Work Life Balance is it a Myth?
World Café

Women and Leadership Conference
Sydney 19 July 2013

Jenny Morawska
Work Life Balance

• Gender parity and workplace diversity are workforce issues and they affect us all, men and women.
• Policy directions
• Historical perspective – then and now
• Economic benefits – individual, organisation, economy
• Adding Value at what cost?
• Achieving balance at personal and corporate level:
  – balancing work demands with family and community responsibilities
  – balancing greater shareholder value and contribution to the community
  – challenges (and opportunities) – childcare, elder care, illness, further study,
How do you fit it all in?

• Rhetoric: you can have it all – you just can’t have it all at once – what is “IT”?
• No one size fits all – varied career trajectories
• LOVE what you do
• Personal renewal and increased social capital
• Manage your empowerment
Three factors the brain needs to order to function at its optimum:

1. Moderate stress
2. Good nourishing sleep
3. Positive affect (a smile, positive feedback)

There is a feedback loop here
• Sideways step – who says
• Non linear career paths
• Part time, flexible, creative options
• What is FULL participation – perspectives and filters – ours and others
As interfering help is given, ownership and responsibility is taken away.

I-Ching
EI The Competency Framework

Self
- Self Awareness
- Self Management

Others
- Social Awareness
- Social Skills

Positive impact on others

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Creating Executive Presence

PQ + Pr = EP

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Executive Presence sits in the space between power and presence and is something even more
PQ + PrQ = EP

How do you create executive presence?

In this book you will find the answers and a map to begin a journey, the hero’s journey. Along the way you will gather tools and learn to use them with wisdom and insight.

The path may present challenges however this self paced book is packed with exercises, stories, diagnostics and fresh ideas to support you on your way.

Through Creating Executive Presence (EP) you will explore your Power Quotient (PQ), and Presence Quotient (PrQ) in relation to others, both at work and in your wider community. Aware of your impact, you will become a better leader.

Finally, you will learn innovative strategies to sustain your Executive Presence as you continue your hero’s journey.

ISBN: 0992284805

www.creatingexecutivepresence.com

Retail Price $24.95
What is Power?

The ability to have an effect or to have influence
“Wise and skillful power is Relational”

Cedar Barstow
The Right Use of Power

1. Understand the nature of power
   • in the workplace
   • in interpersonal relationships

2. Identify the aspects and bases of power

3. Understand how to effectively exercise ethical power in your life
Power Strategies

• Get comfortable with the pursuit of power.
• Be intentional about what you are seeking
• Face your fears.
• Identify and build strategic relationships.
• Act with power.
• Don’t cede the hill

The University of Texas School of Law, Center for Women in Law, 2012
**Ego System**

*(Ego. Greek = Self)*
- Taking / Surviving
- Survival of the fittest
- Territorial Struggles
- Power Confrontation
- Withholding information
  - Quick fixes
  - Risk Avoidance
  - Obligation
  - Fragmentation

*Emphasis on behaviors that serve themselves*

**Eco System**

*(Eco. Greek = Home, environment)*
- Learning / growing
- Authentic communication
- Co-responsibility
  - Trust
  - Partnership
  - Risk taking
  - Innovation
- Continuous Learning

*Emphasis on understanding self through connections with others, rather than viewing self as separate.*
Competencies

1. Unconscious Incompetence

2. Conscious Incompetence

3. Conscious Competence

4. Unconscious Competence
Process of Change

- Awareness
- Self Concern
- Mental Tryout
- Hands-On Trial
- Acceptance

\[= \text{Resistance}\]

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Moving Ahead

• ASSUME NOTHING – ask, don’t create stories – the worst possible thing is that someone can say no!
• The inner critic
• Broaden your expectations
• Self responsibility
• Gratitude- someone worse off!
• Mindset of excellence rather than remediation
• Look after yourself – body, mind, spirit
• Look at yourself creatively
Moving Forward

Action without Vision
Merely a Dream

Vision without Action
Just Passing the Time

Vision with Action
Can change the world

Joel Barker
World Cafe

• 2 x rounds of conversation -15 mins each
• Table host – stays at table, others “travellers of meaning” move to another table
• 3rd round return to original table and synthesise ideas with Q3
• Group discussion
Play, experiment and improvise!

Café Etiquette

• Focus on what matters
• Contribute your thinking
• Speak your mind and heart
• Listen to understand
• Link and connect ideas
• Listen together for insights and deeper questions
• Play, doodle, draw
• Have fun!
Question 1

• How would my life be different if I felt my life was in balance?
Question 2

- In an ideal world, what is one thing I could do differently to achieve balance?
Question 3 (Home tables)

• What stops me from achieving balance? What can I do differently?
“be the change you wish to see”

Gandhi