NOT GUILTY

SEVEN STRATEGIES FOR SUCCESSFUL CAREER MUMS

Actuaries Institute Women’s Networking Session, August 2017
NICOLETTE RUBINSZTEIN
WE ARE WELL ON OUR WAY TO ACHIEVING GENDER EQUALITY
Do you think you have had equal opportunity in your career?
CAREER MUMS
YOU WANT A PIECE OF ME!
“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 WE HAVE IT ALL?
THE McKinsey 7S Framework

Strategy
Structure
Systems
Shared Values
Skills
Style
Staff

Unfolding social phenomenon → Strategic Challenge → Holistic Solution
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

Key:
- Red: Experienced happiness, enjoyment, smiling, laughter yesterday
- Blue: Did not experience worry or sadness yesterday
- Green: Did not feel stressed out yesterday

Graph showing the percent of people surveyed with different annual incomes who fall into each category.
“Good relationships make us happier and healthier. Period.”

Robert Waldinger
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
“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

- Men peak at a later age and operate at peak performance until an older age.
- Women have children.

Diagram shows the contrast in career paths and peak performance ages between males and females.
## PART-TIME WORKING

<table>
<thead>
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<th></th>
<th>Under 2</th>
<th>Aged 3-5</th>
<th>Aged 6-11</th>
<th>Aged 12-17</th>
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</thead>
<tbody>
<tr>
<td>Work part-time</td>
<td>31%</td>
<td>40%</td>
<td>43%</td>
<td>38%</td>
</tr>
<tr>
<td>Work full time</td>
<td>13%</td>
<td>22%</td>
<td>30%</td>
<td>39%</td>
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</table>

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
“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”
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

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

"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%."  

“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."

PICK THE RIGHT BOSS
SEVEN STRATEGIES FOR SUCCESS

PUT YOUR CHILD FIRST
THE CHILD-CARE JIGSAW

PARENT 1  PARENT 2  DAY CARE  NANNY  GRAND-PARENT
"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."

"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."

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

“Give me a child until he’s seven and I will give you the man.”

Source: (clockwise from top right) Mothers at Work: Effects on Children’s Wellbeing, Hoffman, and Youngblade, Steve Biddulph, Jesuit saying, John Bowlby
- Sufficient quality one-on-one time (ideally with both parents)
- Don’t over-use day care

Source: Australian Institute of Family Studies.
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

I AIN'T YOUR MAMA!

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
“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

- Structure
- Skills
- Strategy
- Staff
- Style
- Systems

Shared values
Adequate is the new excellent

Getting organised

Give up on perfectionism

Weekly planning

“Embrace Change”

Managing stress

Get comfortable with chaos

Leverage technology

Learn to say no
CONCLUSION
THE FUTURE
Change needed at three levels

Government
- Incentives for part-time work and assistance with childcare

Companies
- Flexible work programs and vocal leadership

Individuals in the home
- Greater equality and sharing of domestic workload
# CONCLUSION

## A HOLISTIC AND STRATEGIC SOLUTION

### 7 STRATEGIES FOR SUCCESS

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>Shared values</th>
<th>Are you on the same page as your partner?</th>
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</thead>
<tbody>
<tr>
<td>2</td>
<td>Structure</td>
<td>What is your structure? Have you considered part-time?</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Style</td>
<td>Have you built up confidence, likeability and brownie points?</td>
<td></td>
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<tr>
<td>4</td>
<td>Skills</td>
<td>Are you in the right company, right role, right boss?</td>
<td></td>
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<tr>
<td>5</td>
<td>Strategy</td>
<td>Have you put your child first?</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Staff</td>
<td>Are you sharing the domestic workload and outsourcing?</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Systems</td>
<td>Have you put new processes and technology in place?</td>
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BY BEING STRATEGIC, WE CAN HAVE THE BITS OF “IT ALL” THAT WE WANT!
THANK YOU.

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NicoletteRubi

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Author profits going to charity