excel at your job

be home for dinner

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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?*

<table>
<thead>
<tr>
<th></th>
<th>India</th>
<th>China</th>
<th>Hungary</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>work hours</strong></td>
<td>12</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td><strong>team culture</strong></td>
<td>individualist</td>
<td>centralized</td>
<td>teamwork</td>
</tr>
<tr>
<td><strong>work/life views</strong></td>
<td>work 1&lt;sup&gt;st&lt;/sup&gt; family 2&lt;sup&gt;nd&lt;/sup&gt;</td>
<td>output/ not hours</td>
<td>ebb/flow of work needs</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>research rank</th>
<th>% award winning men</th>
<th>% women analysts</th>
<th>% award winning women</th>
</tr>
</thead>
<tbody>
<tr>
<td>#15</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>#1</td>
<td>40%</td>
<td>28%</td>
<td>81%</td>
</tr>
</tbody>
</table>
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
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