

REVOLUTIONARIES: SUPPORTING GREAT WORK & WHOLE LIVES

Millennials aren't the only ones helping advance ThirdPath's mission ... so are you!

ThirdPath has become the premier work/life organization supporting men and women - as both parents and leaders - achieve integrated lives. We were able to do this by learning from you.

Read on to see what some of our revolutionary community members are doing to change how we work and live.

Revolutionary workplaces ... Join our next Thursdays with ThirdPath webinar when **Sara Sutton Fell, CEO and founder of FlexJobs**, and two of ThirdPath's Pioneering Leaders - all experts in flexibility - discuss the opportunities and challenges of creating truly flexible workplaces.

Revolutionary work practices ... Read today's newsletter for a sneak peek at what we will be discussing, including practical ideas for shaping a flexible work team. We've also included another "Meet the Pioneer" story to illustrate how to put these ideas into practice.

Revolutionary parents ... But change also has to happen at home. We explored this at our last Pioneering Leaders Summit, when examining how men and women can work together to share in the care of school-age children. Read on for some of our insights.

Bottom line, we could not have done all of this without you!
Thanks for being part of the growing, vibrant, inspiring ThirdPath community!
/Jessica and the ThirdPath team

PS - Help us inspire others with our important message. [Become a donor today.](#) [Click here to learn about a special opportunity for our new donors.](#)

Changing What We Do at Home

Every two years ThirdPath's Pioneering Leaders convene to push the boundaries around work, careers and caregiving. During our last Summit we explored the benefits of supporting both mothers and fathers to flex work around the needs of school age children. Here are a few lessons learned:

Both parents learn how to work more effectively

They learn how to: reduce interruptions; focus on tasks that make the best use of their skills; eliminate lower priority tasks; strategically delegate; use slow periods to re-prioritize work and put more efficient processes into practice.

Both parents learn how to manage changes in schedules

Parents can work together to handle predictable and unpredictable changes such as school closings, snow days and a sick child. They can also help each other out to manage the ups and downs their workloads.

Families have more "wiggle room" to plan for what's needed next

Families need time to for many small things (when to get the car fixed) and big things too (how to make the most of summers, or how to manage a job relocation). Having time to anticipate and organize around these changes increases the likelihood of developing the best possible solutions.

Organizations learn how to develop less gendered career paths

Normalizing both parents involvement in family care, doesn't just change our assumptions about gender at home, it also changes our assumptions at work.

Both men and women become role models for the next generation

When fathers are supported to be active parents at home, and mothers and fathers learn how to work as a team to meet work and family needs, both parents become powerful role models for their children.

Are you a Millennial who would like to learn how to design an integrated career path? Join our Millennial Working Group. One lucky Millennial will be invited to our next Pioneering Leaders Summit. [Contact us](#) to learn more.

Creating a Flexible Work Team

We've learned a lot from our "Integrated Leaders" - leaders who have moved ahead in their careers while also creating time for their lives outside of work. Here's a few of the things they've taught us about flexible work teams:

Look for "triple win" solutions

Find solutions that are good for the employee; good for getting the employee's work done; and good for the colleagues and clients the employee works with.

Understand how different jobs require different solutions

A law firm might have different options for lawyers, paralegals and administrative support - but there is a solution for everyone.

Make flex a two-way street

Supporting individuals to work flexibly also means there will be times when individuals need to flex to meet work requirements.

Create transparent systems to monitor success

Clearly define performance expectations for all - and it turns out these systems aren't just good for employees who flex, they are good for all employees!

Chris Madoo is one of ThirdPath's Pioneering Leaders who has applied these ideas to his very successful remote work team. As Marketing and Sales Leader at Marriott, Chris learned that successfully managing a virtual work team can come with a few curve balls, but through prioritization, communication, and trust he was able to build on his team's success. It also helped that Marriott clearly defined performance standards. Productivity goals were carefully defined as a way to promote key priorities and related behaviors. Activity logs and weekly updates also kept the team on track to help drive results.

Chris has become an expert in understanding how much work each of his team members can handle while also supporting them to have time and energy for their lives outside of work. Chris learned this requires open and honest communication and feedback. It also meant getting to know, and supporting the different ways his team members needed to work. Some were parents and their schedules varied around their children's school day. Others tended to work a more traditional 9 to 5 schedule. Either way, Chris made himself available for both types of worker, or let them know who they could be in touch with when he was away from work. [Click here](#) to learn more about this inspiring leader.

Join next week's Thursdays with ThirdPath webinar to learn more about flexible work teams.

All attendees will be eligible to receive our latest worksheet: Team Flexibility: Supporting thriving businesses and strategic flexibility.