

# RMR Women in Leadership



**RMR Women in  
Leadership Program**



# Envision your Orange Line Life

What does an integrated life look like for you?



What are the benefits?

Barriers to my career-life integration:

How might I reframe these barriers?



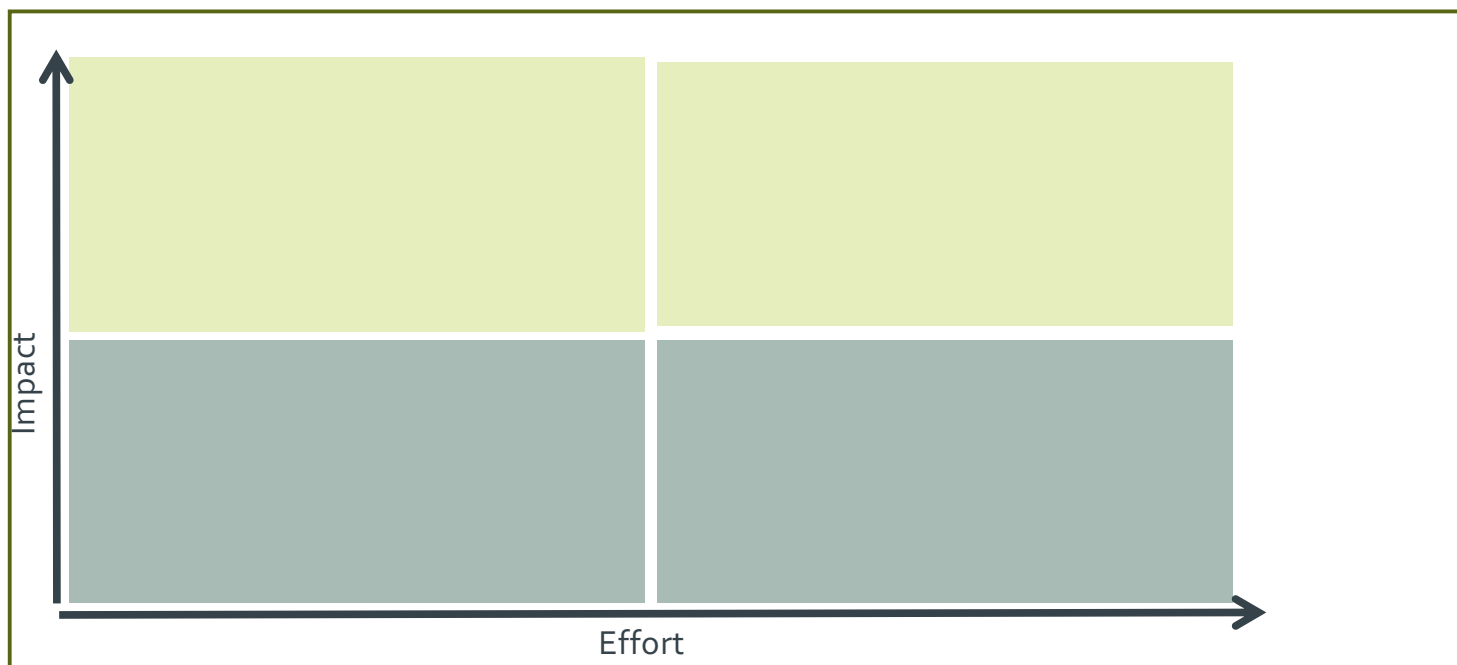
## Permission to “Good Enough”

Identify situation(s) where you will practice “good enough”. What is your strategy? How might you set/manage expectations? How will you encourage others to do the same?

## Overview Activities & Tasks

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## Strategic Prioritization



# Design Your Integrated Life - exercise

The goal of this exercise is for you to come up with a meaningful solution for an issue that your partner has with creating an integrated life.

## Step 1. Understand and Empathize

Empathize and develop a deep understanding of your partner's situation and issue

### Notes from your interview

"As a starting point, ask your partner to walk you through a particular need she has with respect to work-life integration. For example – I want to work out but I can't seem to fit it into my schedule."

- Ask her to describe the situation fully to give you as much context as possible.
- Ask may follow up and clarifying questions
- Do not guess or full in what your partners means; ask what she means...
- Ask 'why?' often.
- Try to find out what's really important for your partner; what are the underlying values, wants and desires
- Focus on deep listening. Listen for what is said and not being said. Listen 'between the lines'
- Do not offer your perspective or any solutions!

Take notes of the things that stand out for you

## Notes



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## Step 2. Reflect, Restate, Reframe

Collect your thoughts and reflect on what you've learned about your partner.

- What are their wishes, goals, and desires both physically and emotionally?
- What drives these? What are the underlying values?
- What did you discover about your partner? What are some insights?
- What are the underlying assumptions your partners holds about the benefits or barriers to her desired state?

Based on your reflections:

1. Redefine the issue as you understand it
2. State the underlying assumptions.
3. Reframe the underlying assumptions

How I understand the issue ...

The underlying assumptions are ...

And this is how you can reframe ...



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## Step 3. Share & Confirm (2x 4 min)

Share and confirm your problem statement, underlying assumptions and reframes with your partner. Together with your partner further explore the underlying assumptions and reframe.

## Step 4. Ideation (4 min)

With the reframes as starting point, develop alternative solutions for your partners. Sketch out ways to meet your partner's needs from the interview. Create as many solutions as possible – go for volume!

## Alternatives & Solutions

