. *Caregiving For the Next 18 Years, and Elder Care ...* **Emma Plumb**

4. *Reimagining Careers & Leadership* *... Jessica DeGroot & Jim Sandman* President, Legal Services Corporation



Half-Truths Women Hold Dear:

You can have it all if you ...

- (1) Are committed enough to your career
- (2) Marry the right person
- (3) Sequence it right

Half-Truths About Men:

- (1) Children need their mothers
- (2) A man's job is to provide

Half-Truths About the Workplace:

- (1) It's a women problem
- (2) It's a care problem - motherhood predicts wage inequality more than gender
- (3) Flexibility is the solution - but there are roadblocks that prevent this
- (4) Whoever works longest works best

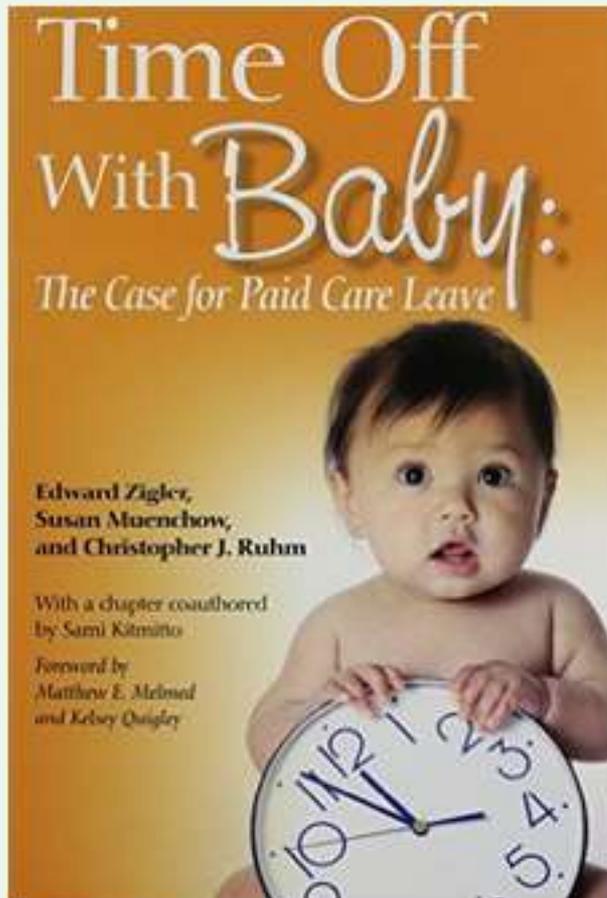


The Baby Arrives – Women Men Work Family

- Have “the conversation” with your partner ... and at your workplace
- Think outside the box when it comes to gender
- Look hard at the domestic relationships of the women (and men) you most admire
- Don’t make decisions in a crisis, instead try to anticipate the challenges



thirdpathInstitute 
Creating time for life



Caring for a baby can feel ...
time-consuming, stressful and
isolating.

“But the opportunity my firm
gave me... was good for
society... the advancement of
women... the quality of life for
fathers, and better for our
children.” ~ **Jim Sandman**



Caregiving For the Next 18 Years ... and Elder Care

- Have “the conversation” with your partner ***and*** your boss
- Train your boss, ask, “if I can’t get everything done, what’s most important?”
- Managers loosen up!

Anne-Marie Slaughter: ***“If family comes first, work does not come second. Life comes together.”***

