

NOT GUILTY

SEVEN STRATEGIES FOR SUCCESSFUL CAREER MUMS

Actuaries Institute Women's Networking Session, August 2017
NICOLETTE RUBINSZTEIN



MY MUM



**WE ARE WELL
ON OUR WAY
TO ACHIEVING
GENDER EQUALITY**



TABLE DISCUSSION

Do you think you have had equal opportunity in your career?



CAREER MUMS





STRETCHED

**YOU WANT
A PIECE
OF ME!**



RUSHING WOMAN'S SYNDROME

The impact of a never ending to-do list on our health



DR LIBBY WEAVER

Author of the best-selling book *Accidentally Overweight*



**“I use every scrap of the day
like an Italian farmer uses all of
the pig.”**

Annabel Crabb

PHYSICAL EXHAUSTION



GUILT



‘THE SWAN’

**GRACEFUL
AND SERENE
ON THE SURFACE**

CHAOS UNDERNEATH



AT WORST...



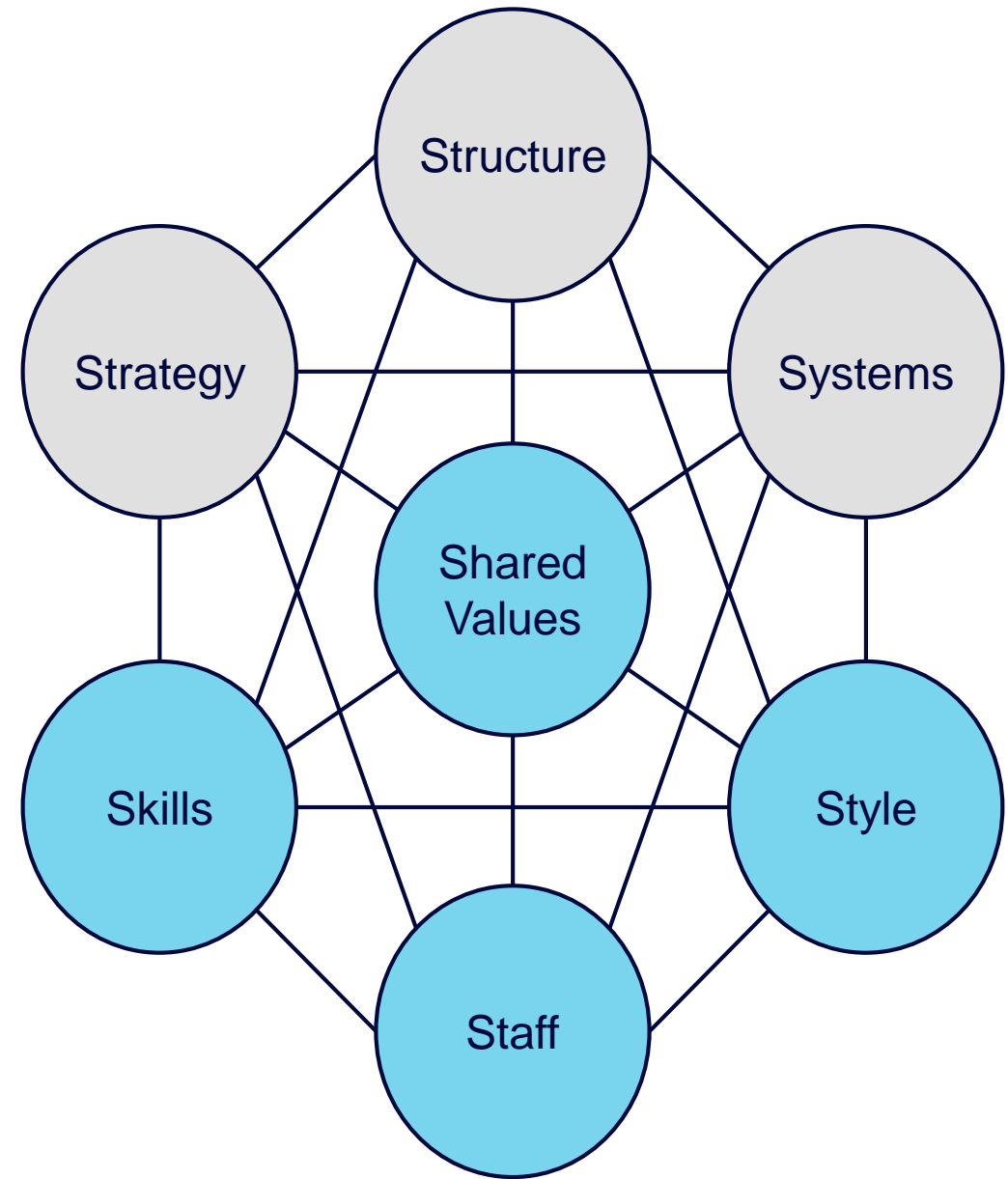
HOW CAN HAVE IT ALL?



