
Hetty Einzig

24th October, 14 November, 5th & 19th December 2017

“promoting excellence & ethics in coaching”

www.associationforcoaching.com
Webinar 4:

Patchworks: Women, Millennials & Third Acters

www.associationforcoaching.com
Drivers for a New Era

‘Do not go where the path may lead, go instead where there is no path and leave a trail.’

Ralph Waldo Emerson
UK: powerful numbers

- **Millennials** = quarter of population - predicted to hit the 17 million mark by 2019
- **Third Acters** = > a third of population over 50, a quarter over 60.
- **Women** = more in work than ever before
- Female employment rate 67.2 % in 2013, highest since the Office for National Statistics’ records began
We see:

- Elements of our lives as discrete
- Self separate from each other
- Self separate from the world

- *personal burn out, alienation, loneliness, abuse of others, the common good and our natural world will all commonplace.*
Impact on Business

- Win-lose workplaces
- Persistent gender pay gap
- Exploitation vs real stakeholder collaboration

- Women continue to withdraw from leadership
- Increasing numbers of millennials > entrepreneurship
- Third Acters may just sail their boat round the world.

Business will be the poorer for this disaffection.
Patchwork – integrative metaphor

- coaching women leaders – see themselves as ‘juggling balls’ or ‘spinning plates’ in fragmented and conflicted lives
- synergies between 3 demographics key to shaping the future of work: women millennials and what have been called Third Acters
Patchwork Quilt

- Confronts illusion of separation
- Represents interdependence,
- Re-valuing our past
- Recycling the old to create the new
- Bound together with a narrative thread

When people start to see their whole lives and their jobs as a creative act – how one element informs the other – their relationship with stress shifts.
“I believe our aesthetic sense...has over focused on the stubborn struggle toward a single goal rather than on the fluid....and...the improvisatory. We see achievement as purposeful and monolithic... to assert the artist’s vision, rather than something crafted from odds and ends, like a patchwork quilt...

The real challenge comes from the realisation of multiple alternatives... in assembling something new”

Mary Catherine Bateson
Women in Leadership

- 16,000 leaders, men & women, various industries
- 360 data collection 2011-2012
- Women > 40 perceived as most effective leaders
- Women score higher than men on: developing others & developing relationships
- But also on inspiration, establishing challenging goals and analysing issues
- Competencies with largest positive differences: taking initiative, displaying integrity and honesty, and driving for results – traditionally seen as male qualities (Zenger-Folkman)
- Women place more emphasis than men on accountability and results, including goal attainment, leadership responsibility, and the willingness to be forceful. (MRG)
Athena Doctrine

- 2013: 64,000 person study over 13 countries representing 65% of global GDP
- The ‘feminine’ in leadership?
- 66% of men & women agreed that “The world would be a better place if men thought more like women”
- Traits: imaginative, passionate, plan for the future, reliable, trustworthy and adaptable
- “in 2012 a solid majority [endorses] traditionally feminine traits as essential to the definition of a successful life”
Deep Feminine

- Workplace rewards ‘masculine’ qualities: resolve, strength, determination, rationality
- ‘Feminine’ banished from workplace: vulnerability, care, doubt
- Jung: feminine principle & masculine principle
- Neuroscience: both sexes wired for compassion, care, collaboration also assertion – cultural norms
- FemmeQ: compassion, listening, intuition, inclusivity
- Group intelligence
- Athena Doctrine
The Cup & the Sword

- Transpersonal model
- Core energies of the psyche
- Will: drive to actualise, do, act
- Love: being, empathy, collaboration, care
- Dynamic interdependence, interplay
- Strong Will
- Skilful Will
- Good Will
- Higher Self – positive counterpart to ‘Super-Ego’
Generation Y

- Born 1980-1995
- Projected: 75% of global workforce by 2025
- More women & more women in further education
- More women in workforce
- Technology, social media, dissolve work-play barriers
- Work that contributes, leadership earlier, flexible working, work-life balance
- Entitled? Refreshing?
Third Acters

- Over 60
- Baby Boomers
- Ageism, pensions crisis
- Centenarians in UK > 72% over last decade
- 1 in 12 over 65 working in UK, 2010 biggest jump
- The Intern, the Corbyn factor, Bernie Sanders
- Don’t play by the rules
- Contribution

www.associationforcoaching.com
Impact on How we Coach?
Webinar 4: Patchworks: Women, Millennials and ‘Third Acters’

ANY QUESTIONS?

www.associationforcoaching.com
Changing the Context

“You must give birth to your images. They are the future waiting to be born...The future must enter you long before it happens. Just wait for the birth, for the hour of new clarity.”

Rainer Maria Rilke – advice to a young poet
Change the Rules

- Survive
- Thrive
- Change the rules of the game
- Purpose
- Power
- Presence

“You can never change things by fighting the existing reality. To change something build a new model that makes the existing model obsolete.” Buckminster Fuller
Real Change starts in the Body

“Thought is embodied, that is the structures used to put together our conceptual systems grow out of bodily experience and make sense in terms of it”

George Lakoff
Embodied Leadership

How to maintain self-respect and purpose, how to take personal agency even in difficult circumstances of bullying, aggression or manipulation?

- Breath
- Embodiment techniques
- Its not about you! – seeing the words land in the space...
Find your Thread: Purpose

- What do you love?
- What are you really good at?
- Who are your role models?
- What does your world need now?

Authentic strength resides in our core, not outside
New Metaphors for New Narratives

• From juggling to interdependent
• From heroic to emergent
• Diversity, integration, harmony
• Allow for the unexpected
• Each activity a small creative act
• The ‘fil rouge’ the thread that binds and connects
• Care & responsibility – choice for the good of the whole
New Workplaces

- Relationships & Nature
- From team to community
- From wellbeing to flourishing
- From binary to multiple, from linear to fluid
- Cross-generational, cross-discipline
- Engagement more than competition
- New narratives
- Coaching: co-creating new stories & new norms
“To laugh often and much; to win the respect of intelligent people and the affection of children; to earn the appreciation of honest critics and to endure the betrayal of false friends; to appreciate beauty; to find the best in others; to leave the world a bit better, whether by a healthy child, a garden patch or a redeemed social condition; to know that even one life has breathed easier because you lived, this is to have succeeded.”

Bessie Stanley
Webinar 4: Patchworks: Women, Millennials and ‘Third Acters’

ANY QUESTIONS?
THANK YOU!

Hetty Einzig

19 December 2017