

Whole Life Leaders

Whole Life Leaders not only create a more integrated approach between work and life for themselves, they also create a partnership at home with their spouses to create an integrated solution. In addition, Whole Life Leaders encourage the team of people they work with to follow this path as well.

In our new 24/7 workplace where you could work everywhere all the time, Whole Life Leaders clarify what they want time and energy for outside of work and then look for *win-win* solutions that support an integrated approach to work and life. What's a *win-win* solution? It's a solution that is good for you *and* good for your employer. We can also see how Whole Life Leaders - because of their commitment to support everyone to live full lives - challenge outdated gender norms at home and work.

Extreme Hour Leaders

In most organizations,, in order to progress to a position of leadership professionals are expected to work more than full time. Unintentionally, this often reinforces traditional gender roles at home.

< The Baby is Born

Because of gender norms and the extreme demands of professional jobs, most often mothers then become the ones to flex work or temporarily drop out of work.

< Sick Child Care, School Closings & After School Care

Extreme jobs leave little room to accommodate changes at home. Mothers often become the ones who flex to accommodate these changes.

< Summertime

For many families, summers take an enormous amount of planning and coordination, often disproportionately organized by mothers. Today, many families have also lost the opportunity to adopt a slower pace over the summers.

< The Teen Years

When children become teens, suddenly families discover children are "too old" for after school care. This stage often corresponds with a point in many professionals' careers where they are promoted and have increasing responsibilities at work. The combination of these forces again too often results in couples' adopting more traditional gender roles at work and home.

Whole Life Leaders

< The Baby is Born

Whole Life Leaders work as a team with their partners to meet the needs of their infant by setting boundaries at work and/or by flexing or reducing their work hours. Whole Life Leaders are role models to others about the value of creating time for family.

< Sick Child Care, School Closings & After School Care

Whole Life Leaders work as a team at home to find win-win solutions to manage both planned and unplanned changes in their children's school schedules. Whole Life Leaders also recognize and support their team members to meet their responsibilities outside of work.

< Summertime Care

Whole Life Leaders learn to address the challenges and opportunities of summertime as a joint concern - both at work and at home. In fact, for many of them, summer becomes an opportunity to make plans with their work group to meet important deadlines alongside taking advantage of the joys of summertime.

< The Teen Years

Whole Life Leaders have built a collective tool box - both at work and at home - to manage this new stage of work/family balance. As a result, they have a wide repertoire of solutions they can pull from with which to meet the needs of this unique and more fluid period of parenting. And they do this even while meeting increasing responsibilities at work.

< *Norms Around Pay and Promotion*

For too many organizations, the employees who put work before all other responsibilities enhance their chances of pay increases and being promoted. Often this means parents “reduce their risk” by having only one parent make changes to reduce or significantly flex their work hours. Consciously or unconsciously, couples often do this in a very gendered way.

< *Manager and Leadership Jobs*

Most workplaces believe leadership jobs require a more than full time commitment to work, and employees are asked to work full time, or return to work full time. For these and many other reasons, it’s not surprising that a great number of leaders fall into traditional roles at work and home – where one parent works more than full time and the other significantly flexes or decides to stay home. For some women leaders this may even lead to the decision not to have children.

< *Elder Care*

In families where there has been a long term pattern of mothers taking primary responsibility for “care work,” when aging relatives begin to require extra time and attention - even when the relative is related to the father - mothers often by default become the provider of this care.

< *Retirement*

Although many couples enjoy their retirement years, some who have had very traditional roles throughout their lives - much to their surprise - find it very challenging to adjust to suddenly having both partners at home.

< *Norms Around Pay and Promotion*

Because Whole Life Leaders are focused on their long term goals - success at work while also creating time and energy for their lives outside of work – they often are less distracted by the short term politics of who gets ahead. It also means if they do encounter barriers, once again they can work collectively with their spouse to navigate past these challenges.

< *Manager and Leadership Jobs*

Whole Life Leaders are forging new paths, and because of their commitment to their families and their workplaces, both spheres benefit. Whole Life Leaders succeed because they develop a team approach at home *and* a team approach at work. As a result - out of their own best interest - Whole Life Leaders become a vehicle for promoting wider change (both as role models and as change agents) as they redefine, work, family, careers and leadership.

< *Elder Care*

Once again Whole Life Leaders re-apply the tools for finding win-win solutions as they share in the responsibilities of this new chapter in their lives. For those who have developed ways to include extended family in different aspects of their child care needs, it also means they likely have close ties they can rely on to help navigate the new and uncharted territory of caring for aging parents.

< *Retirement*

Because Whole Life Leaders have always shared work and care responsibilities, they enter retirement with much more in common with their spouses. Many even apply their 21st skills and find an integrated approach to “phasing” into retirement.

Listed below are a few of our services – contact us if you’d like to learn more!

Work-Family Options Workbook and Coaching - Couples can purchase a stand alone work book or sign up for coaching to help “get on the same page” and create their own unique vision for balancing work and family. The cost of the workbook is \$15.00 + \$4.00 shipping & handling. To learn more about couples’ coaching, email us at: Time4Life@thirdpath.org . Couples coaching includes a complimentary copy of the Work-Family Options Workbook.

Services for Whole Life Leaders - Are you a “Whole Life Leader” – someone who has created a life that encompasses family, work, health, friends and personal interests in a meaningful arrangement? Or would you like to become a leader who has done this? Contact us to hear more about the special services we have available for you.