

# The RMR Group - Accelerated Women in Leadership Program

## Session 5: Integrating Work & Life

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THE  
RMR  
GROUP

# Agenda

- 1 Opening and Check-in
- 2 Work & Life in a Time of COVID
- 3 Perfection
- 4 Strategic Prioritization
- 4 A New Model
- 4 Design Thinking Your Work Life



# The Program Power Skills

## Develop Leadership Effectiveness

01



Understanding  
Gender Biases

02



Quantify Your Value | Self  
Promotion

## Increase Your Voice

03



Negotiation & Direct  
Speak

04



Executive Presence

## Increase Your Impact

05



Integrate Work & Life

06



Strategic Shift towards  
Leadership

# What Happened Since Our Last Session?

## CHECK-IN

1. What behavior did you change?
2. What did you do well?
3. What was challenging?
4. Where was the pushback?
5. What did you learn?





# Work & Life During COVID: What is Your Experience?

On a scale from 1 to 10, please rate how these statement apply to you:

**1= I do not agree at all, 10= I totally agree**

1. I feel positive about my career trajectory
2. I regularly get all of my work done
3. I am able to devote adequate time to staying fit
4. I am able to maintain a moderate to low stress level
5. I am able to maintain focus on the big picture rather than getting lost in minutia

POLL



# The Message is Loud and Clear for Women

## 1. Balance everything at once

Multitasking is of high value because we need to be expending equal time and energy on everything that is important to us.

## 2. You can't have it all

We must sacrifice the things we want that are considered "less important" than the needs of others.

## 3. Time equals commitment

Achieving work-life balance is seen as an ability to manage time well

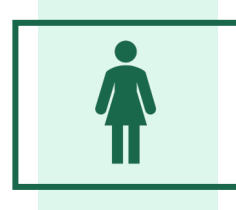


# Unconscious Biases Stand in Our Way



## Men

- Expected to focus on career
- Not expected to need time for family care
- Coaching kids or running triathlons is a cool reason not to be working
- Change the work environment or adapt



## Women

- Career is second
- Expected to need time for family care
- Meeting our own needs is not a cool reason to leave work
- Can't change the work environment – it is the way it is. Adapt or leave.

**Even worse now with COVID and little childcare, eldercare, pet help, or just plain time.**



# REFRAME Do it All

## Assumption: Do it All

- Women are primarily responsible for home and family; career is secondary
- Our commitment is measured by how much time we devote to it and how much we sacrifice
- Anything I do for me is selfish



## REFRAME: Do it All

- We are all responsible for home, family and earning a living
- I work smarter to fulfill my purpose
- My needs are equal





