

excel at your job

be home for dinner

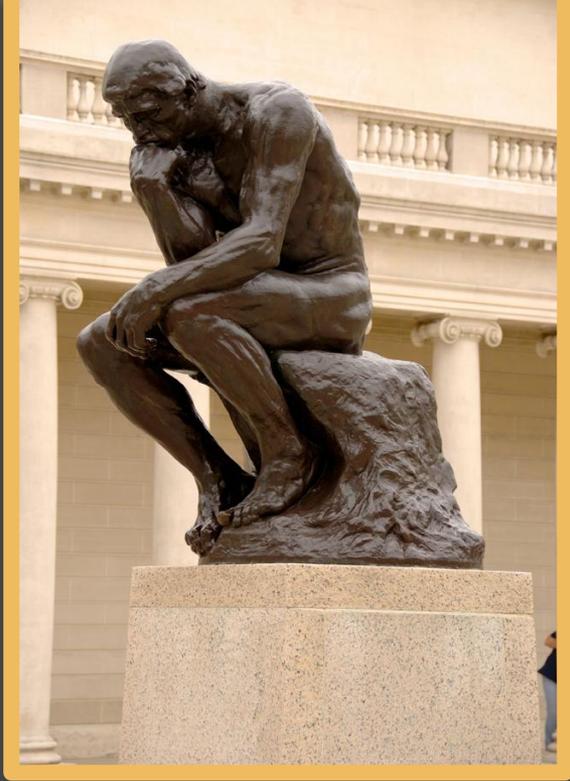
sharon meers

MENLO SCHOOL / FEBRUARY 4, 2012



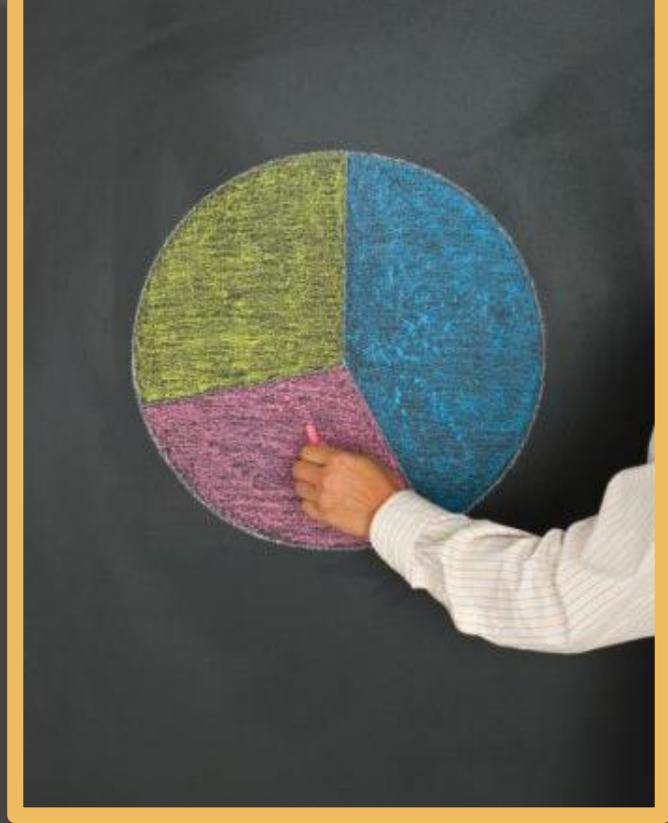
change the talk

open frontiers for our kids



re-think time

cut waste, cut guilt



take control

focus (not balance)



find common ground

skip mars vs. venus

re-think time

how many ways can you make the same widget/quality?

	<i>India</i>	<i>China</i>	<i>Hungary</i>
<i>work hours</i>	<i>12</i>	<i>8</i>	<i>10</i>
<i>team culture</i>	<i>individualist</i>	<i>centralized</i>	<i>teamwork</i>
<i>work/life views</i>	<i>work 1st family 2nd</i>	<i>output/ not hours</i>	<i>ebb/flow of work needs</i>



tame the time beast

what you can do



good work?

or just more work?



meetings...

20 minutes, written agendas



study halls...

quiet time, e-mail off



take control

focus on what matters and measure it

bad results at top firm...

until metrics discipline drove great results

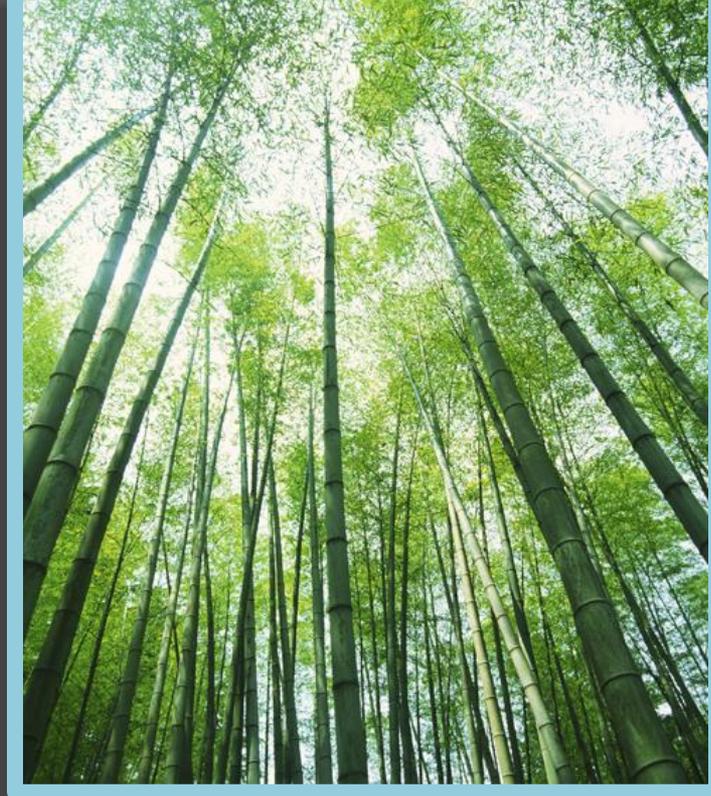
<i>research rank</i>	<i>% award winning men</i>	<i>% women analysts</i>	<i>% award winning women</i>
#15	20%	20%	20%
#1	40%	28%	81%