Unfolding
social
phenomenon

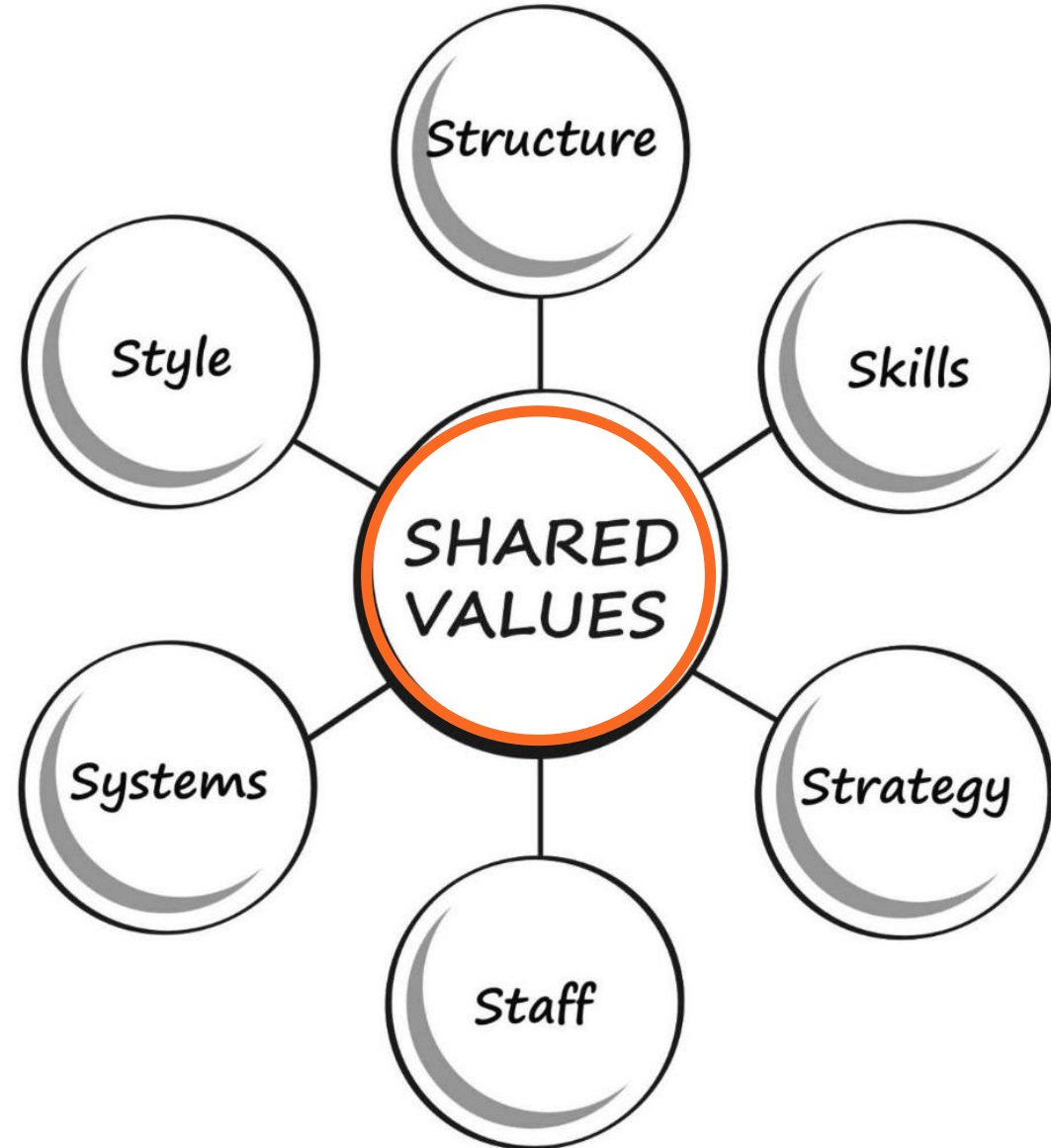
Strategic
Challenge

Holistic
Solution



THE MCKINSEY
7S FRAMEWORK

SEVEN STRATEGIES FOR SUCCESS



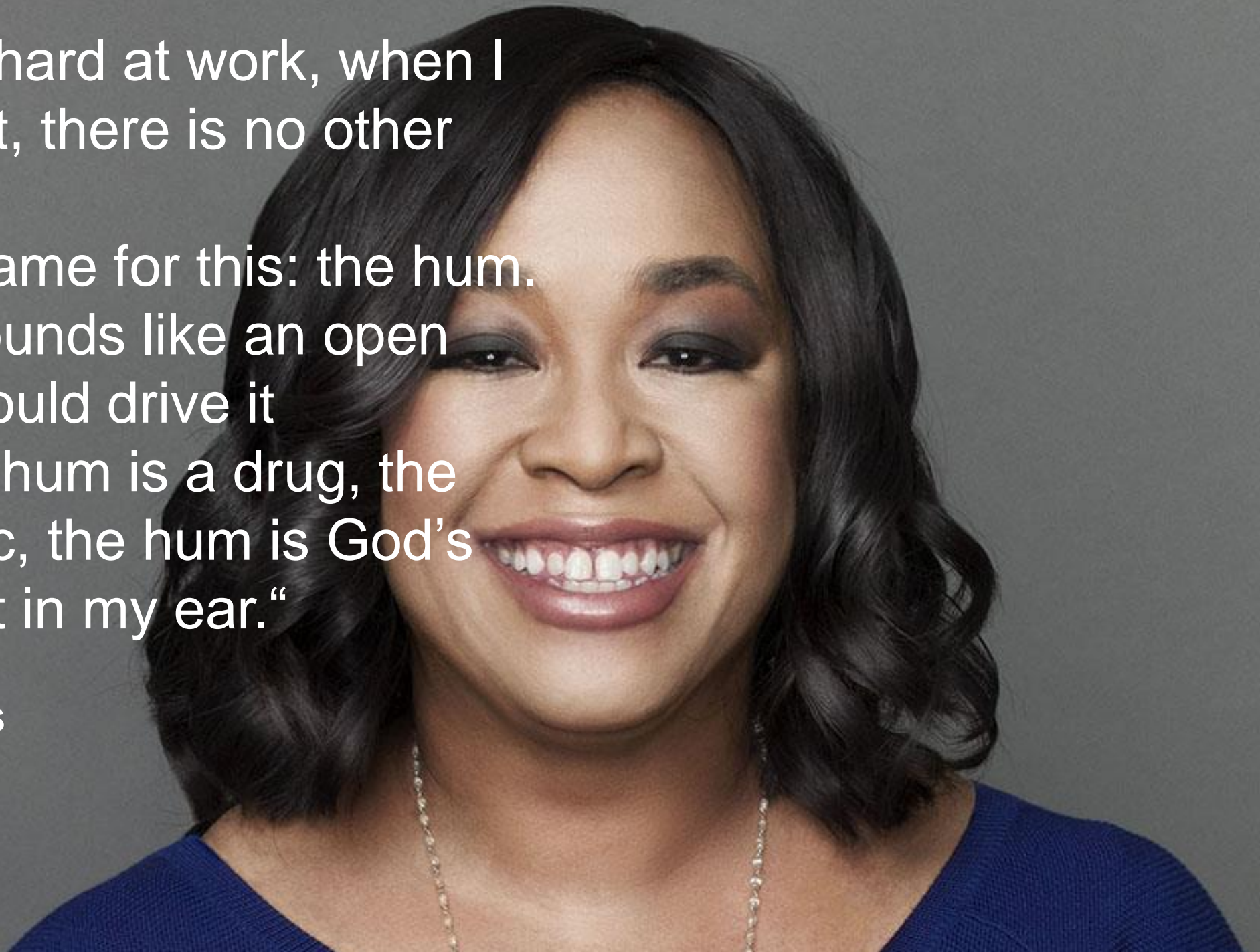
GET ON THE SAME PAGE

“When I am hard at work, when I am deep in it, there is no other feeling.”

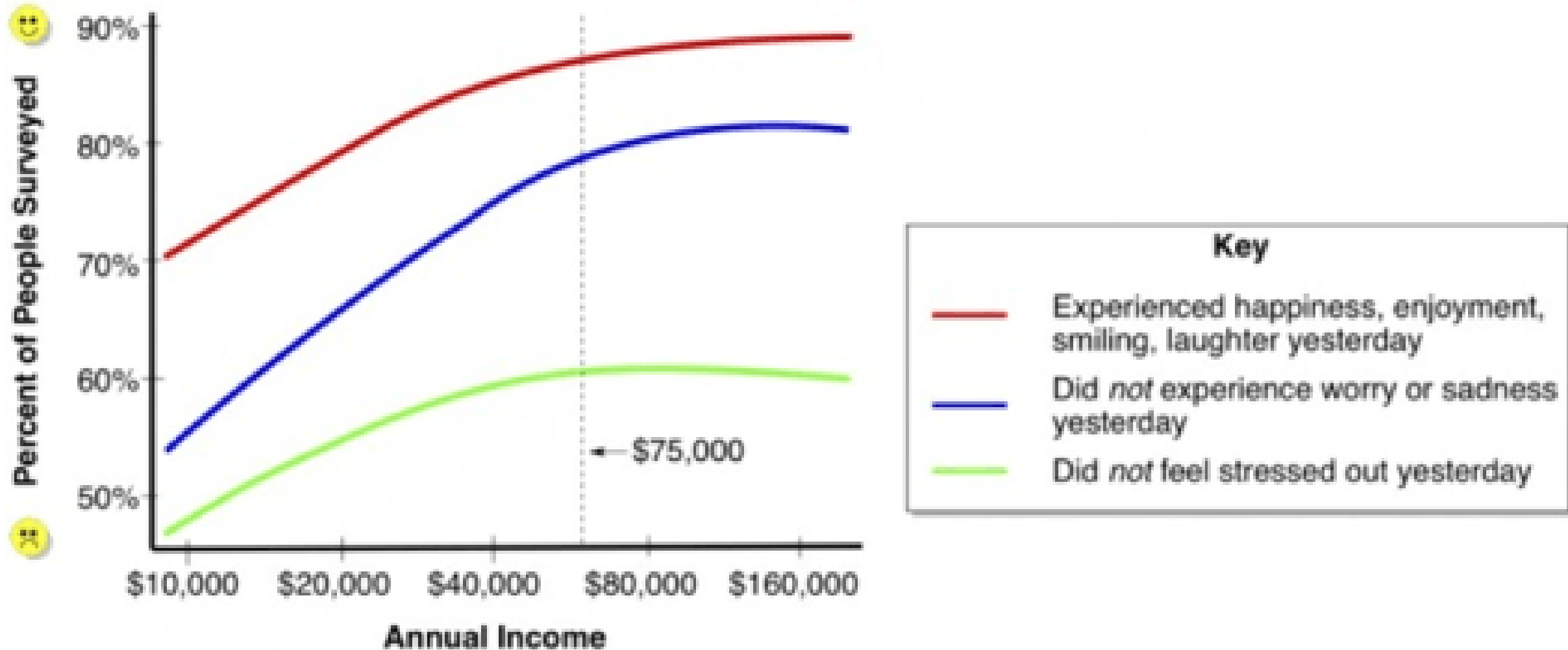
She has a name for this: the hum.

“The hum sounds like an open road and I could drive it forever. The hum is a drug, the hum is music, the hum is God’s whisper right in my ear.”