CHECK-IN

# Envision your Orange Line™ Life

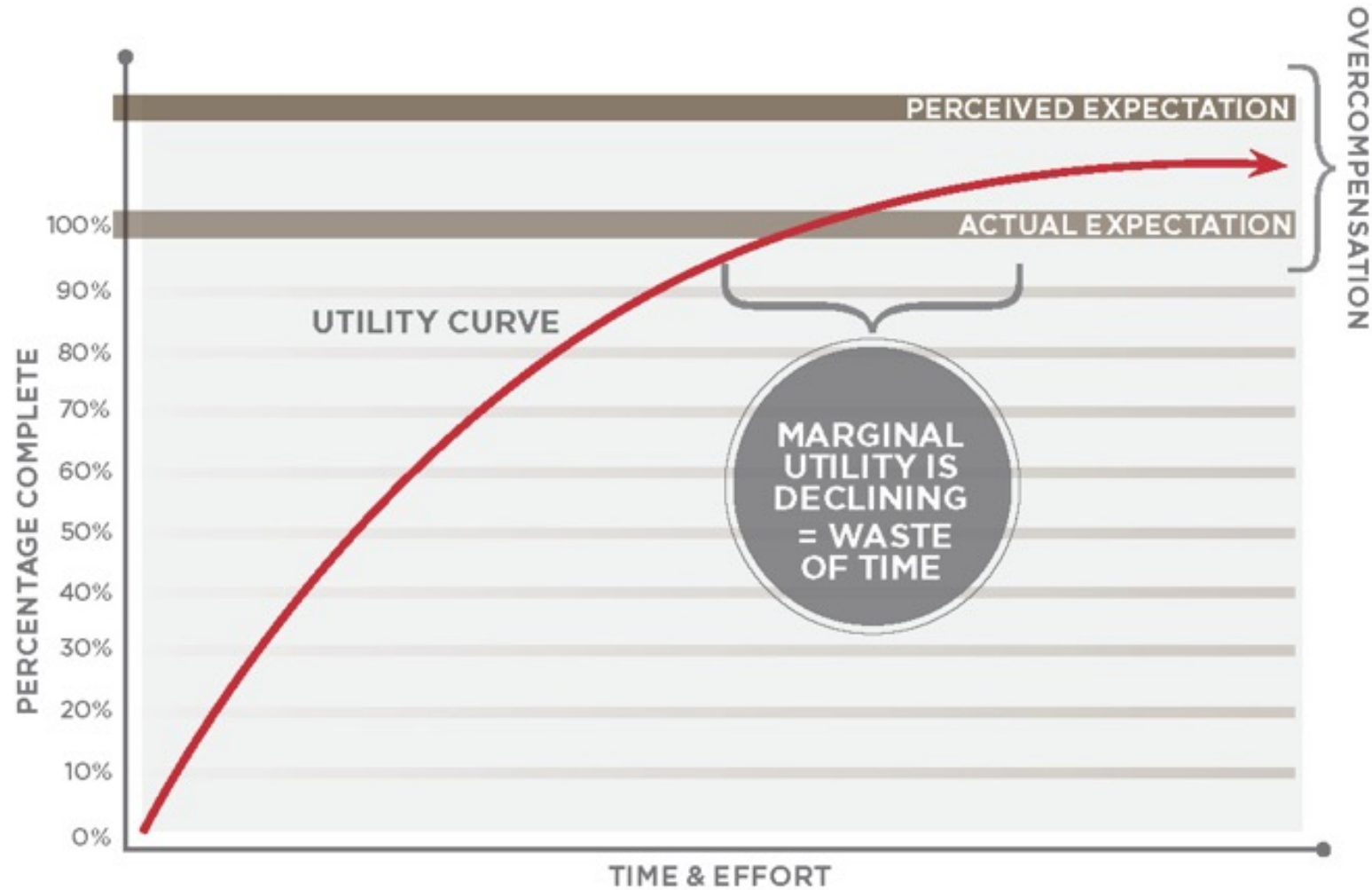
What does an integrated life look like for you?

- What are the benefits?
- What are some of the barriers?
- How could you reframe them?





# The Marginal Utility of Perfection



# But what about everyone else?



- Others are perfect
- Others expect perfection of me
- Others will judge me negatively if I'm less than perfect
- Others won't agree with my prioritization



# Yeah, but I'm Type A ...

“

*I know I can do a better job. And I won't let down the customers. It's better if I do it.*

”

- What's wrong with aiming for the top?
- Competition is good
- 110% defines my difference
- “If it is worth doing, it is worth doing well”





# How to Overcome Perfection

**01**

## **Look for it**

Notice when perfectionism is manipulating you

**02**

## **Explore it**

Question whether perfection is warranted

**03**

## **Embrace it**

Delight in being a work-in-process by taking risks

**04**

## **Nurture it**

Practice being compassionate to yourself

**05**

## **Learn from it**

Look back over past failures and explore what you learned.

**06**

## **Promote it**

Encourage others to be free to be themselves



# Practicing “Good Enough”

## EXERCISE

Identify a situation(s) where you’ll put your perfectionism aside and practice “good enough”

1. How are you going to do that? What is your strategy?
2. How might you set/manage expectations?
3. How will you give others permission to practice “good enough”

