Agenda

• Two “ideal type” models of work-family
• Implications for you personally
• Implications for you as managers

With discussion and comments interspersed throughout.
Work-Family as Problem to be Solved

• Individual accommodation
• Gendered utilization
• Reinforces status quo

Women as primary carriers of the problem.
Business case: recruit and retain ALL talent.
Work-Family as Catalyst for Change

• Collective work (re)design at unit level
• Legitimates everyone's personal life
• Surfaces dysfunctional assumptions and work practices

Women as canaries in the mine.
Business case: effective work.
Reversing the Order

Personal needs

Changing ways of doing work

Commitment

Effectiveness

What is it about your work that makes your life difficult?

If you had a magic wand, what would you change to ease this difficulty?

What are the barriers to actually making this change?
A critical eye on work using a family/personal life lens

• Identify work practices that make people’s lives difficult (interviews, focus groups, data)
  – Are they really necessary? The most effective way to reach goal?
  – How could they be done differently?

• Map interdependencies

• Collectively design experiments/pilots

• Evaluate and advertise