



FEATURE



SYSTEMS THINKER®

BUILDING SHARED UNDERSTANDING

VOL. 9 NO. 2

OCTOBER 1998

RELINKING LIFE AND WORK

BY RHONA RAPOPORT, LOTTE BAILYN,
DEBORAH KOLB, AND JOYCE K. FLETCHER

Editor's Note: The material in this article is based on a research project the authors completed in collaboration with Xerox Corporation, Tandem Computers, Inc., and Corning, Inc.

The modern workplace is far less than ideal for workers who want integrated lives. As one engineer put it, "The problem isn't for those who have decided to put work first and family second. They can do just fine here. And it isn't for those who

give false reasons for leaving work early. They feel that attending a community board or civic meeting is not likely to brand them as uncommitted, while taking a child for a physical might. Some secretly take children on business trips. Others leave their computers on while picking up children from sporting events, hoping that colleagues passing by will think they are in a meeting.

When Individuals Try to

leader rotated group members to take her place on the fifth day, she developed their self-management skills. By all measures, including productivity and satisfaction, the group was thriving. But the arrangement did not last long. In the end, the manager was stripped of her supervisory duties and moved to the bottom category of performance. Management regarded the team leader's efforts as a negative reflection of her future potential and management capability. Similarly, a full-time sales techni-

Relinking Life And Work Toward A Better Future

KJ Lindholm-Leary



Relinking Life And Work Toward A Better Future:

Relinking Life and Work Rhona Rapoport, Lotte Bailyn, 1997-08 Explores the integration of personal work life the way in which cultural assumptions about the separation of work family affect men women differently Divided into four sections it studies the historical social factors underlying the current separation between work life personal life the strategic linking of work family the process of change in the workplace to help employees better integrate their work personal lives The concluding section identifies the lessons learned the challenges to ensure sustain change in the future

Negotiating at Work Deborah M. Kolb, Jessica L. Porter, 2015-01-27 Understand the context of negotiations to achieve better results Negotiation has always been at the heart of solving problems at work Yet today when people in organizations are asked to do more with less be responsive 24 7 and manage in rapidly changing environments negotiation is more essential than ever What has been missed in much of the literature of the past 30 years is that negotiations in organizations always take place within a context of organizational culture of prior negotiations of power relationships that dictates which issues are negotiable and by whom When we negotiate for new opportunities or increased flexibility we never do it in a vacuum We challenge the status quo and we build out the path for others to negotiate those issues after us In this way negotiating for ourselves at work can create small wins that can grow into something bigger for ourselves and our organizations Seen in this way negotiation becomes a tool for addressing ineffective practices and outdated assumptions and for creating change Negotiating at Work offers practical advice for managing your own workplace negotiations how to get opportunities promotions flexibility buy in support and credit for your work It does so within the context of organizational dynamics recognizing that to negotiate with someone who has more power adds a level of complexity The is true when we negotiate with our superiors and also true for individuals currently under represented in senior leadership roles whose managers may not recognize certain issues as barriers or obstacles Negotiating at Work is rooted in real life cases of professionals from a wide range of industries and organizations both national and international Strategies to get the other person to the table and engage in creative problem solving even when they are reluctant to do so Tips on how to recognize opportunities to negotiate bolster your confidence prior to the negotiation turn asks into a negotiation and advance negotiations that get stuck A rich examination of research on negotiation conflict management and gender By using these strategies you can negotiate successfully for your job and your career in a larger field you can also alter organizational practices and policies that impact others

Equity in the Workplace Heidi Gottfried, Laura Reese, 2008-01-01 This edited collection assembles cutting edge comparative policy research on contemporary policies relevant to gender Contributors analyze gender related employment policies including parental leave maternity programs sexual harassment work life balance and gender mainstreaming Equity in the Workplace thoroughly illustrates how the juxtaposition of a variety of research methodologies focused on a common theme can lead to a richer multilayered understanding of a complex issue

Conscious Capitalism David A.

