

**THE BEST FATHER'S DAY GIFT...
MEN AND WOMEN FIGHTING FOR CHANGE**

Today's newsletter celebrates the men and women who participated in our 2019 Pioneering Leaders Summit. They have been working together to create a world that supports success at work and success in our lives outside of work - and a world that profoundly improves the lives of fathers.

Healthy family systems have time to recharge... Families need money, families need care, and families need time to recharge. The male and female leaders at our Summit took many steps, over the course of their careers to achieve this. All of them also created a "team at home" to better manage both domains.

Read today's newsletter to learn why organizations gain when men and women learn to set thoughtful limits at work so they have time and energy for their lives outside of work.

Increased demands on families, means less time to recharge...

This year's Summit focused specifically on the "new family" stage - a time when many families feel stretched thin. Many also fall into gendered patterns at work and at home. Instead, the fathers at our Summit shared stories of rearranging their work schedules to pick up children from daycare, or they became the primary parent designing work around family, or they broke new ground by having both parents work reduced schedules to share in the care of their children. **We also talked about how everyone, not just parents, needs "recharge time."**

Add to this one job - or both jobs - that require more than full time work, and what happens? ... [Listen to last month's webinar](#) to learn how overwork is bad for organizations and for families. Or [click here](#) to learn how overwork is contributing to a widening gender gap. **The gendered patterns around overwork are no surprise to ThirdPath.** Parents aren't just balancing work and caregiving, they are also looking for answers that decrease their family's financial risk. And when organizations perpetuate norms that reward overwork - consciously and

unconsciously - this will likely play out in a very gendered way.

That's why men and women need to work together to redesign work, family and leadership. Read on to see how to put these ideas into action today.

Thanks for being part of the growing, vibrant, inspiring ThirdPath community!

/Jessica and the ThirdPath team

PS - Know someone who wants to push back at overwhelm and create a more integrated approach to work and life? Tell them about our OMG! Overwhelm Mitigation Groups! [Learn more here.](#)

Be the Change You Want to See in the World

The reason participants at our Pioneering Leaders Summit were able to think outside the box, create new solutions at home, and develop work teams that supported everyone to live "whole lives" is because they have worked hard to put these ideas into action in their own lives.

They worked as a "team at home" to manage constant change...

If you [watch the YouTube video](#) of our last Thursday webinar, you'll meet Roger and Bryan - pioneer fathers who designed integrated career paths since starting their families. You'll also see how both dads created a unique path reflecting the different priorities, challenges and opportunities each family faced. Bryan planned for a Shared Care solution way in advance. Roger advocated for this solution after seeing a leader role model it in his organization.

They became leaders who supported everyone to live whole lives...

If you watch the YouTube video, you'll also meet Sarah and David. Although Sarah has never had children herself, she manages others who are parents, she has also had experience dealing with elder care - something we are all likely to face at some point in time. David is brand new to the ThirdPath community. David's leader is striving to figure out how to put some of these ideas into place at his workplace, and he came to the Summit with David and another co-worker. David's experience at the Summit taught him how much organizations have to gain from supporting people to live whole lives.

They understood it wasn't just about flexibility, it was also about managing the "right" amount of work - or as we call it "capacity management"

But most importantly, if you watch the YouTube video about the Pioneering Leader Summit, you'll see that we were addressing one of the most important issues when supporting integrated career paths - not just how to flex work, but also how to better manage how much work each individual, team and organization takes on so people are supported to have time and energy for their lives outside of work.

Join this month's Thursday with ThirdPath webinar - 6/8/17 @ 1pm ET. We'll be talking with some of the pioneering men who are pushing for changes around fatherhood so others can follow in their footsteps.

Men and Women Working Together to Redesign Work, Family and Leadership

At the 2017 Pioneering Leaders Summit - as the day was coming to a close - we asked everyone what next steps we could take to create more change. Here are a few of our recommendations:

Leaders need to...

- See employees as whole people who have a life outside of work.
- Create space for employees to talk about their personal lives - this can happen in shared lunch spaces as well as routine one-on-one meetings.
- Be transparent. Lead by example.
- Assume everyone is afraid to ask for flexibility.
- Experiment - how can flexibility work best in our workplace?
- Schedule time to check in on workflow - the pace and quantity of work. Try to solve workflow problems before they become even more of a challenge.
- Be an empathetic listener - really hear how employees are thinking and feeling.
- Avoid thinking flex is a problem because one employee cannot handle it or misuses it. Instead, address the problem with that one employee.

Individuals need to...

- Think deeply about what you want - your vision and your values.
- Think about what the costs are for not reaching for your preferred flex arrangement - both for your life and for the needs of your family.
- Be aware of the influence that social norms have on you. Self-awareness helps you think beyond these norms and do something that may be harder to do - including something that is different than what others do.
- Be a partner in the planning and evaluation of your request - find mutually beneficial solutions at work and at home.
- Avoid being too rigid or being in denial when a plan needs tweaking.
- Remind yourself that a successful flexing arrangement has organizational ROI. It is not a favor or accommodation. It brings value to the company.
- Experiment and learn from your experiences.

- Start small. More can always come later.
- Try your best to have an honest, open conversation with everyone involved - family members, co-workers, friends, leaders.
- Avoid assuming you know what someone's response will be without first having a discussion.
- Gain validation from a supportive community of friends, family, coworkers - and ThirdPath!

Families need to...

- Understand themselves and know what is important to them.
- Create time to think ahead, including routine time to have these kinds of conversations.
- Design solutions that play to each other's strengths - divide up chores and tasks by what you enjoy.
- Live below your means - it helps provide more freedom around time.
- Learn how small routines can make a big difference - like creating a wall calendar.
- Remember how care responsibilities will one day include elder care. Talk about this before it becomes a crisis.
- Dedicate time to yourself as a couple - when families are busy it's easy to start to live separate lives.
- Take care of your own emotional state. It will improve your ability to talk about the issues you need to discuss.
- Cultivate a generosity of spirit. Take time to tell your partner, "you are doing enough, you are doing great."

Want help putting these ideas into action? Join one of our on-going learning groups. We've got a group that's just right for you - whether you are just starting your career, or already balancing work and family. For more information email us at: [Time4Life \(at\) ThirdPath.org](mailto:Time4Life@ThirdPath.org)