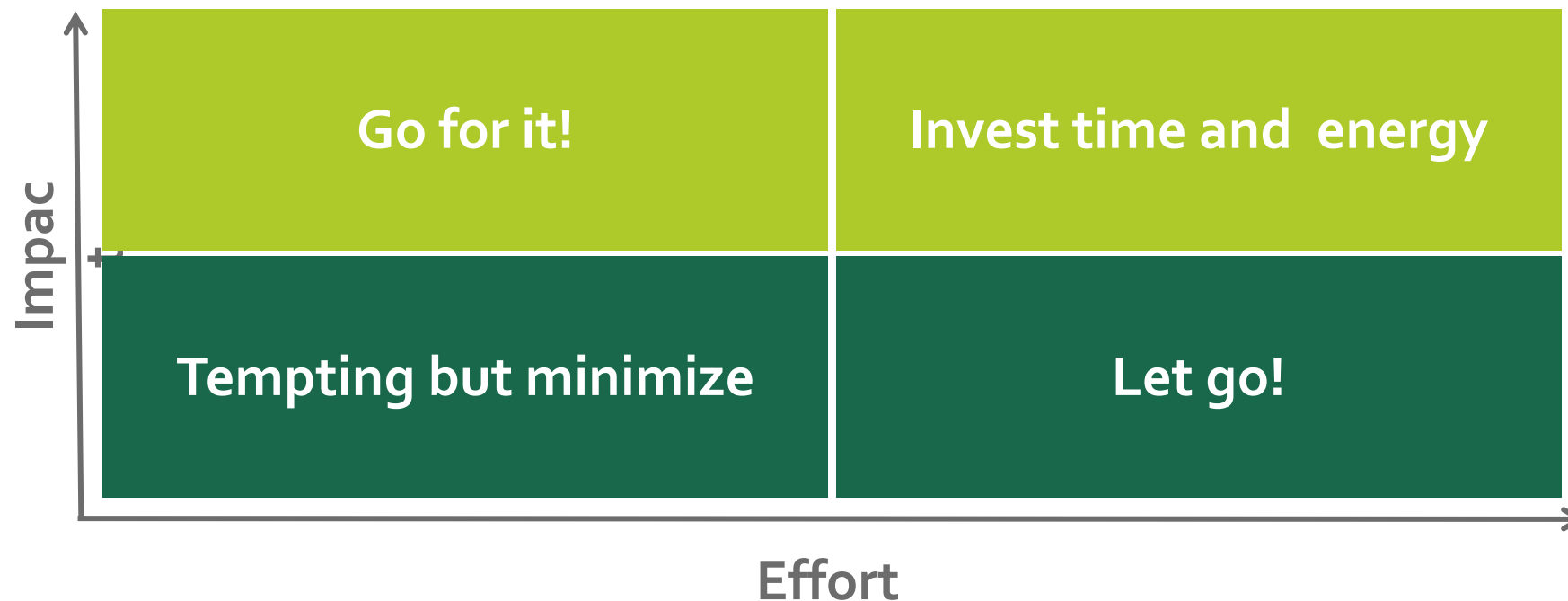


# Strategic Prioritization

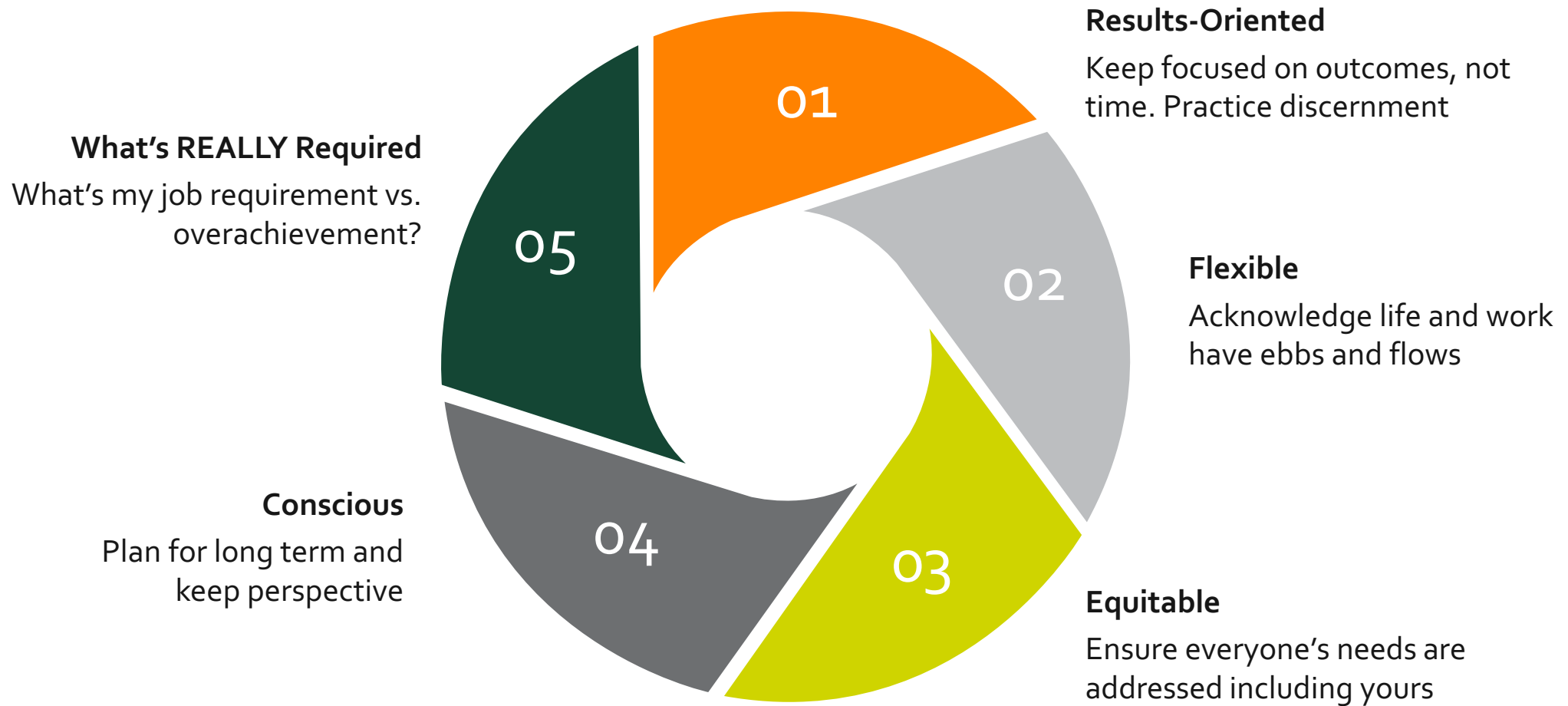


# Strategic Prioritization

1. Plot your list of tasks and activities in the different categories
2. How might you drop or delegate any of the activities in the bottom row?