Schwerin,2012-08-21 Conscious Capitalism shows how the principles of ancient wisdom are directly relevant to modern day business Drawing on thirty years of financial and executive experience Schwerin addresses contemporary issues faced regularly by people worldwide Personal experiences corporate field trip and interviews with top executives bring both the anguish and the triumph of our business world to life Conscious Capitalism's most significant contribution is its practical integration of formerly enshrouded principles with today's frenetic world of investing and commerce **Taking Time**

Mindy Fried,1998 There is a growing movement among corporations to provide family benefits in order to attract and retain women workers They recognize that these benefits have become a cost of doing business Many of these benefits like child care and elder care are aimed at supporting employees ability to stay on the job Parental leave policies are an exception because they involve taking time away from the job This timely book provides an inside look at life in a major U S corporation focusing on the impact of workplace culture on the use of parental leave and those who use it Fried begins by describing why parental leave is critical to making parenting the job of both parents in two parent families She examines the varied experiences of different levels of workers in how parental leave policy is used The author tells a rich and textured tale of day to day life in the skyscraper offices of a large corporation How people dress what their offices look like which cafeteria they eat in how the supervisors and supervised talk all these things are part of the fabric of corporate culture that Fried describes Most of us live in work cultures that value overtime Fried argues that as a time policy parental leave clashes with the powerful norm that corporate employees must work long and hard Taking time for parenting a job that is devalued in our culture may be perceived as taking time away from the company and in particular from the company's productivity

Communication Yearbooks Vols 6-33 Set Various,2021-12-02 The Communication Yearbook annuals originally published between 1977 and 2009 publish diverse state of the discipline literature reviews that advance knowledge and understanding of communication systems processes and impacts across the discipline Topics dealt with include Communication as Process Research Methodology in Communication Communication Effects Taxonomy of Communication and European Communication Theory Information Systems Division Mass Communication Research Mapping the Domain of Intercultural Communication Public Relations Feminist Scholarship Communication Law and Policy Visual Communication Communication and Cross Sex Friendships Across the Life Cycle Television Programming and Sex Stereotyping InterCultural Communication Training Leadership and Relationships Media Performance Assessment Cognitive Approaches to Communication

Communication Yearbook 27 ,1982 The Dance of Change Peter M. Senge,2014-05-14 Since Peter Senge published his groundbreaking book *The Fifth Discipline* he and his associates have frequently been asked by the business community How do we go beyond the first steps of corporate change How do we sustain momentum They know that companies and organizations cannot thrive today without learning to adapt their attitudes and practices But companies that establish change initiatives discover after initial success that even the most promising efforts to transform or revitalize organizations despite

interest resources and compelling business results can fail to sustain themselves over time That s because organizations have complex well developed immune systems aimed at preserving the status quo Now drawing upon new theories about leadership and the long term success of change initiatives and based upon twenty five years of experience building learning organizations the authors of The Fifth Discipline Fieldbook show how to accelerate success and avoid the obstacles that can stall momentum The Dance of Change written for managers and executives at every level of an organization reveals how business leaders can work together to anticipate the challenges that profound change will ultimately force the organization to face Then in a down to earth and compellingly clear format readers will learn how to build the personal and organizational capabilities needed to meet those challenges These challenges are not imposed from the outside they are the product of assumptions and practices that people take for granted an inherent natural part of the processes of change And they can stop innovation cold unless managers at all levels learn to anticipate them and recognize the hidden rewards in each challenge and the potential to spur further growth Within the frequently encountered challenge of Not Enough Time for example the lack of control over time available for innovation and learning initiatives lies a valuable opportunity to reframe the way people organize their workplaces This book identifies universal challenges that organizations ultimately find themselves confronting including the challenge of Fear and Anxiety the need to diffuse learning across organizational boundaries the ways in which assumptions built in to corporate measurement systems can handcuff learning initiatives and the almost unavoidable misunderstandings between true believers and nonbelievers in a company Filled with individual and team exercises in depth accounts of sustaining learning initiatives by managers and leaders in the field and well tested practical advice The Dance of Change provides an insider s perspective on implementing learning and change initiatives at such corporations as British Petroleum Chrysler Dupont Ford General Electric Harley Davidson Hewlett Packard Mitsubishi Electric Royal DutchShell Shell Oil Company Toyota the United States Army and Xerox It offers crucial advice for line level managers executive leaders internal networkers educators and others who are struggling to put change initiatives into practice

