

LSE public lecture

Excel at Your Job, Be Home for Dinner

Sharon Meers

*Leads enterprise enterprise strategy for
Magento, eBay's global e-commerce platform*

Professor Stuart Corbridge

Chair, LSE

Suggested hashtag for Twitter users: **#LSEMeers**

LSE events



"Anyone who wants to combine children and careers should read this book."
—Sheryl Sandberg, author of *Lean In* and COO of Facebook

GETTING TO 50/50 HOW WORKING PARENTS CAN HAVE IT ALL

SHARON MEERS AND JOANNA STROBER
FOREWORD BY SHERYL SANDBERG

Excel at your job *be home for dinner*

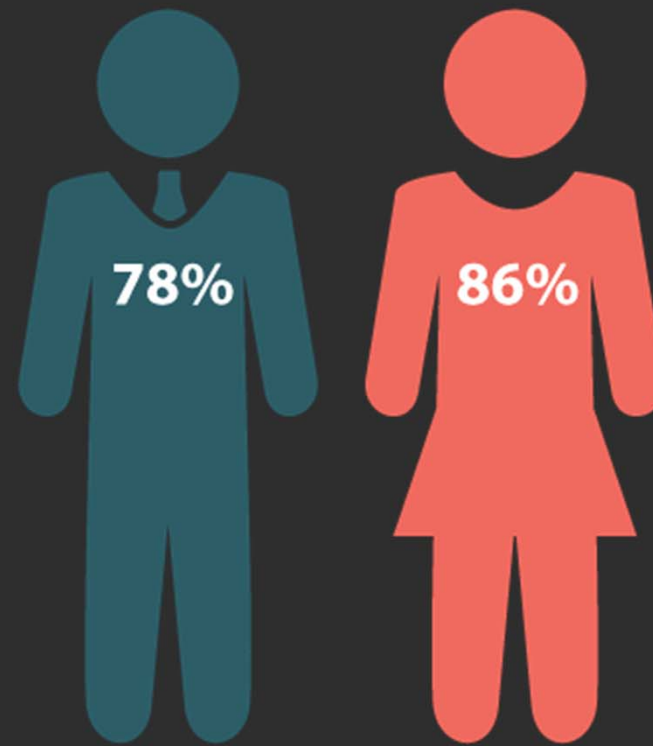
sharon meers

LONDON SCHOOL OF ECONOMICS MARCH 17, 2014

72% of People < 30 Years Old Want 50/50

Core Challenge:

How do we THRIVE
both at work and at home?



78% OF MEN WANT MORE TIME WITH KIDS

86% OF WOMEN WHO QUIT WANT TO STAY

what if we stand in each other's shoes?



BE BRAVE

challenge convention!

50/50 SOLUTIONS

get rid of guilt

better habits @ work

welcome men to the home team

clear space to connect



GET RID OF GUILT

happy moms have happy kids

KIDS TURN OUT EQUALLY WELL WHEN MOMS WORK

WHY 50/50 IS GOOD

for kids + moms

NIH's National Institute of Child Health and Human Development (NICHD), tracked 1,364 kids over 15 years

- *Kids with 100% maternal care fare no better than kids in child care.*
- *"There is no reason for mothers to feel like they are harming their children if they decide to work."*

Study of 10,000 UK women found that **"women with children are significantly happier if they have a job regardless of how many hours it entails."**

2/3 of kids say they get enough time with their moms – equally true whether or not the mother is employed.

THE DAD DIFFERENCE

self esteem. smiles. salaries.

*Dads matter at least as much as moms in study
after study*

*U.S. Department of Education study of 20,000 kids
high paternal involvement predicts significantly
better results in academic performance and behavior
– after accounting for mothers*

GET RID
of guilt

A photograph of Leonardo DiCaprio in a dark suit and striped tie, looking directly at the camera with a serious expression. He is surrounded by a dense crowd of people in a dimly lit indoor setting, possibly a party or event. Yellow confetti is falling all around him. In the background, a woman with blonde hair is visible on the left, and a man in a white shirt and glasses is on the right. A yellow hard hat is visible in the lower left foreground.

