

**OMG! READ THIS ... AND BE INSPIRED  
WHY CHANGE IS POSSIBLE**

***Our Pioneering Leaders Summit was an amazing day ...*** In today's newsletter we've provided a quick overview of the male and female leaders who participated in this year's Summit. Here's a sneak preview: 58 participants; 35% men; 28 participants who worked reduced work hours at some point in their careers; 18 who are currently working remotely 2 or more days per week; **and 6 who represent organizations who have a stated mission to support employees to live "whole lives."**

***Join us next Thursday ...*** We were so excited by our May 3rd Summit, we decided to ask a few participants to join us on our next Thursday webinar to share some of the lessons learned. Everyone left the day with a deeper appreciation about the dangers of chronic overwork, and how men and women - as parents and leaders - play a pivotal role in pushing back at this problem and reclaiming our lives AND work effectiveness.

***Meet John de Graaf ...*** Although we have postponed next week's Thursday webinar with John de Graaf, **the founder of Take Back Your Time**, read on to learn about the important work he has been doing to push for public policy changes so we can improve everyone's quality of life, overall health, and the communities we live in.

**This year's Pioneering Leaders Summit proved to us there is a growing and vibrant community of leaders dedicated to creating truly 21st century workplaces.**

## Who Are ThirdPath's Innovative Leaders?

*We had 58 people attend our third biennial Pioneering Leaders Summit. Here's a quick snapshot of who they were.*

### *To make change, men and women need to work together ...*

- Of the 58 people who attended:
- 35% were men;
- 28 currently work reduced hours, or had worked reduced hours one or more years over the course of their careers;
- Of the 28 who worked reduced hours, 7 were men;
- 18 participants work 2 or more days remotely, of these 14 work fully remotely.

**And of equal importance:** 6 of the organizations participating in the day's events had senior leaders who saw their mission as supporting employees to live "whole lives." Did any of these leaders feel they had it all figured out? No! But they could see they were part of a growing community of leaders who wanted to work together to figure it out.

### *Here is a sampling of the types of leaders who participated ...*

Founder and President (energy services company); Chief Financial Officer (bank); Chief Operating Officer (300-person manufacturing company); Chief Communications Officer (marketing agency); VP of Engineering (IT organization); Founding Partner (progressive law firm); President (property management and real estate firm); Partner (national law firm); Managing Director (financial services firm); Chief Operating Officer (progressive law firm); Senior VP and Treasurer (bank); Retired Director of Administration (telework consulting firm); Senior Director (tax and consulting firm); Executive Director (nonprofit); Partner (boutique litigation law firm); Senior Manager (tax and consulting firm); Senior VP of Development and COO (nonprofit); Work Life Director (retired, federal agency); Associate Director (federal government); Technical Specialist (large manufacturing company); Senior Research Engineer (large manufacturing company); Founder (small progressive law firm); Assistant Director of Communications (university). You get the idea, it was a pretty impressive group!

### *We asked for their overall thoughts on the day, here's what they said:*

- Feels like coming home. Love being with like-minded, hopeful people.
- There was the right mix of people in the room to create synergy.
- Phenomenal! Thank you, Jessica, for including me.
- Great organization, great mix of people, great topics and focus. Really fantastic. Must have been a ton of planning to make the Summit come together so well.

- Time well spent. I have several ideas to ponder now with real world examples to draw from.
  - Always a day spent pushing my thinking - Great.
  - Great chance to learn, but more importantly, a chance to "check in with myself" and re-dedicate.
  - Great to be with like-minded people. Confirming of my choices.
- Inspirational! I left with the motivation to try and make more flexibility at my firm.
- Feeling grateful to have come, and to have found ThirdPath. I feel like we are hitting a tipping point amid system change with these ideas - thank you for trailblazing.

***Want to join our next Pioneering Leaders Summit?***

Email us at: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org) - write "Pioneering Leader Summit" in the subject heading.

**Or, join us for this month's Thursday with ThirdPath webinar - 5/11/17 @ 1pm ET - to gather insider tips from the pioneering leaders who participated in this year's amazing Summit.**

## **Fighting to Take Back Our Time**

***John de Graaf, founder of Take Back Your Time, believes that using our time, not just for both productive work, but also for enjoyment in life, is pivotal if we want to improve our overall quality of life.***

John joined a Thursday webinar to talk about the work he does and the organization he founded - **Take Back Your Time**. John's organization is dedicated to redefining cultural perceptions of how we utilize our time. Although this type of work can be done on the personal and organizational level (like at ThirdPath's Pioneering Leaders Summit), John has a long and impressive history of fighting for public policy change.

### ***It's about improving our health and the communities we live in ...***

John started the call by describing his work fighting for paid parental leave, sick leave, and vacation time. As he pointed out, without the opportunity for vacations, the likelihood of heart attacks and depression increases for both men and women. And when workers can't afford to take time off, including to care for their own health, research shows they come to work sick, stay sick longer, and spread illness to coworkers.

John went on to describe some of the important work he's done around mandatory paid vacation time. John even drafted and proposed a paid vacation act, which would offer 1 to 2 weeks of guaranteed paid vacation time dependent on the size of the organization. Though the US is one of only five countries not offering paid vacation time, many were still rigorously against this proposed bill.

### ***What can we learn from success stories?***

During our conversation, John provided a perfect example of people embodying the "whole life" mentality John believes in. In Bhutan, a small country settled into the hills of the Himalayas, instead of just prioritizing the importance of gross national product, this small progressive county has been focusing on increasing gross national happiness. [Read more.](#)

### ***Want more inspiration?***

Read the next section of our newsletter to learn about the men and women ThirdPath works with who are leading the way for change in their organizations.