Shonda Rhimes



MONEY DOESN'T BUY HAPPINESS





**“Good relationships
make us happier
and healthier.
Period.”**

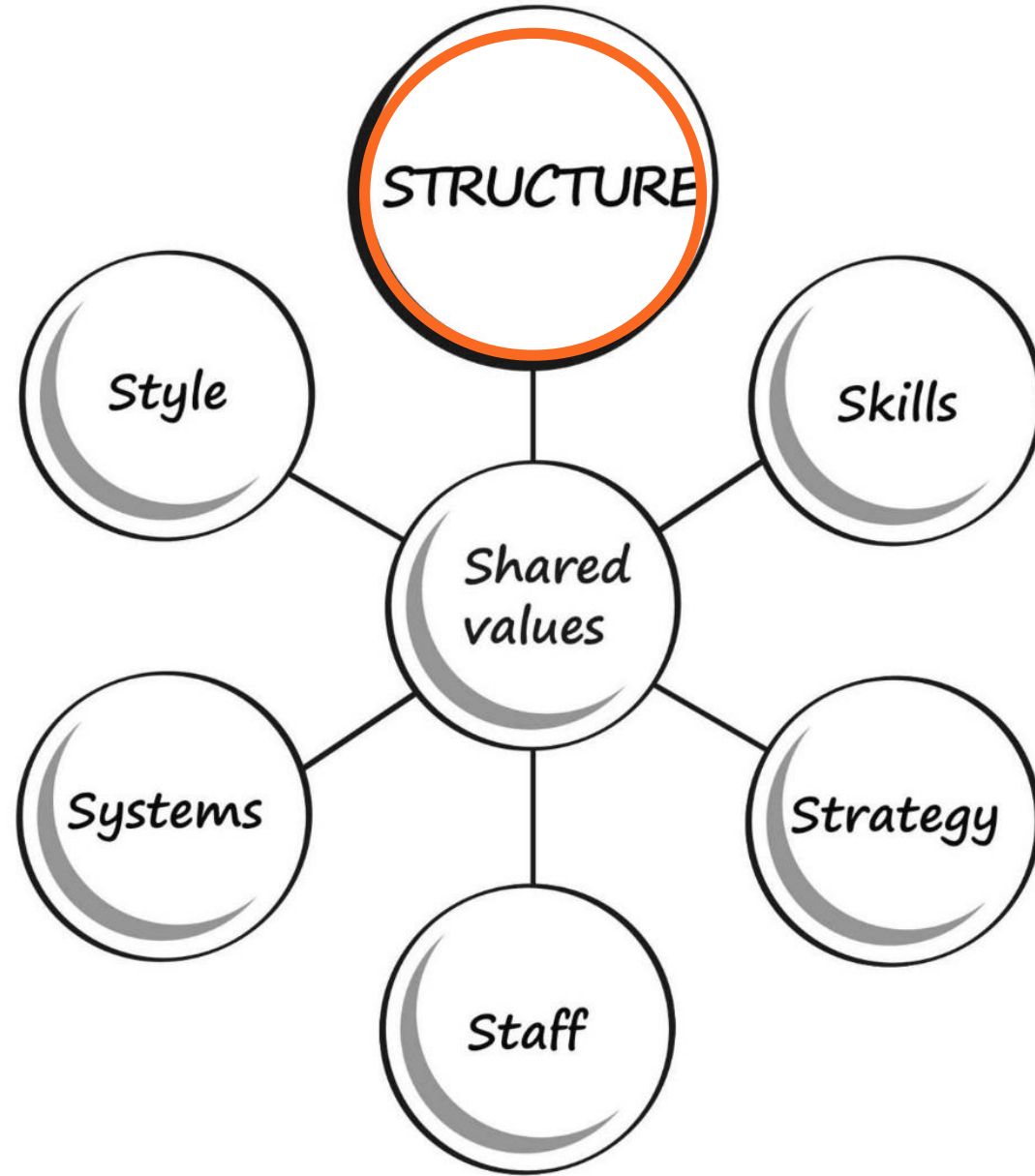
Robert Waldinger

SHARED VALUES:

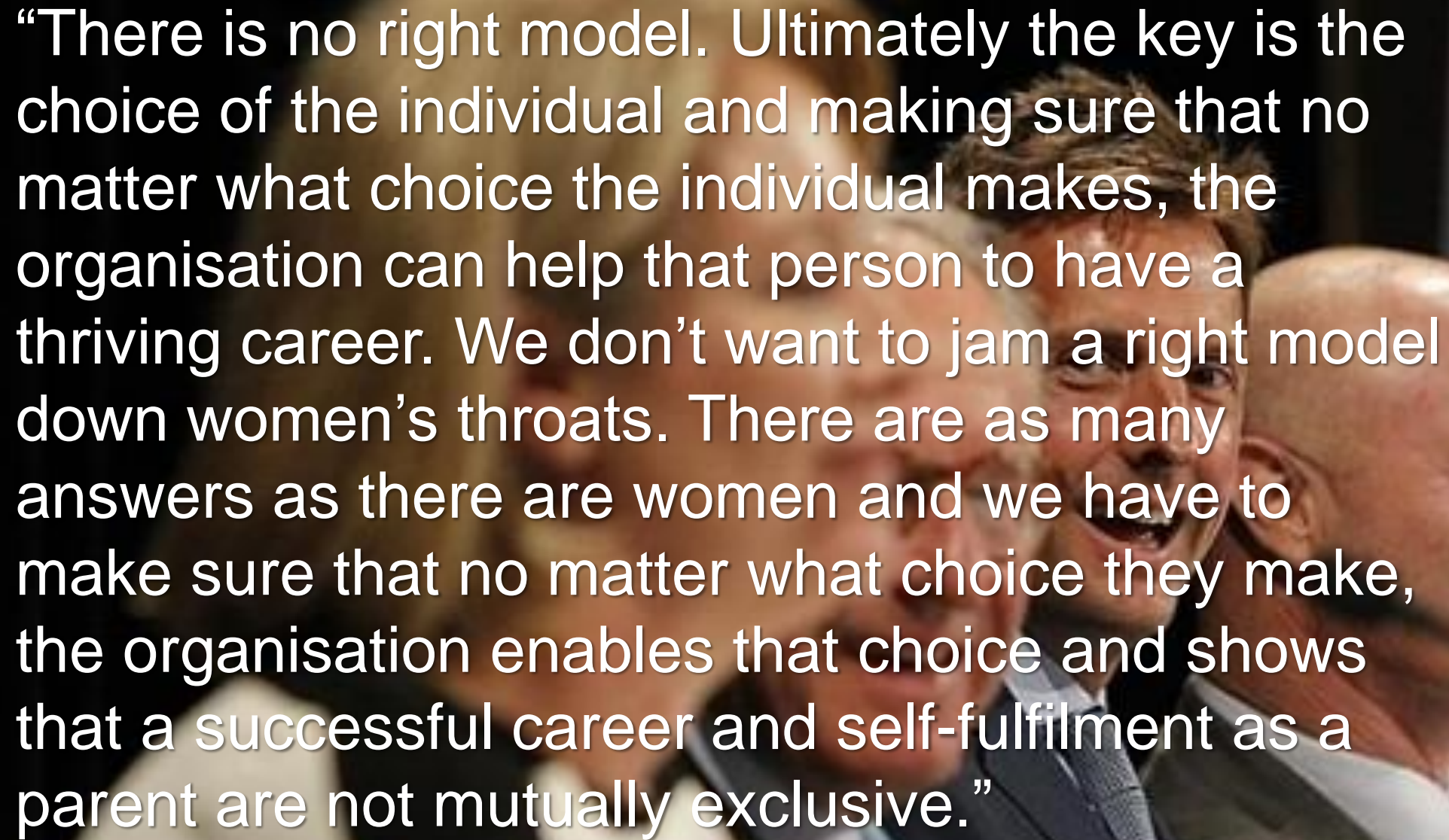
3 questions for you and your partner:

- ① What's more important, parenthood or your career?
- ② When will you start a family?
- ③ How much of a role will each parent play in early childhood care?

SEVEN STRATEGIES FOR SUCCESS



PART-TIME IS THE ANSWER

A photograph of three men in business suits, laughing heartily. The man on the right is bald and wearing a grey suit with a purple tie. The man in the middle has short brown hair and is wearing a dark suit with a blue tie. The man on the left is partially obscured and has grey hair. They are all smiling and looking towards the right. The background is dark and out of focus.

“There is no right model. Ultimately the key is the choice of the individual and making sure that no matter what choice the individual makes, the organisation can help that person to have a thriving career. We don’t want to jam a right model down women’s throats. There are as many answers as there are women and we have to make sure that no matter what choice they make, the organisation enables that choice and shows that a successful career and self-fulfilment as a parent are not mutually exclusive.”

Ian Narev,

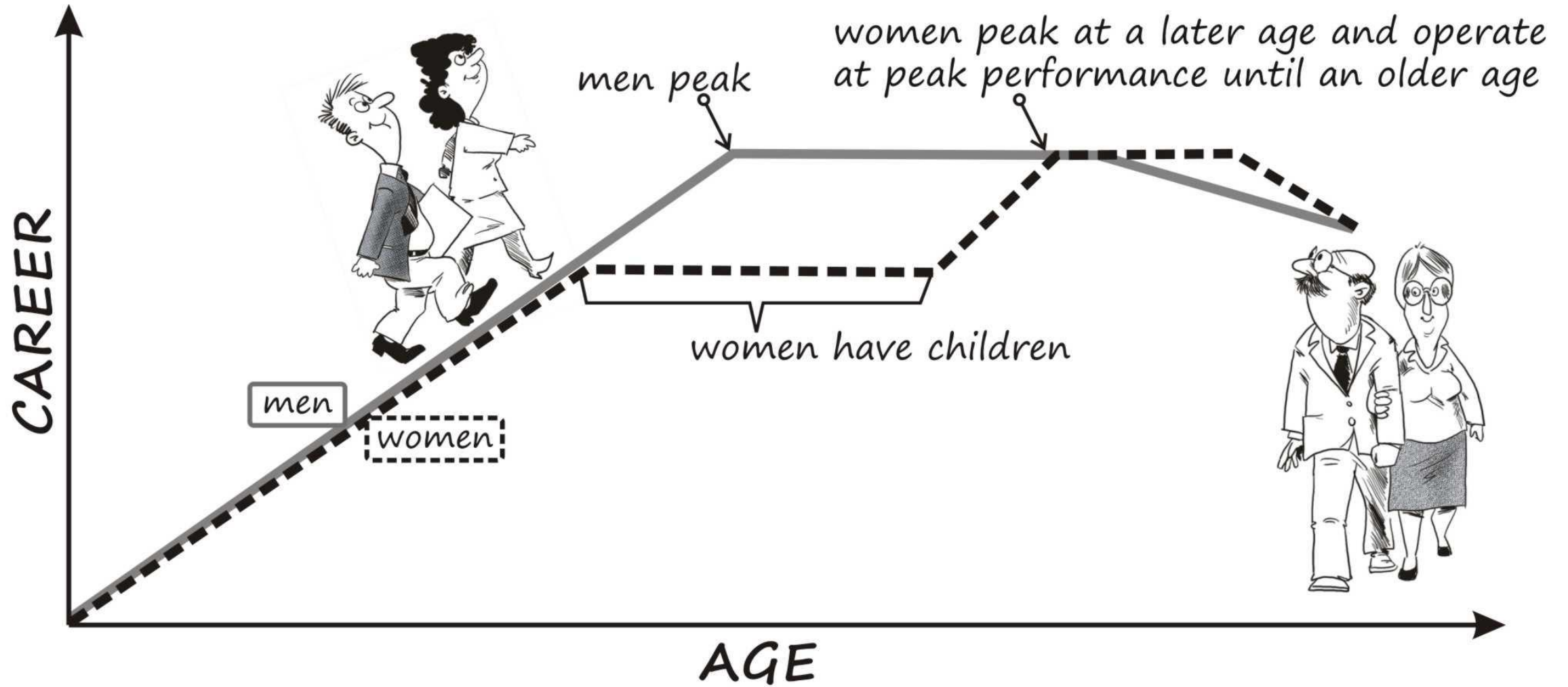
CEO of Commonwealth Bank & Male Champion for Change