# A Model for Orange Line™ Living

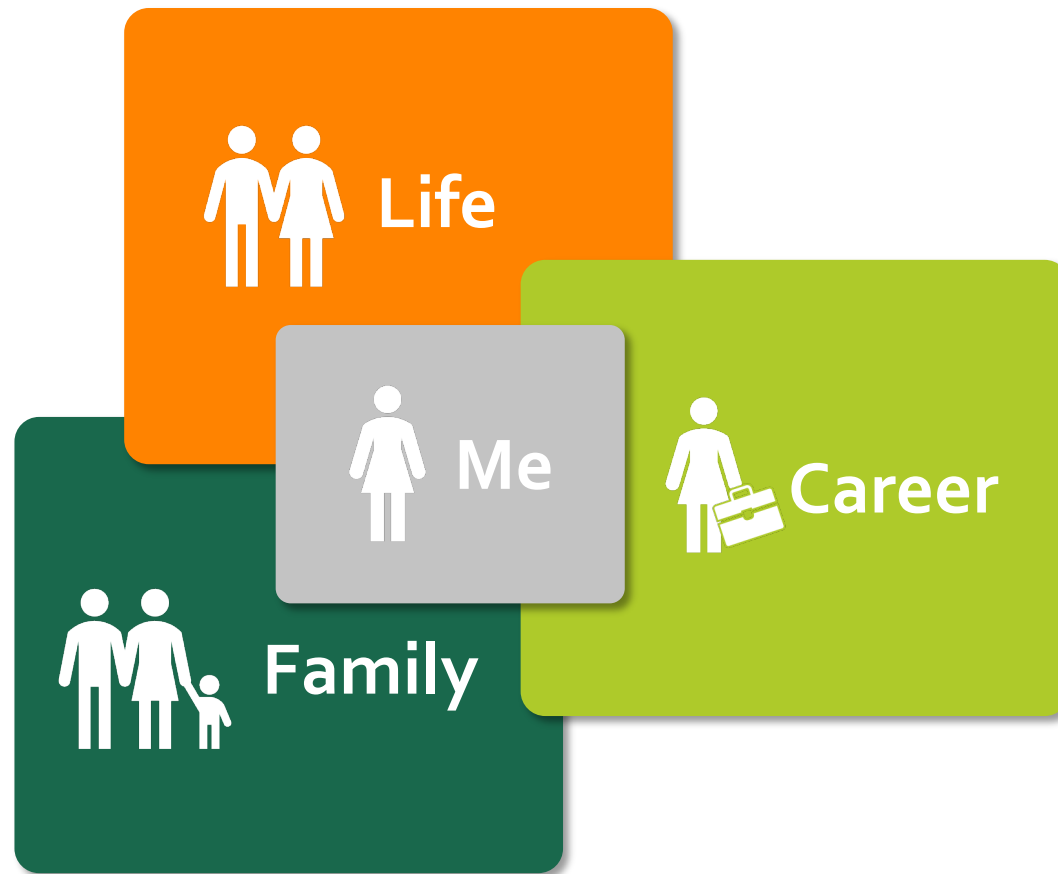


# Dimensions of Work Life

Location  
Communication  
FunCapacity  
SupportBusiness  
SpaceTravelEnergy  
TasksStyleWork  
CultureJoyVolume  
Organization  
Skillset