A woman with long brown hair, wearing a grey suit, is sitting on a bright yellow armchair. She has her arms raised in the air, and she is smiling broadly, appearing to be celebrating or happy. The background is a dark, textured wall. The floor is a light-colored wood. A semi-transparent dark grey banner is overlaid across the middle of the image, containing the text.

make your own metrics
what you can do



what does your boss value?
do a lot of that, report back in writing



aim high

dare to do it differently



performance

earns you control

find common ground

get men and women on the same page



the dad difference

*top predictor of good
grades/behavior*



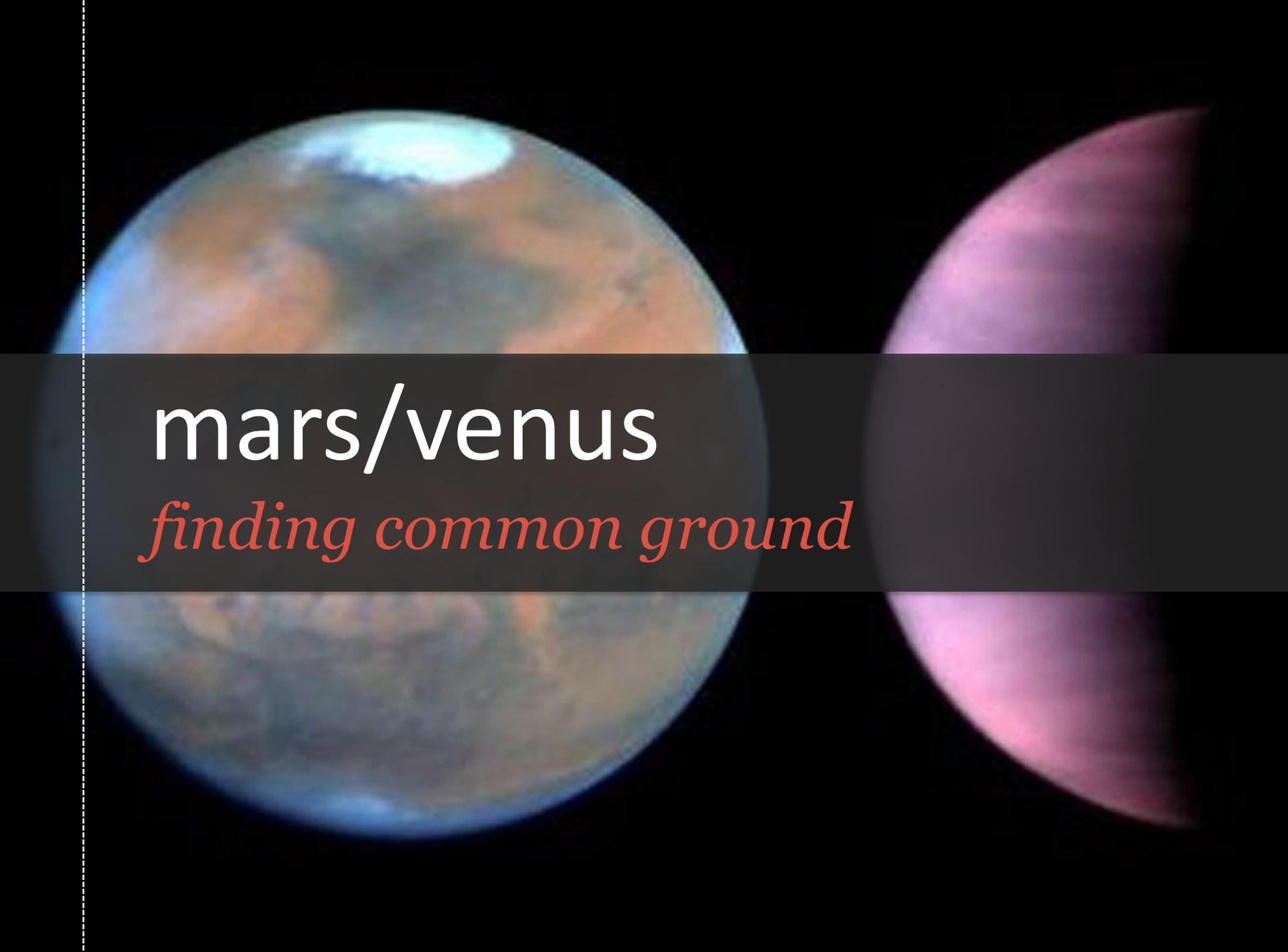
70% of dads

*feel badly due to lack of time with
kids*



divorce risks

down 50% with equally shared roles

A composite image of Mars and Venus against a black background. Mars is on the left, showing its reddish-brown surface and a white polar ice cap. Venus is on the right, showing its yellowish-orange surface. A dark grey horizontal band is overlaid across the center of the planets.

mars/venus

finding common ground



get rid of guilt
re-thinking what kids need



no household CEO

acting as family co-heads



“choice” for boys/girls
working dad=working mom



short hours don't help
dinner does



50+ hrs/wk AND dinner
= *highest satisfaction*



share the work

change the world