BETTER HABITS

at work

THE LOOK OF

high performance?



cost: 10 IQ points – 2x worse than pot!

structured team work



WHAT'S MEASURED GETS DONE

\$ of revenue

of new users

Change in NPS

Response time

clarity by numbers

FOCUS ON WHAT MATTERS @ WORK

World-Class Work Can Be Done Different Ways

	<i>India</i>	<i>China</i>	<i>Hungary</i>
<i>work hours</i>	<i>12</i>	<i>8</i>	<i>10</i>
<i>team culture</i>	<i>individualist</i>	<i>centralized</i>	<i>teamwork</i>
<i>work/life views</i>	<i>work 1st family 2nd</i>	<i>focused work, home @ 6</i>	<i>14 hrs today, 5 tomorrow</i>



> 50hrs/week + dinner
= *highest satisfaction*



Fortune 500 Better Habits

*1/3 of leaders cut 1 hour a day,
take ALL vacation*



WELCOME MEN

to the home team

MEN ARE GREAT PARENTS

let's treat them that way

*When moms believe men are equally good parents,
husbands are more engaged*

*No evidence that “maternal instinct” makes women
better parents*

50/50

is good for men

50/50 is good economics – two incomes better than one

50/50 gives men freedom to go back to school, change jobs, start a business

National Institutes of Mental Health says a man's experience as a parent, not employee, is the "strongest predictor" of wellbeing



DIVORCE DOWN

50% with equally shared roles



SPACE TO
connect



PARTNERSHIP TAKES WORK

try the weekly one-on-one

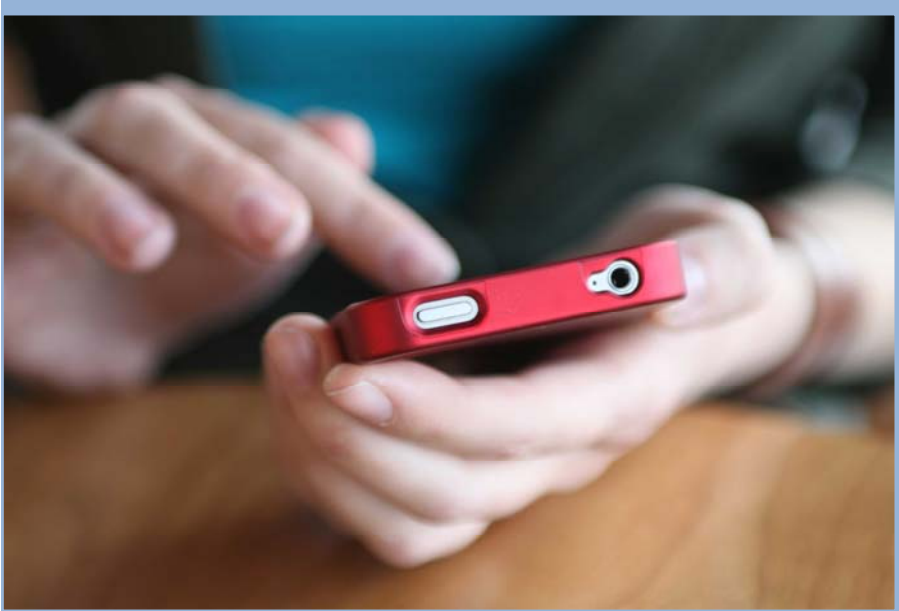
FAMILY AGREEMENTS

What works for you?

6:30 dinner

travel < 5 days/month

“Off Switch” rule



“Up all night with kids.

Not working for me.

Solutions?”

ASK FOR WHAT YOU NEED
less “perfect”, more rewarding

THINGS YOU CAN DO

GET RID OF GUILT

find happy working parents, share stories

BETTER HABITS @ WORK

what 1 thing can you change?

WELCOME MEN TO THE HOME TEAM

applaud male parenting innovation

SHELTER TIME

try a weekly one-on-one

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