

November 2015

Thursdays with ThirdPath webinar:

All year long we are exploring the “**courageous conversations**” we need to have -- at work and home -- to follow an integrated approach to work and life.

November’s call looked at the courageous conversations we need to have to create more flex at work.

The slides describe who was on the call and the free handouts you can find on our website.

The call began with Kate’s story, and how she arranged a flexible work schedule working in a “work first” work culture.

She described how it was challenging to create a schedule that met both her needs and her boss’ needs. But because of a new boss, as well as a life changing event, Kate was finally able to organize an approach that worked well for everyone.

One of the things we learn from Kate’s story, is how challenging it can be to manage “workflow” – the pace and quantity of the work we do.

But when we learn how to better manage workflow, we improve our sense of balance, and improve our effectiveness at work.

Learn more about this from our free “4 Ways to Flex” handout at: <http://www.thirdpath.org/free-thirdpath-resources/>

Michelle then talks about the flexible schedule she used when her children were young.

She describes some of 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.

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Kate Mundie, Artist. Marketing liaison, and training coordinator, medium-sized civil engineering firm

Michelle Hickox, CFO, Independent Bank and ThirdPath board member

Amy Feagin, Treasurer, Independent Bank and manager of the Finance Department

Leslie Beseda, Director of Financial Reporting, Independent Bank

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Kate

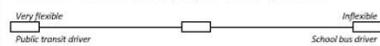
- Artist
- Marketing liaison, training coordinator, medium-sized civil engineering firm
- Parent of 2 young school aged children

Want help “redesigning” your work?

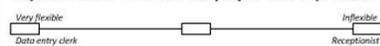
Check out the free resources on our website:
www.ThirdPath.org/Free-ThirdPath-Resources

Four Ways You Can Flex Work

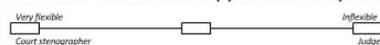
Schedule – How much can you flex *when* you work?



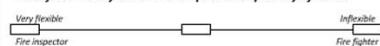
Physical Presence – How much can you flex *where* you work?



Substitution – Can someone to help you with the work you do?



Workflow – Can you control the pace and quantity of work?



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Michelle

- Accountant, then partner, public accounting
- CFO Independent Bank
- Parent of 2 college aged children

Michelle's story teaches us many important lessons, including how she developed a unique set of skills while following this integrated career path.

We think these skills can help any professional become more effective both at work and in life

Want a copy of these skills? Email us at:

Time4Life@ThirdPath.org

Subject: Whole Life Leader booklet.

Amy, one of Michelle's team members, talked about the positive influence Michelle has had at her workplace. For example, she told Amy, "It's ok to turn your blackberry off over the weekend." Michelle also models this herself.

Amy describes that watching Michelle manage her team in a flexible way, 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.

These integrated professionals – the "purple people" in the diagram on the right – are not only role modeling a successful approach to flexibility, they are also helping make wider change for everyone around them.

Michelle then talks about her experience as the CFO at Independent Bank. In particular, she talks about the role she has played in expanding paid leave at her company.

Once again the story illustrates the importance of courageous conversations and how they are helping us create significant change at work. It also illustrates that sometimes the resistance we anticipate encountering may just be a need for more information to help the change process move along.

Want to learn more about integrated careers?

Let us mail you our Whole Life Leader booklet:
Contact us at: Time4Life@ThirdPath.org

The 21 st Century Skills of Integrated Leaders	
Understanding the 21 st century skill set: Getting the right things done in a timely manner	
1. Self-Discipline.	An ability to focus on the present moment and get work done despite distractions.
2. Plan and prioritize.	Deciding among competing priorities, finding win/win solutions wherever possible, planning steps to achieve long term goals.
3. Anticipate the future.	Anticipating events that impact either life or work, planning long-term to manage these events.
4. Create quiet focused work time.	Scheduling specific times in one's calendar to enable reflection and to think more strategically.

