

DOING WORK, FAMILY AND CAREERS DIFFERENTLY

The world is changing and yesterday's event celebrating paid parental leave -- including encouraging dads to make full use of their right to paid leave -- made me hopeful the pace of change may be accelerating.*

Dove Men+Care - Doing FAMILY differently ... We were so excited to join the Dove Men+Care team and be one of the panelists discussing the launch of their *very exciting campaign

to challenge stereotypes around men as caregivers and sparking a cultural movement around paid paternity leave. Watch this inspiring video of dads sharing their thoughts on fatherhood to get a taste of why this issue is so important.

This month's newsletter - Doing WORK differently ... It was also fun being on the panel with long time advocate for dads Scott Behson. Scott's a shared care dad and also the author of the *Working Dads Survival Guide*. Read on to see the great ideas Scott shares for how dads can take actions today to push back at work norms that limit men's equal involvement with caregiving. You can also read an excerpt from Josh Lev's book in today's newsletter. Josh facilitated the panel, and he will be joining our Thursday webinar next week.

8th Annual Father's Day Webinar - Thursday June 14 - Doing work, family AND careers differently ... Our 2017-18 season has explored how employees face an on-going series of choices - from infant care to elder care - when balancing work

and family. We've also learned how each decision can shape the next one and influence men's and women's careers differently. During our 8th annual Father's Day webinar we will take a closer look at these issues, and explore what we need to do to best support the next generation of fathers. Join us - some of the lessons learned may surprise you!

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

/Jessica and the ThirdPath team

How Our Work-First Culture Fails Dads, Families, Businesses, and How We Can Fix it Together

When Josh Levs was denied fair parental leave by his employer, he fought back and won. Now he's become an advocate for even greater change.

To meet other progressive dads, Josh connected to ThirdPath

When Josh wrote his book - All In - he wanted to show why supporting men to take paternity leave wasn't just good for dads, but also moms, children and businesses. No surprise, he turned to ThirdPath to collect some great examples of this. Below are two of the ThirdPath stories he included in his book.

When Bryan became a dad...

As a new father, Bryan decided he was going to start working only four days a week and not extend each day beyond eight hours. At that point in his career he was an Application Architect for a successful Boston-area tech company. Stunned colleagues declared him "lucky." "You can do it too," he told them, "You just have to have a plan."

Later in his career, as he moved into a top executive position, you'd think he'd be expected to put in incredible hours at least five days a week, if not six. But Bryan continued to keep the promise he had made to himself. "Shortly after I started my career, my dad got colon cancer and died a year later. It was pivotal for me. My parents' relationship was very strong and very traditional. She stayed home, but one role was not more important than the other. I remember their always talking about how they were going to travel when they retired. It was heart breaking for me that, the year before my father was going to retire, he passed away. My mom soldiered on and traveled, but it wasn't the same.

Ivan didn't do it for his children, he did it for his grandchildren...

Ivan explains, "I had a typical career path. My wife stayed home, because thirty years ago that was what people did," he says. But when his first granddaughter was born, he wanted to have a relationship with her and wanted her to know him.

Ivan says, "My father passed away when both my children were very young, and they don't have any memories of their grandparents. I didn't want that to happen. Then I had to figure out how to do that, because I had an executive position. I decided the most important thing for me was to live for my children and grandchildren. So I worked out an arrangement with my partners." In addition to changing his schedule, he restructured his department, promising that it would deliver similar or even better results afterward.

Join our next Thursday webinar when Josh Levs and Brad Harrington talk about how reshaping our roles at work and home helps promote gender equity, family well being AND work effectiveness.

Steps Dads Can Take to Change the Workplace

"I worry that unless my generation of busy involved dads don't start making change happen, company cultures will remain unchallenged, and more and more dads will have to struggle seemingly alone." - Scott Behson

Below is an excerpt from a blog post Scott wrote describing the steps dads can take to help change our work cultures to recognize dads as the actively involved parents that they are.

Talk about your family and ask other men about theirs.

Take paternity leave.

Make sure other men in your workplace see you use work flexibility for family reasons.

Organize a group of male friends or coworkers to discuss life outside of work.

Excited by these ideas? Here are some ways dads can start integrating their life outside of work into the workplace right now. Each idea is a small but important way we as men can make it easier to discuss our lives as dads at work - and taking these steps will have a big positive impact for both men and women!

- Keep pictures of your kids/family not just in a small frame facing you on the desk, but in a prominent place at your workstation (an 8×10 on the wall behind you may be ideal)
- During "water cooler" chit-chat with other men, don't just talk about the latest sports gossip, tell them what you did with your kids last weekend
- Ask other men in your workplace about their non-work life, including their families. Encourage them to share their family activities - like what they did with the kids on vacation

Find more tips [here](#). You'll also discover the recording of our Thursday webinar where two dads describe how they changed roles with their partners to become the primary flexing parent at home.