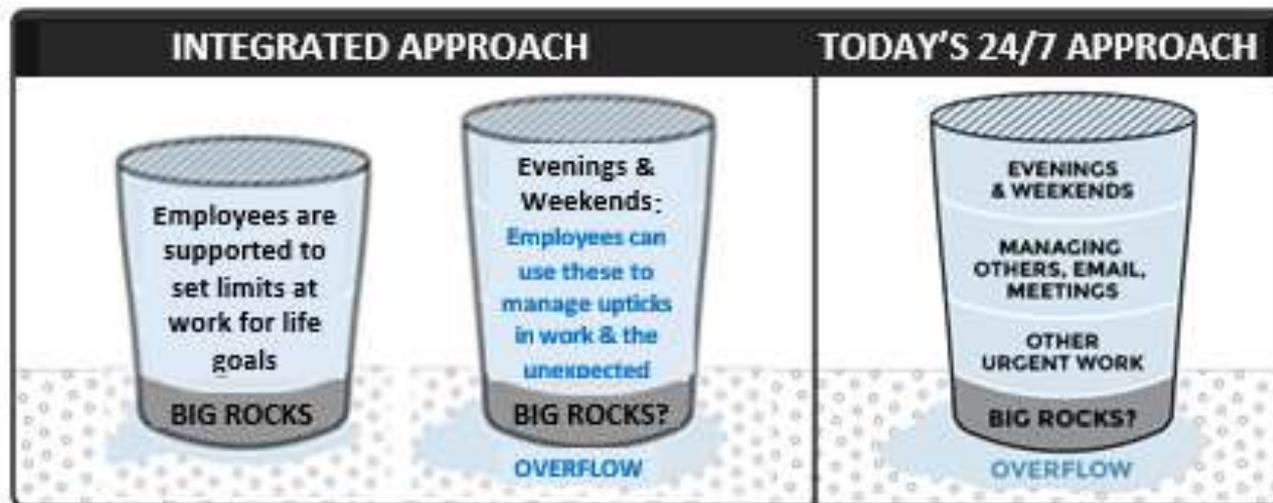


The changing needs of families

Elder care

Early Careers	New Family <i>(0 to 3 years)</i>	Young School Age Family	Older School Age <i>(Teen yrs)</i>	Mature Careers (Grown Children)
~ 10 Years	~ 20 Years			~ 15 + Years

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INTEGRATED BENEFITS

- Employees become skilled at prioritizing work, and focusing on “big rocks” - their most important work
- Employees have more wiggle room to manage the unexpected
- Employees recharge over weekends and vacations, returning to work more refreshed and creative
- Employees work as a team to cover for each other to meet life responsibilities
- Employees and teams become increasingly skilled at pro-actively managing workflow and reducing chronic overwork problems
- Organizations increase success retaining and promoting women and men who want time to care for children or aging parents

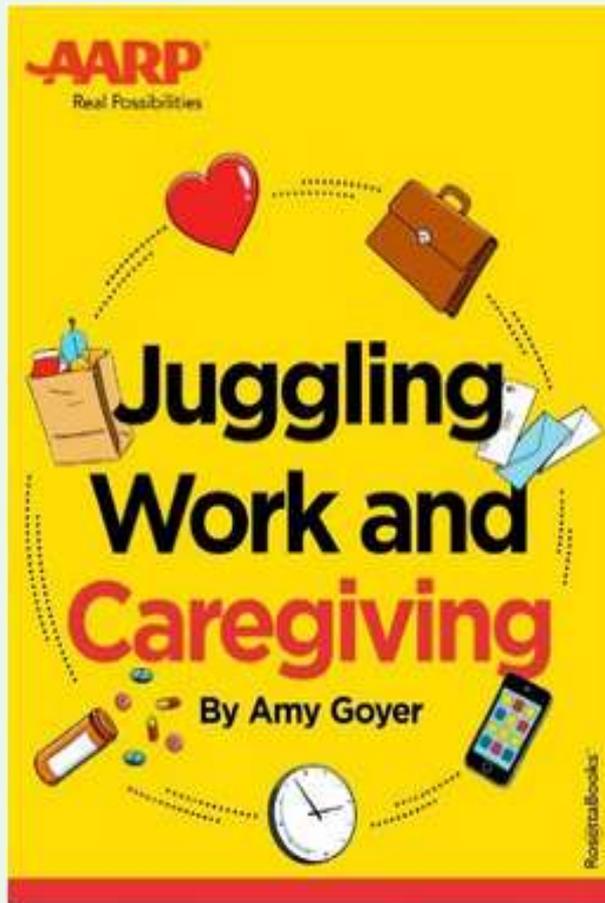
***Tweet your comment using:
#OMG #MenWomenFlex
Win 1 half price registration fee
for July OMG! 12 call series***



OMG! An introduction to integration

- Create routine “*quiet time*”
- Plan around the “*seasons*” of your work
- Improve *delegation*
- Turn off work on *vacations*
- Dream big! Both *men and women* can create integrated solutions

To learn more, email: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org) Subject: OMG!