# A New, Integrated Life Model





## EXERCISE

# Design your Integrated Life

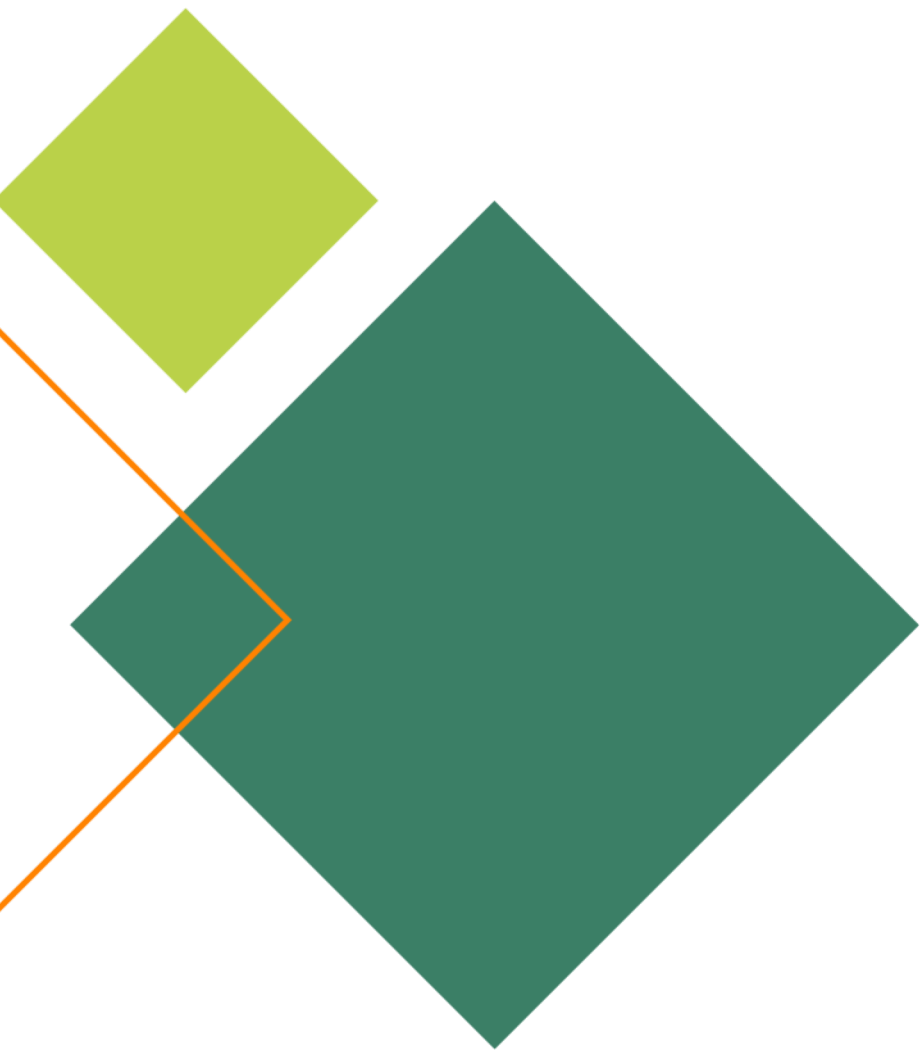
## Create your Integrated Work Life

Think about something that is not working for you and that keeps you from an integrated life.

Something that is out of balance. Something that you either spend too much or too little time on.







## Power Skill #5

Integrate work and life so that you can meet your needs as well as others

# Intersession Homework: Practice & Reflect



- 1. Try and practice your new behaviors from the session**
  - Perfection
  - Strategic Prioritization
  - Your newly designed work & life approach
- 2. Practice negotiating your “good enough” activities**
- 3. Reflect and journal on your insights, takeaways, and integrations**
- 4. Meet with your accountability partner**
  - Discuss the experience of implementing these new tools
  - Continue to work on negotiating expectations
  - Discuss progress and how to overcome challenges





# The RMR Group

## Women in Leadership

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