

HERE ARE SOME IDEAS TO TRY IN 2016 ...

Want that added bit of inspiration to help you reach your 2016 goals?

This year our Thursdays with ThirdPath webinars are focusing on the "courageous conversations" we need to have to create the lives we want.

Want more flex at work?

Read on to see what we learned from our amazing webinar highlighting the courageous conversations ThirdPath community members are having to create more "win-win" flex at work - flex that's good for you and good for your organization.

Want to create more of a "team" approach at home?

Join our "Valentine's day" Thursday with ThirdPath webinar on February 11th when two parents share some of the courageous conversations they've had with their partners to create more of a team approach at home.

Want to better understand the "big picture" about why change is so challenging - but also possible?

Join us next Thursday (1/21/16 at 1pm ET) when **Peter Senge**, author of *The Fifth Discipline*, and **Brigid Schulte**, author of *Overwhelmed*, explore: Has anything really changed in the last 25 years since Peter Senge first wrote about "ending the war between work and family?"

Or join us Thursday April 21st for a day of learning in Philadelphia!

It's time again for our [Integrated Life Advocate Forum](#).

This is always a very energizing event where work life coaches, therapists, consultants, bloggers, journalists, and passionate individuals - join us for a day of learning and community building around the work we do supporting men and women to follow a "third path" - an integrated approach to work and life.

Thanks for being part of our growing, vibrant, inspiring ThirdPath community.

Happy 2016!

/Jessica and the ThirdPath team

PS - Want to learn more about our Integrated Life Advocate Forum - [click here](#). The early bird rate runs through 2/15/16.

Want to be inspired?

Here's how our actions make a big impact

Our November Thursday with ThirdPath webinar looked at the courageous conversations we need to have at our workplaces to create more flex. Here's what we learned ...

Michelle Hickox, the CFO of Independent Bank joined our call along with two of her team members. Below are some of the highlights from our conversation with Michelle, Amy and Leslie - on the right we've also included some of the slides from the call.

Michelle started by talking about the flexible schedule she used when her children were young. She described the challenges she had to overcome, but also how she was able to continue with her flexible schedule even as she became a partner at her accounting firm.

Now - as the CFO of Independent Bank - Michelle is making flexibility available for her team.

Amy, one of Michelle's team members, talked about the positive influence Michelle has had at her workplace.

For example, Amy remembers Michelle saying, "It's ok to turn your blackberry off over the weekend." This is something Michelle modeled herself. It also hadn't been part of Amy's work culture prior to this point.

Amy also explains how watching Michelle manage her team more flexibly empowered Amy to follow the same approach with the team she is now managing.

Amy and Michelle's stories illustrate how much "integrated leaders" - professionals who have modeled an integrated approach their entire careers - are making a difference in our workplaces.

Want to learn more?

Here's the [full summary](#) of our webinar about "[courageous conversations at work.](#)" Or click here for the [short version.](#)

Four Key Interlocking Forces

One reason an "integrated approach" to work and life feels challenging is because there are multiple forces that can get in the way of change.

When creating an integrated approach, especially when balancing work and family, couples need to consider four different factors which can influence their success around change:

Family Redesign and Money -

- How similar are you and your spouse's goals around the time you want to spend with family and the time you want to spend at work?
- Have you made choices around spending, savings and earning that support or impede your work/family balance goals?

Work Redesign -

- Have you already had personal success flexing when, where or how much you work?
- Has your spouse had success flexing when, where or how much she/he works?

Organizational Support and Your Supervisor -

- How supportive is your supervisor? Are there formal or informal policies that promote a "balanced" or "integrated" approach to work and life?
- Are there leaders who are role models for an integrated approach to work and life? Or do the role model (and/or reward) chronic overwork?

Your Spouse's Workplace -

- How supportive is your spouse's supervisor? Are there formal or informal policies that promote a "balanced" or "integrated" approach to work and life?
- Are there leaders who are role models for an integrated approach to work and life?

Or do the role model (and/or reward) chronic overwork?

Of course progressive public policy makes a big difference as well! But join us next week when Peter Senge and Brigid Schulte show us how the every day decisions we make in our own lives also contribute towards better public policy.

Would you like a copy of our "Four Key Interlocking Forces" survey?

Email us at: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org) - put "Four Forces" in the subject line.