**“Yes, you can
have it all,
but not all at
the same time.
Set your own
priorities,
trust your gut
and follow
your heart.”**

Quentin Bryce



MALE VS. FEMALE CAREERS



PART-TIME WORKING

	Under 2	Aged 3-5	Aged 6-11	Aged 12-17
Work part-time	31%	40%	43%	38%
Work full time	13%	22%	30%	39%

Source: Baxter J Dr (2013) Parents Working Out Work. Age is of youngest child.

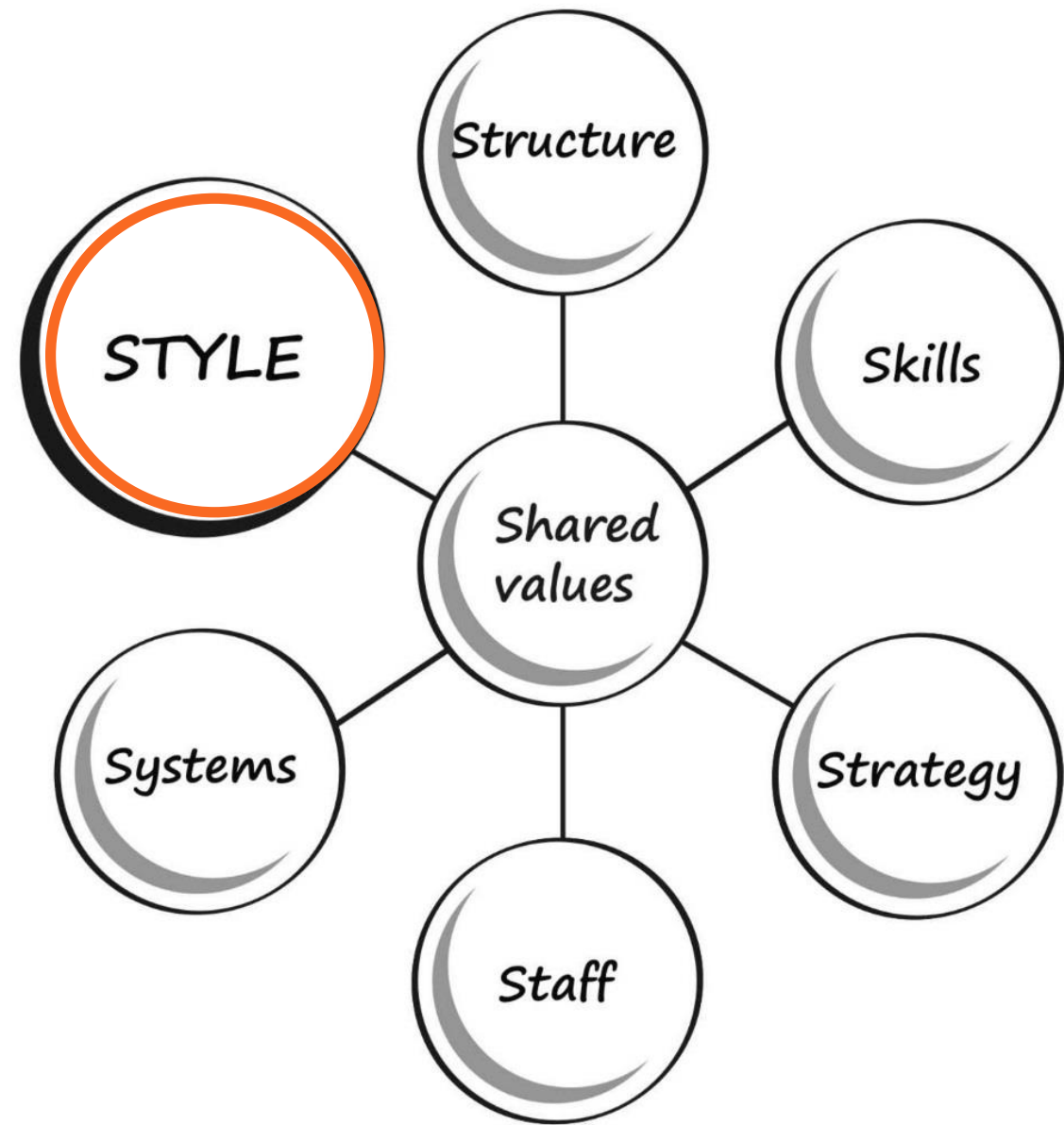
TABLE DISCUSSION

What is your experience of part-time or flexible working?


(either your own experience or what you have observed in your work-place)



SEVEN STRATEGIES FOR SUCCESS



**MANAGE YOUR PERSONAL
BRAND AT WORK**

A portrait of Jeff Bezos, a bald man with a slight smile, wearing a dark blue button-down shirt. He is positioned on the left side of the frame against a textured, grey concrete wall. The lighting is soft, highlighting his face.

**“Personal brand is what
people say about you when
you leave the room”**

Jeff Bezos



**“But when a woman
has someone’s head
cut off, she’s a
bitch”**

NEW YORK TIMES BESTSELLER

THE CONFIDENCE CODE

THE SCIENCE AND ART OF
SELF-ASSURANCE—WHAT
WOMEN SHOULD KNOW

KATTY KAY & CLAIRE SHIPMAN

Authors of the *New York Times* Bestseller *Womenomics*



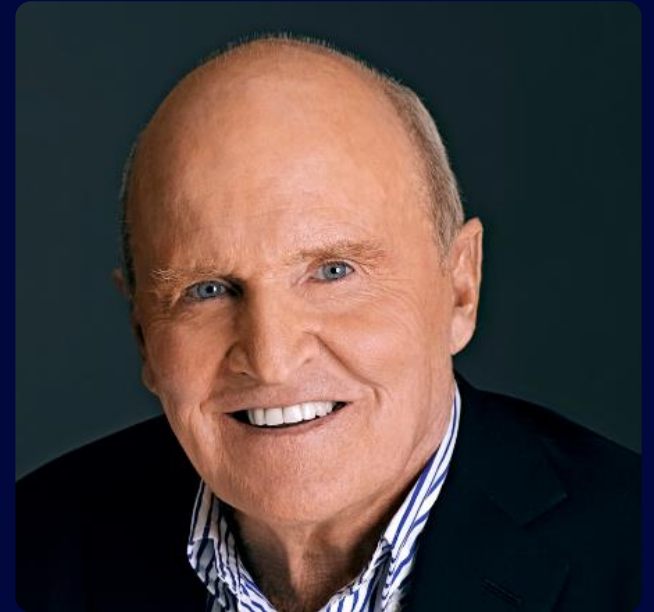
TABLE DISCUSSION

Do you think women have lower confidence than men (on average!)? What should be done about it?