*“We had a long history of shared care that helped reassure us the flare ups around elder care were required steps to finding common ground.” ~ **Jessica DeGroot***

*“In many ways this book is a love letter to my family.” ~ **AMS***

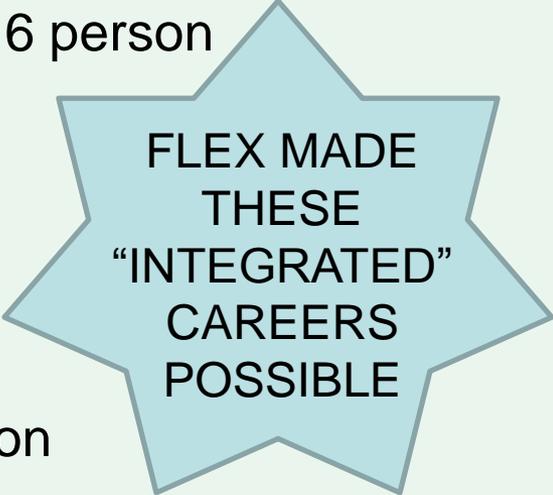


Reimagining Careers & Leadership

- **Slaughter:** "Thinking of careers as a single race to the top tilts the scales to those who can compete this way ... *it also means as a society we loose massive amounts of talent.*"
- **Sandman:** "Change will depend on senior managers' willingness to lead by example ... and to take advantage of those policies themselves."

ThirdPath's Pioneering Leaders

- **Brett Goldblatt, Milbank** - Even before children, wanted to approached his career as one of many important life priorities
- **Chris Madoo, Marriott International** – Runs a 16 person top performing remote work team
- **Ivan Axelrod, PFM** – Redesigned his work to care for his grandchildren
- **Will Rowe, BAH** – First leader to teach us team work and delegation are critical tools for integration
- **Ben Applegate** - Left a large law firm to found his own that strives to balance profitability and lifestyle for partners, attorneys and staff.
- More info at: <http://www.thirdpath.org/our-wider-community/>



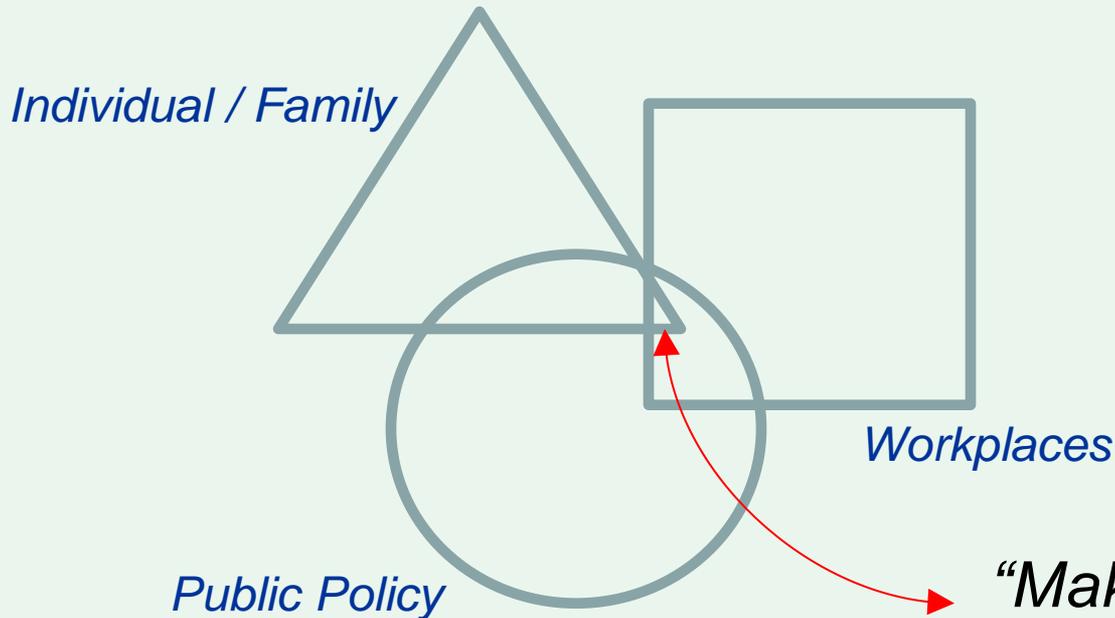
FLEX MADE
THESE
“INTEGRATED”
CAREERS
POSSIBLE

or: <http://www.thirdpath.org/integrated-leadership/>



A Three Pronged Approach to Change

- **Men's and Women's Careers** – Thinking outside the box also helps you become a role model for the next generation
- **Our Workplaces** – We can learn from the “bright spots” – including progressive teams within organizations
- **Public Policy** – To speed this process up, we can elect more policymakers who have also been caregivers



“Make paternity leave the default option so new fathers would have to opt out of taking it rather than opt in.”



Can We Speed Up Change?

- What are the forces that help promote change?
- What are the barriers that prevent change?
- If change is going to continue at a glacial pace ...
What advice can we give new parents and others with caregiving responsibilities today?

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THANK YOU!

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