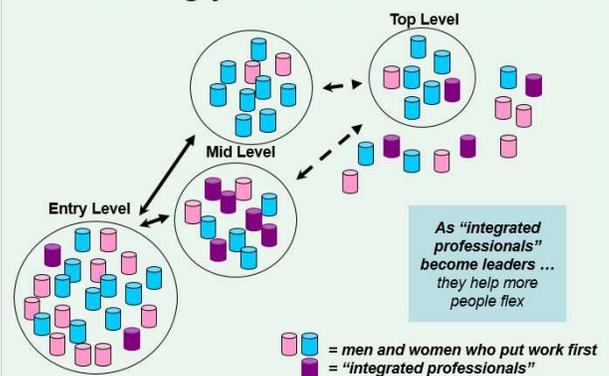
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Amy

- Treasurer, Independent Bank
- Manager of the Finance Department
- Parent of 2 young school aged children

"Increasingly flexible" work cultures



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Michelle

- Accountant, then partner, public accounting
- CFO Independent Bank
- Parent of 2 college aged children

All of these stories illustrate something we learned a long time ago at ThirdPath Institute. We believe, in order to make change within organizations, you need to follow a three pronged approach:

Individuals ... need to develop good skills to create successful flex solutions.

Teams ... need to develop solutions that work for everyone on the team.

Leaders ... need to be advocates for change, and at least a few also need to be role models.

Jessica DeGroot, founder and president of ThirdPath Institute, then shared some lessons learned from managing elder care this past fall.

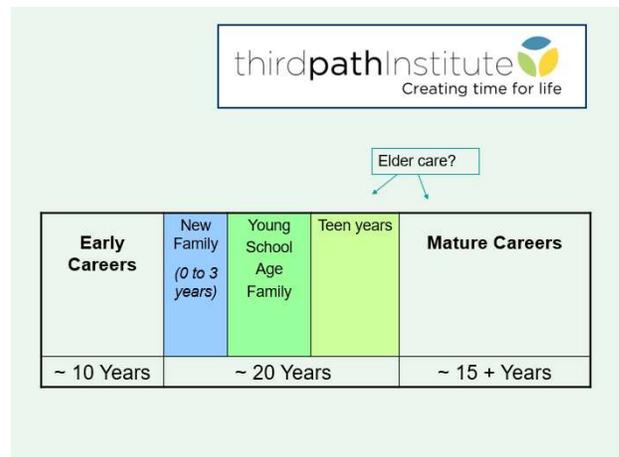
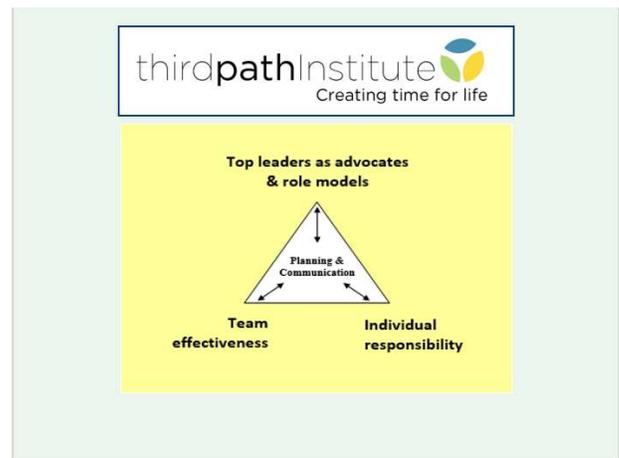
It turns out, there is still a need for courageous conversations even in very flexible workplaces – something we hope people see as an important take away from this call.

Andy, one of Jessica’s team members, then talked about how Jessica and Andy needed to work together to find a better way to manage snow days.

Both of these stories underscore how sometimes life disrupts the work we do, but with good communication – including some courageous conversations – new and improved solutions can be developed.

Themes from the call:

- People need flex for all kind of reasons, not just for caregiving
- Flex can’t get in the way of doing an excellent job at work
- Flex may require a little more work for supervisors
- Don’t confuse a performance problem with a flexibility problem
- Flexibility looks different for everyone, and it changes over time
- It also makes a big difference when parents work together to flex as a team at home



The block contains the ThirdPath Institute logo at the top. Below it are two columns of text. The left column is for Jessica and the right column is for Andy.

Jessica

- President and Founder, ThirdPath Institute
- Parent of 18 and 24 year old children
- Daughter of 4 parents who are 82-87 yrs old

Andy

- Marketing and Communications, ThirdPath Institute
- Parent of 2 school aged children

The block contains the ThirdPath Institute logo at the top. Below it is the heading 'Key take aways' followed by a list of three bullet points.

Key take aways

- It may require a couple of “courageous conversations” to achieve win-win flex at work
- Leaders who have flexed often make it easier for other employees to flex
- Even in a fully flexible workplace – things change, and new “courageous conversations” are required