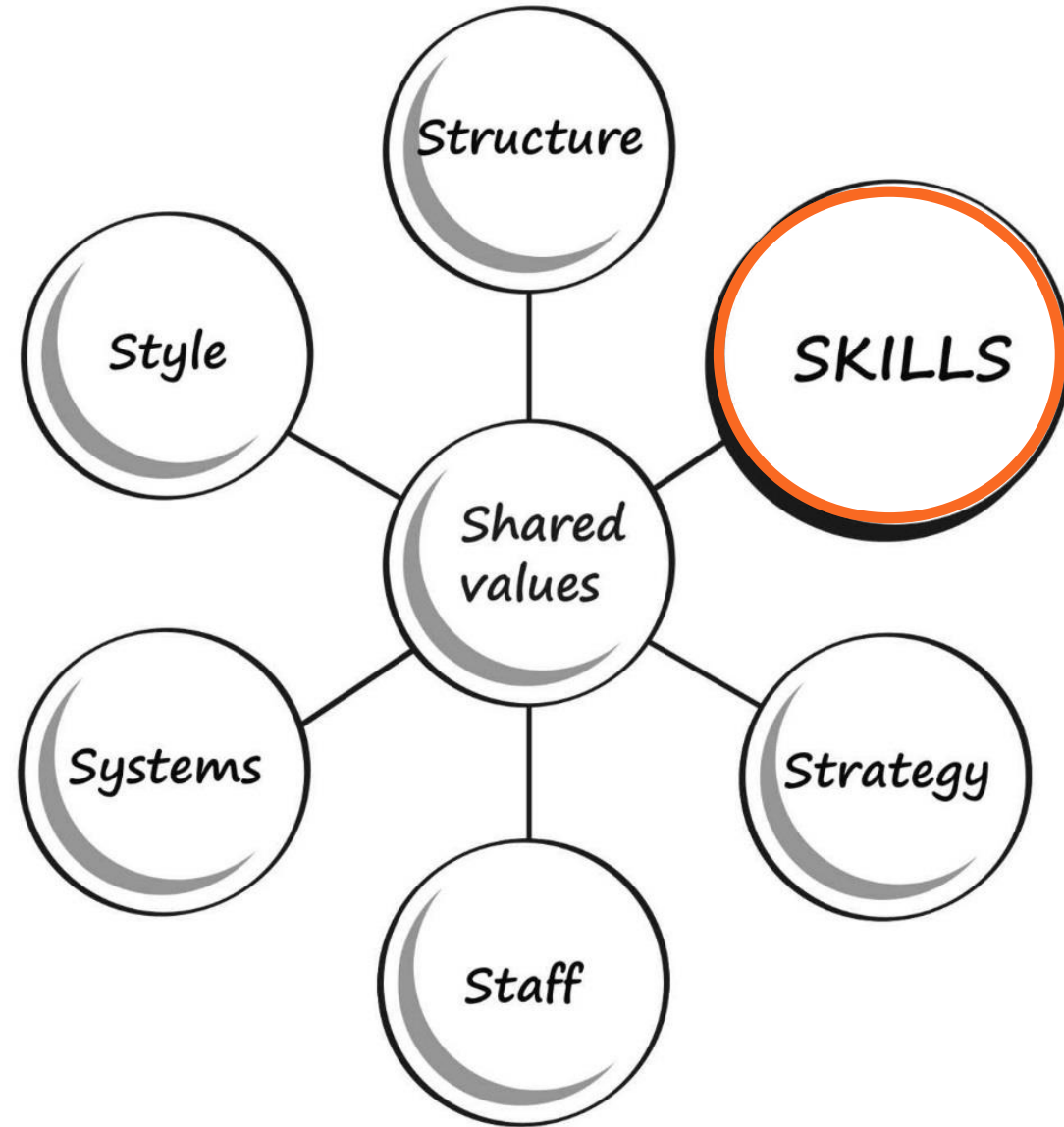


“I would describe the way work-life balance really works as an old fashioned chit system. People with great performance accumulate chits, which can be traded for flexibility. The more chits you have, the greater your opportunity to work when and where and how you want.”

Jack Welch, Former CEO GE



SEVEN STRATEGIES FOR SUCCESS



PLAY TO YOUR STRENGTHS

THE BENEFITS OF WOMEN IN THE WORKPLACE

"Companies with greater gender diversity have been shown to have elevated levels of employee motivation, customer satisfaction and improved brand image."

"Having just one female board member reduced that business's chances of folding by 20%."

"Stronger stock market growth is more likely to occur where there are higher proportions of women on senior management teams."

"Businesses with greater female representation at board level outperformed their rivals."

"The world economy could add \$12 trillion to \$28 trillion in global growth during the next ten years by improving women's participation in the workforce."