Flexible Working and Organisational Change Bram Peper,J. van Doorne-Huisjes,Laura den Dulk,2005-01-01

The central aim of this book is to consider to what extent changes in organisations and in the nature of jobs are compatible with the need increasingly expressed by employees for greater integration between work and family life The book questions what sort of dilemmas modern and future employees face in terms of shaping their careers and organising their lives at home The authors formulate answers to these problematic questions by shedding light on relevant developments in the European labour markets the European workplaces in flexible working patterns changing preferences for working hours and in gender relations at work

Critical Management Studies at Work Julie Wolfram Cox,Tony G. LeTrent-Jones,Maxim Voronov,David Weir,2009-01-01 This is an excellent text It covers an impressive range of salient topics Moreover it provides a nuanced considered and balanced treatment of both conceptual and practical aspects of critical management studies Cliff

Oswick Queen Mary University of London UK This book is the first of its kind to reflect on what it means to actually perform critical management studies CMS how consultants researchers teachers and managers negotiate the tensions they experience in their everyday practice Critical management studies seeks to expose the hidden workings of power as well as to identify and reform the mundane and frequently unnoticed practices that privilege some groups and individuals at the expense of others creating injustices in organizations and in the society at large The authors show how CMS draws on a variety of approaches to translate its insights into practice Combining rich theoretical and empirical contributions with reflections on CMS practice in various forms this unique book is essential reading for critical researchers educators and graduate students in business and management fields

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Table of Contents Relinking Life And Work Toward A Better Future

1. Understanding the eBook Relinking Life And Work Toward A Better Future
 - The Rise of Digital Reading Relinking Life And Work Toward A Better Future
 - Advantages of eBooks Over Traditional Books
2. Identifying Relinking Life And Work Toward A Better Future
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Relinking Life And Work Toward A Better Future
 - User-Friendly Interface
4. Exploring eBook Recommendations from Relinking Life And Work Toward A Better Future
 - Personalized Recommendations
 - Relinking Life And Work Toward A Better Future User Reviews and Ratings
 - Relinking Life And Work Toward A Better Future and Bestseller Lists
5. Accessing Relinking Life And Work Toward A Better Future Free and Paid eBooks
 - Relinking Life And Work Toward A Better Future Public Domain eBooks
 - Relinking Life And Work Toward A Better Future eBook Subscription Services
 - Relinking Life And Work Toward A Better Future Budget-Friendly Options

6. Navigating Relinking Life And Work Toward A Better Future eBook Formats
 - ePub, PDF, MOBI, and More
 - Relinking Life And Work Toward A Better Future Compatibility with Devices
 - Relinking Life And Work Toward A Better Future Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Relinking Life And Work Toward A Better Future
 - Highlighting and Note-Taking Relinking Life And Work Toward A Better Future
 - Interactive Elements Relinking Life And Work Toward A Better Future
8. Staying Engaged with Relinking Life And Work Toward A Better Future
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Relinking Life And Work Toward A Better Future
9. Balancing eBooks and Physical Books Relinking Life And Work Toward A Better Future
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Relinking Life And Work Toward A Better Future
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Relinking Life And Work Toward A Better Future
 - Setting Reading Goals Relinking Life And Work Toward A Better Future
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Relinking Life And Work Toward A Better Future
 - Fact-Checking eBook Content of Relinking Life And Work Toward A Better Future
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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