**RIGHT
COMPANY**

**RIGHT
ROLE**

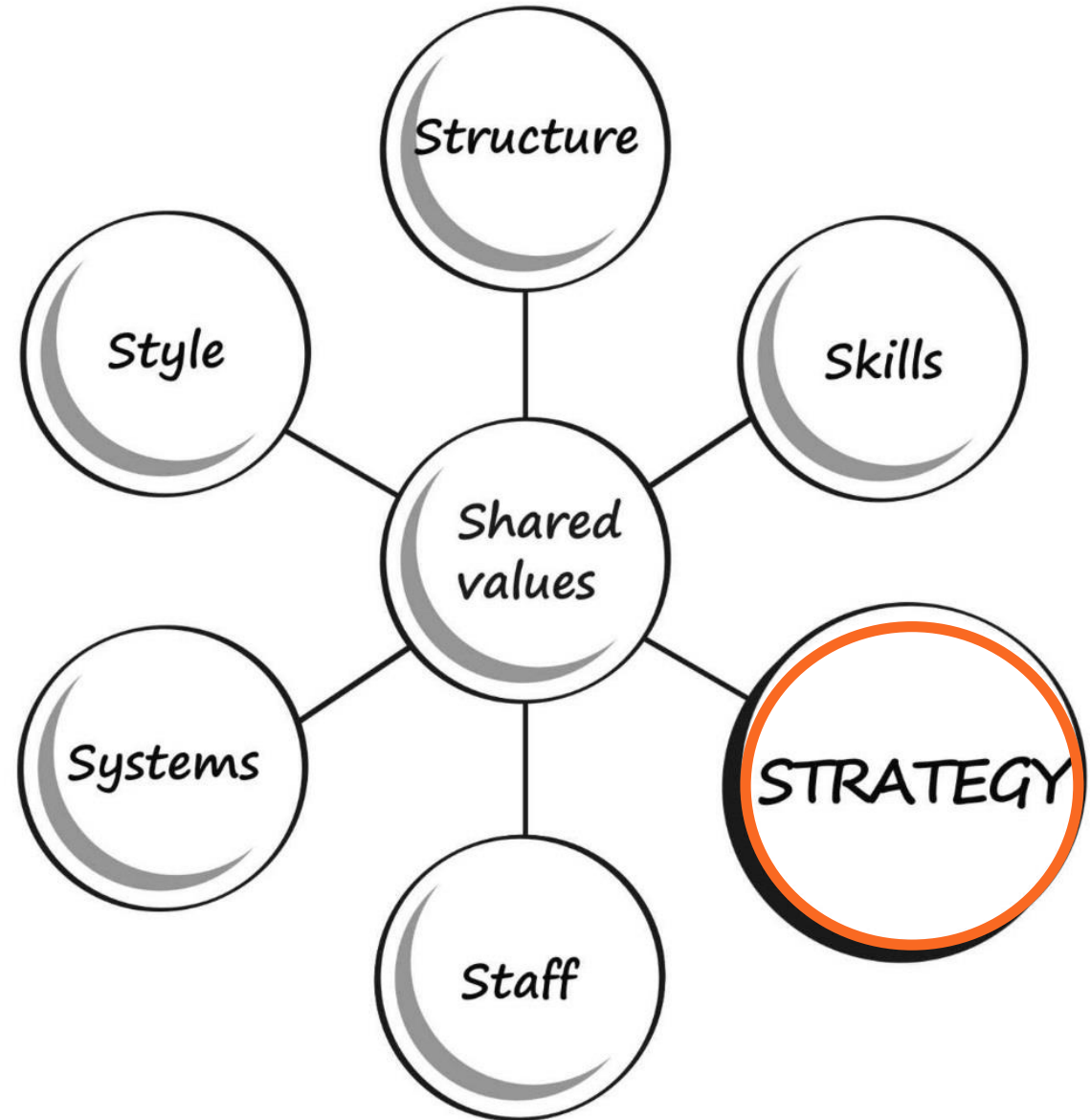
**RIGHT
BOSS**





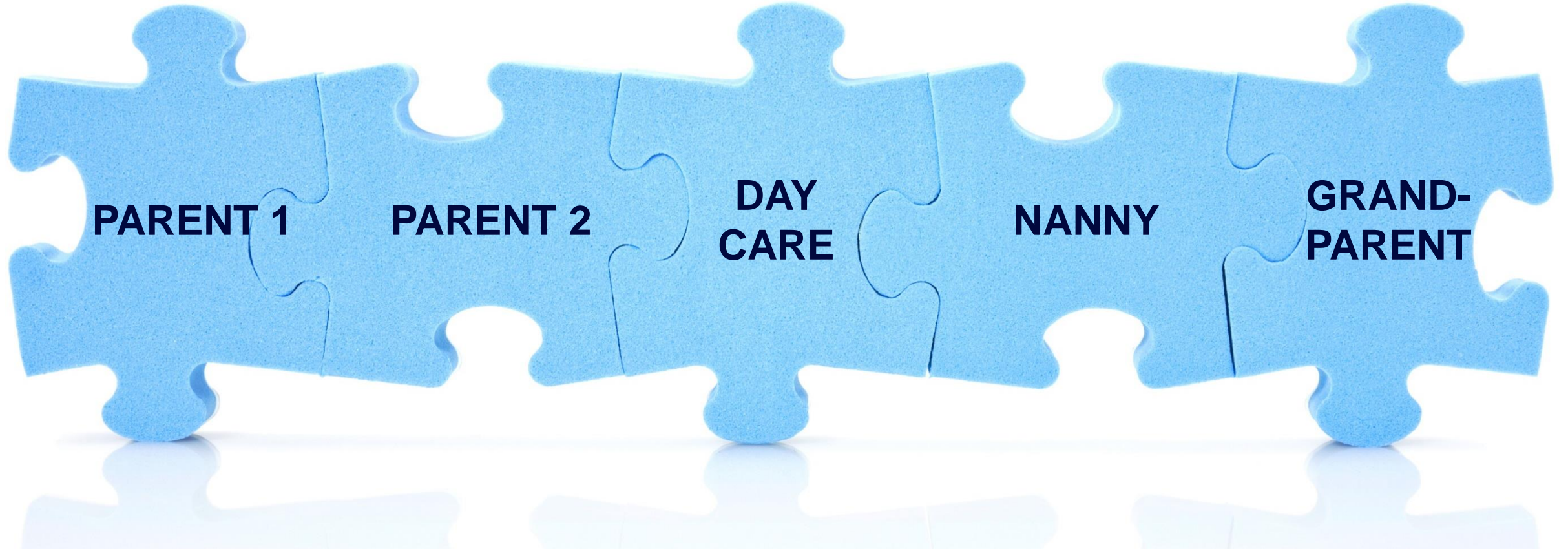
PICK THE RIGHT BOSS

SEVEN STRATEGIES FOR SUCCESS



PUT YOUR CHILD FIRST

THE CHILD-CARE JIGSAW



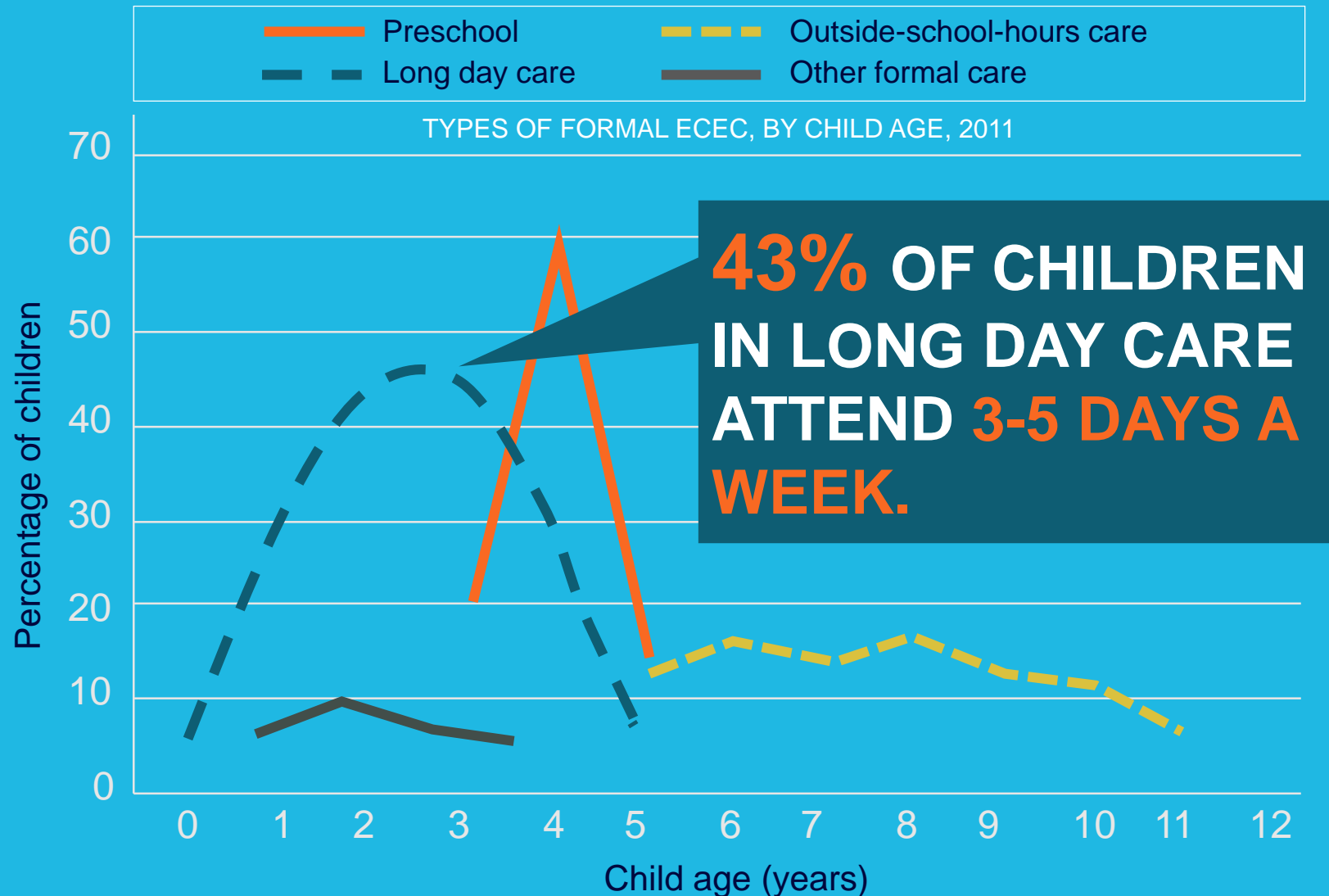
"Without an emotionally engaged, consistently present primary care provider in the early stages of life, a child can develop a fear of abandonment that never quite goes away."

"Children who were cared for exclusively by their mothers did not develop differently than those who were also cared for by others."

"The research is now undeniable that babies and younger toddlers do not thrive in child care... care raised babies don't all become psychopaths, but they are measurably more anxious, aggressive and disobedient as they move through pre-school and the primary grades."

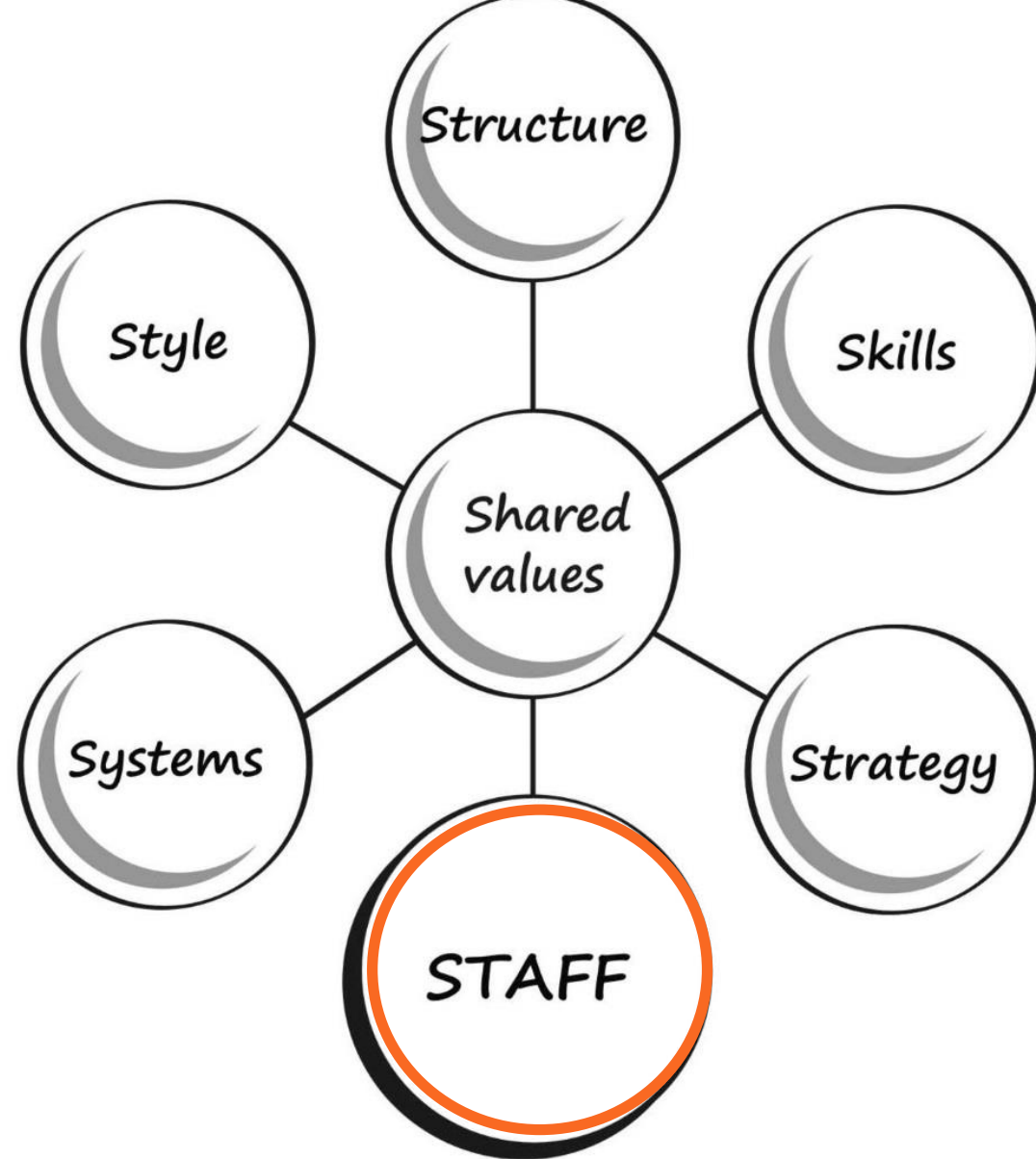
"Give me a child until he's seven and I will give you the man."

CHILDHOOD CARE



- Sufficient quality one-on-one time (ideally with both parents)
- Don't over-use day care

SEVEN STRATEGIES FOR SUCCESS



**DIVIDE, CONQUER AND
OUTSOURCE THE REST**

"60% of well-educated professional women who decided to leave the paid workforce cited lack of spousal support as a critical factor in the decision." ²

"Australia was the least egalitarian society because men were the least likely to help with household chores." ¹



"You have to learn to ask for help very clearly and directly, but don't hint or sulk, just ask". ⁴

"76% of full-time working dads have a 'wife'. But among the mothers who work full-time, only 15% have the equivalent". ³

YOUR MAN IS YOUR SECRET WEAPON

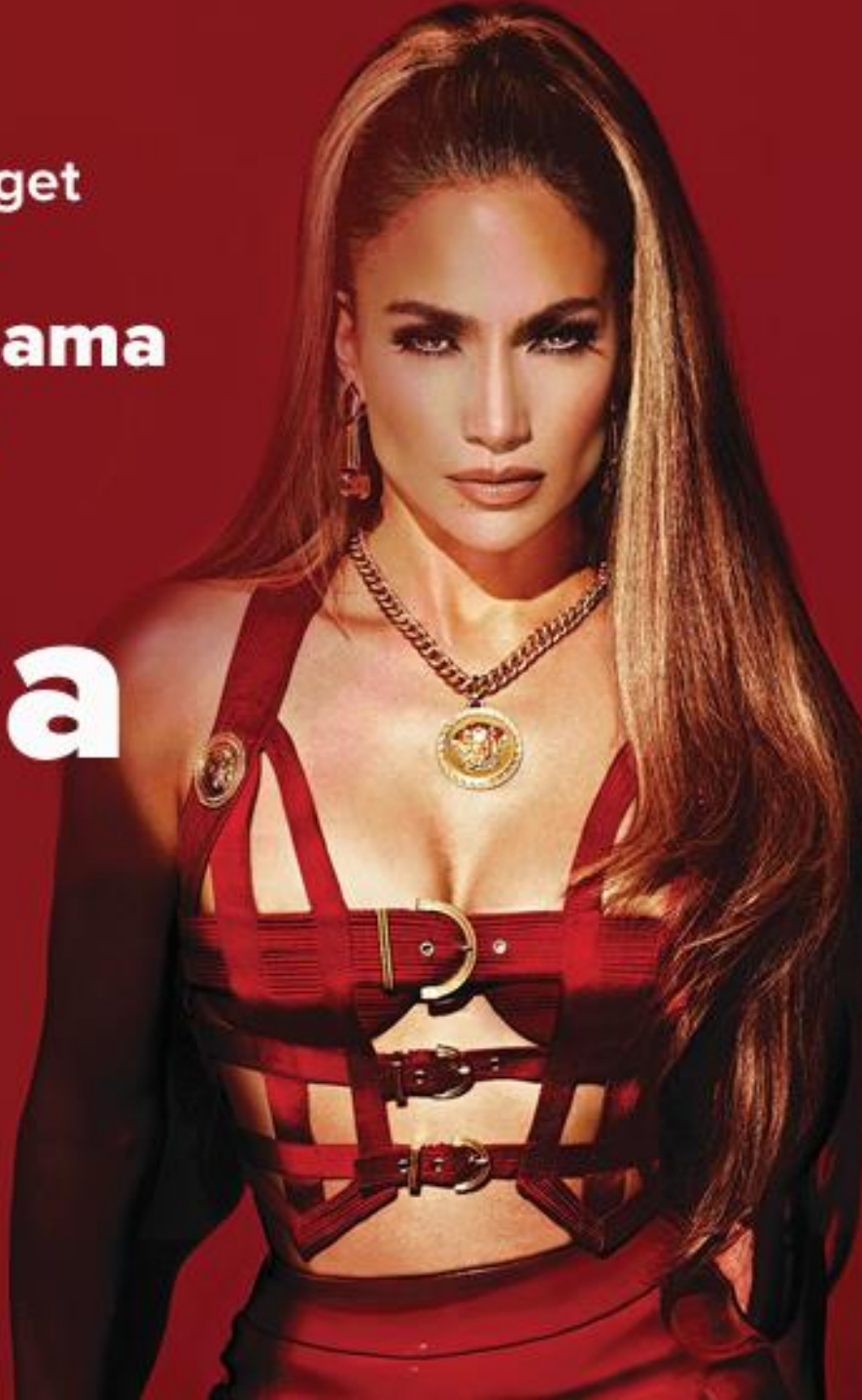
Source: 1. Grant Thornton's International Business Report (2012) Woman in Senior Management: Still not enough 91 STONE, P (2007). 2. Opting Out? Why Women Really Quit Careers and Head Home University of California Press Berkeley. 3. Annabel Crabb. The Wife Drought. 4. Dr Rebecca Huntley

When you're gon' get
your act together?
I ain't your mama
No, I ain't
your
mama

- Ain't Your Mama Lyrics

Jennifer Lopez

METROLYRICS



I AIN'T YOUR MAMA!



**“When men share
childcare and
housework, they have
more sex”**

Michael Kimmel

Why gender equality is good for everyone — men included

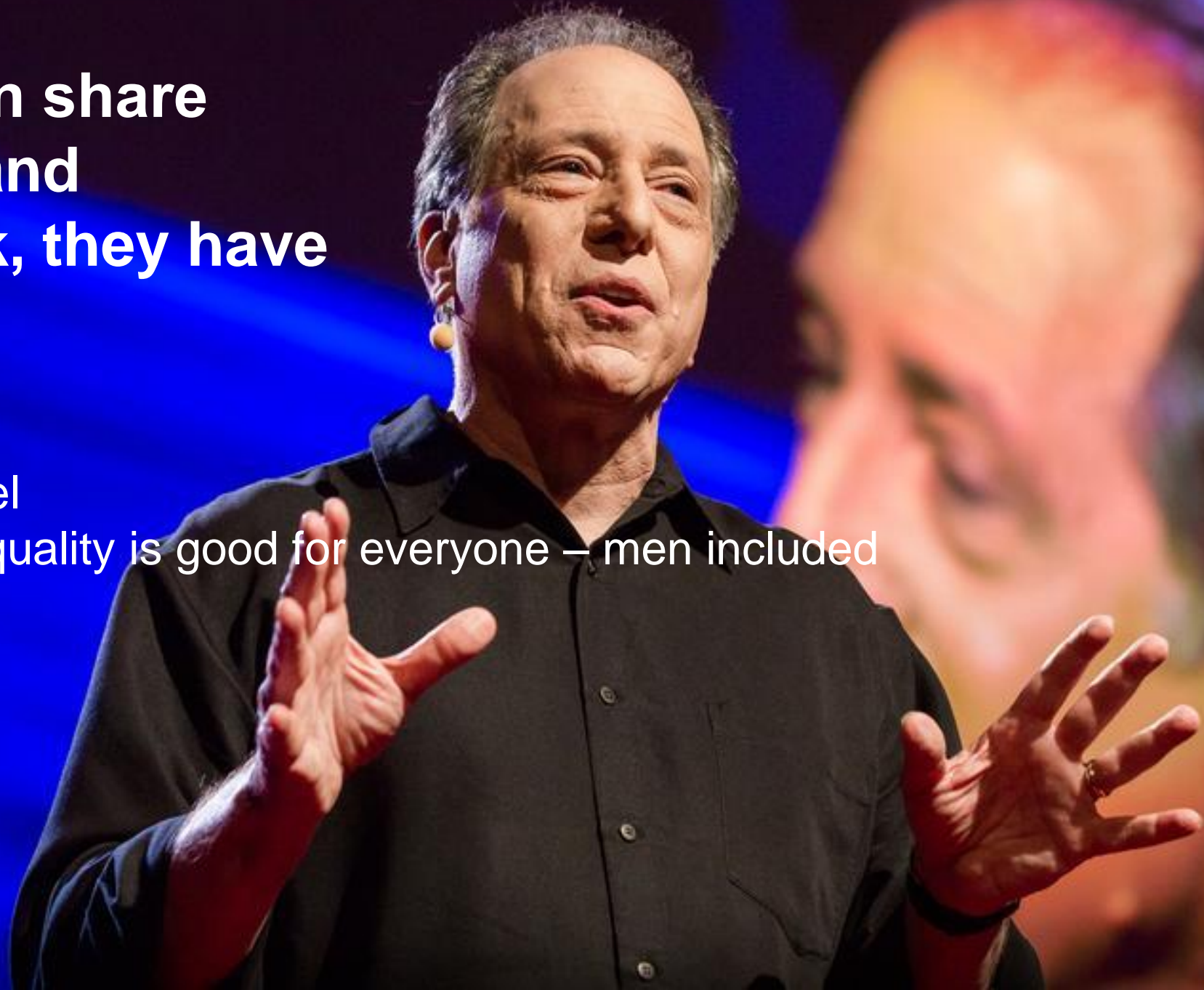


TABLE DISCUSSION

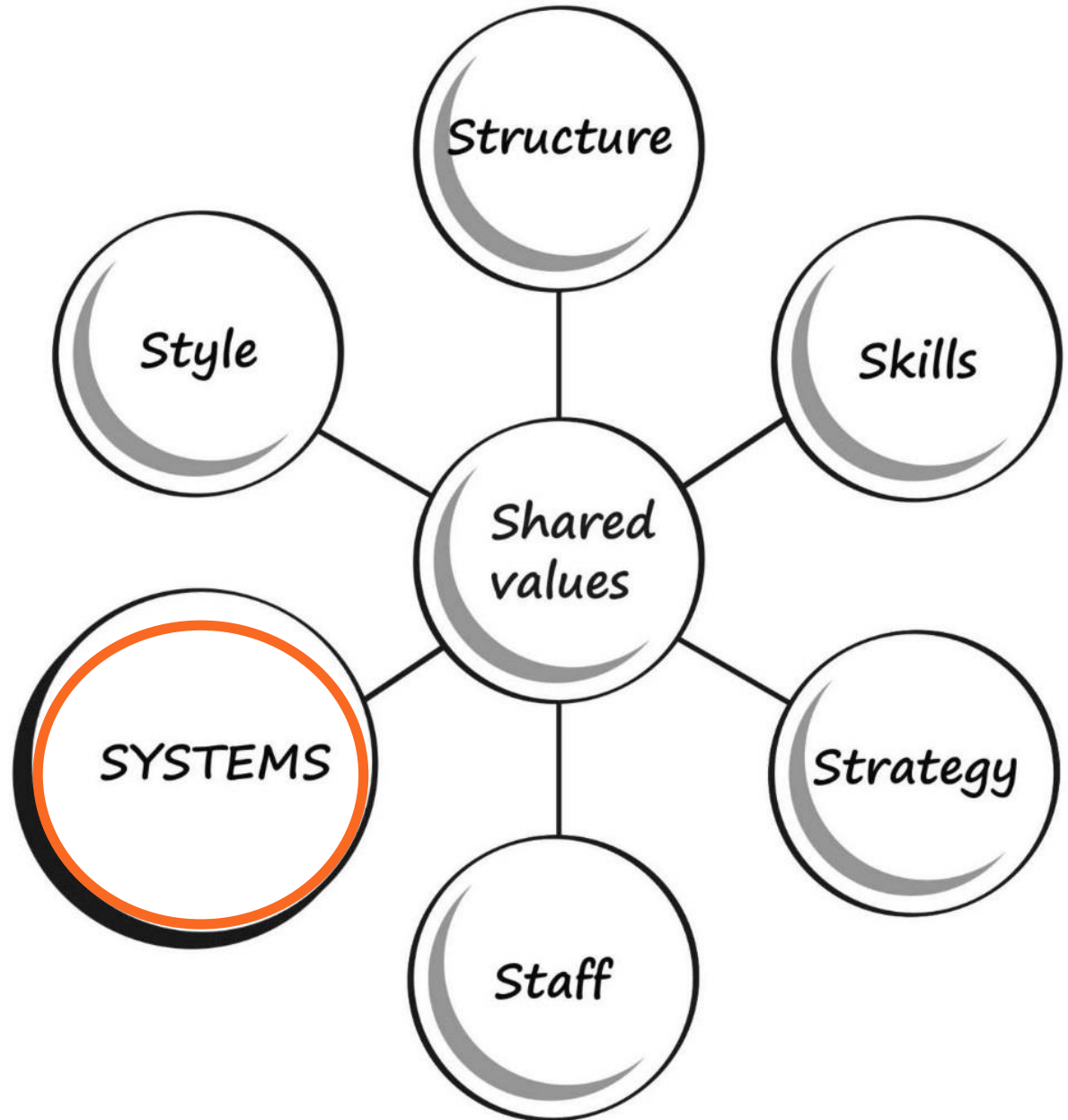
What is your experience of sharing household duties?
How do we bring about change?





**LIBERATE
YOURSELF
THROUGH
OUTSOURCING**

SEVEN STRATEGIES FOR SUCCESS



EMBRACE CHANGE

**ADEQUATE
IS THE NEW
EXCELLENT**

**GETTING
ORGANISED**

**GIVE UP ON
PERFECTIONISM**

**WEEKLY
PLANNING**

**Systems
“Embrace Change”**

**MANAGING
STRESS**

**GET
COMFORTABLE
WITH CHAOS**

**LEVERAGE
TECHNOLOGY**

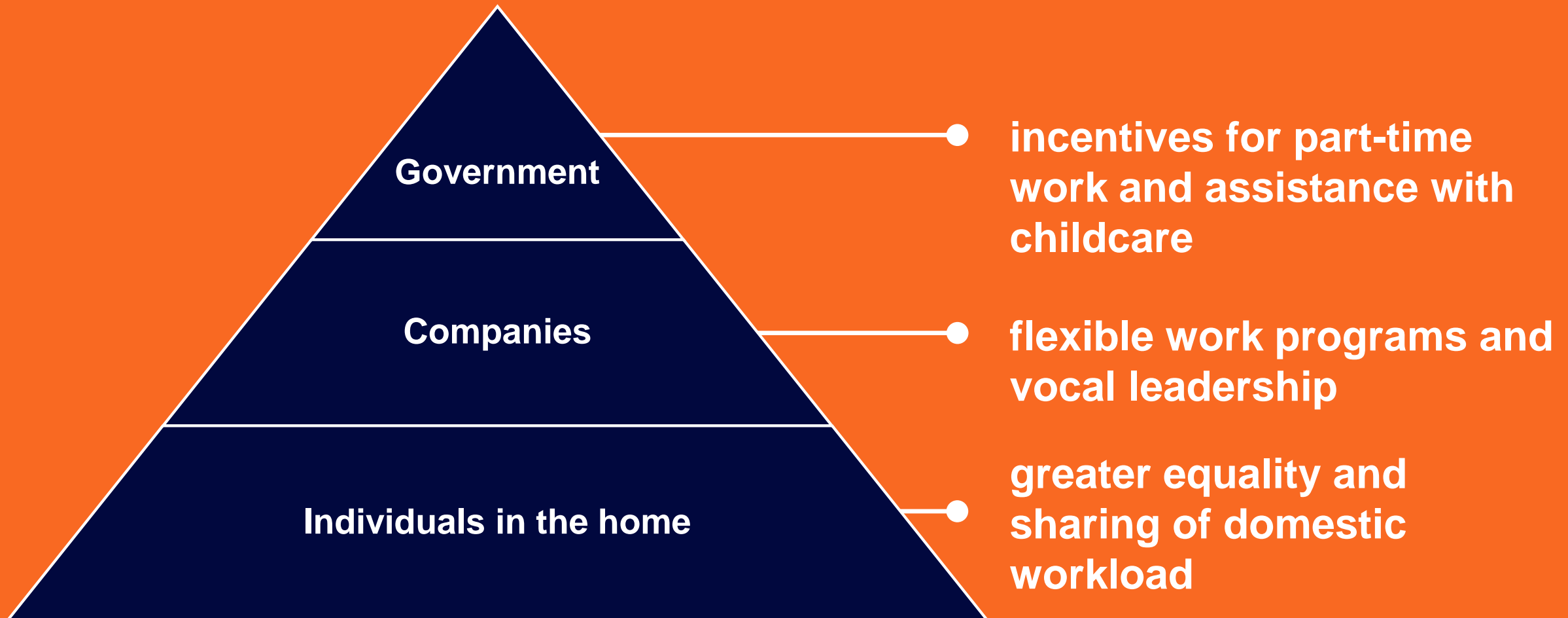
**LEARN TO
SAY NO**



CONCLUSION

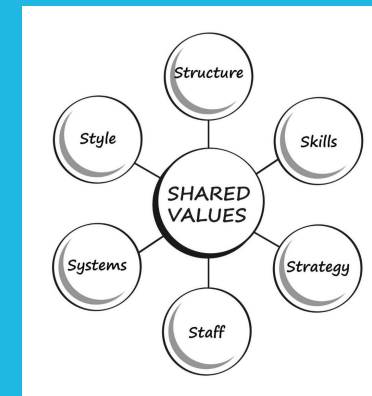
THE FUTURE

Change needed at three levels



CONCLUSION

A HOLISTIC AND STRATEGIC SOLUTION



7 STRATEGIES FOR SUCCESS

1	Shared values	Are you on the same page as your partner?
2	Structure	What is your structure? Have you considered part-time?
3	Style	Have you built up confidence, likeability and brownie points?
4	Skills	Are you in the right company, right role, right boss?
5	Strategy	Have you put your child first?
6	Staff	Are you sharing the domestic workload and outsourcing?
7	Systems	Have you put new processes and technology in place?



ALIGNMENT



**BY BEING STRATEGIC, WE CAN HAVE
THE BITS OF “IT ALL” THAT WE WANT!**



THANK YOU.



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Book available from booktopia.
Author profits going to charity