WORKING PARENTHOOD:
HOW TO CREATE A ROADMAP
SUPPORTING CHALLENGES AT THE WORKFLOOR

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NO PROBLEM CAN BE SOLVED FROM THE SAME LEVEL OF CONSCIOUSNESS THAT CREATED IT

WE MUST LEARN TO SEE THE WORLD ANEW
A ‘COMBINATIEKLEM’ = MIXTURE OF LEVELS

• SELF ESTEEM
• PRACTICAL ARRANGEMENTS FOR CHILD
• EMOTIONAL SUPPORT
• FOCUS ON WELLBEING BOTH PARENT AND CHILD
• FOCUS ON RELATIONSHIP AND CO-DEPENDANCE / FAMILY ATTACHMENT
CASE: CRUCIAL INSIGHT

- PUBLIC – PRIVATE COLLABORATION SUMMER 2014
- SURVEY NEEDS ASSESSMENT
- TRANSLATED NEEDS INTO TAILORED PILOT
- PILOT + EVALUATION FEBRUARI 2015
- BAIN IS A STRATEGY CONSULTING FIRM
- ‘HIGH PERFORMANCE ORGANIZATION’
- NO EASY WAY TO ‘CRACK THE CASE’
# DEBRIEF
## SURVEY ANALYSIS

<table>
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<th>Managing lack of time</th>
<th>“DOING IT ALL” LOGISTIC CHALLENGES TRADE-OFFS MANAGING DUAL CAREERS</th>
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<td>Meeting flexibility demands</td>
<td>BEING FLEXIBLE TO CLIENTS/PARTNERS &amp; STICKING TO HOME ROUTINES INSIGHTS IN (FLEX) OPTIONS AVAILABLE TIME MANAGEMENT</td>
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<tr>
<td>Balancing ambitions, expectations and family</td>
<td>“TURNING OFF WORK” DURING FAMILY MOMENTS IMPROVE QUALITY OF FAMILY TIME “SAYING NO WITHOUT GUILD PERCEPTION MANAGEMENT OF OTHERS</td>
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**PILOT FOCUS:**

- [Image of discussion]
- [Image of team]
- [Image of idea]

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**SDG 19 - 20 april 2016 PRO PARENTS**
WORKING PARENTHOOD: WHAT DOES IT LOOK LIKE
WHAT DO WE KNOW ABOUT PARENTHOOD?
PARENTHOOD

DEFINITION

PARENTHOOD (VAN DER PAS)

A PARENT IS A PERSON WITH AN AWARENESS OF BEING UNCONDITIONALLY AND PERMANENTLY RESPONSIBLE FOR A CHILD
PERSPECTIVE

PARENTHOOD/ PARENT
NOT A ‘ROLE’, BUT A LIFELONG
24/7 ETHICAL RELATIONSHIP
PERMANENT, DOES NOT CEASE IF THE CHILD IS
NOT THERE
(DAYCARE, SLEEPOVER, ADOPTED, GROWN UP)
(Van der Pas, 2012)

EMPLOYEE
‘ROLE’ / FUNCTION TIED
24/7 - ON / OFF
OCCUPATIONAL/ PROFESSIONAL DEVELOPMENT
LINKED WITH WHO YOU ARE
EVALUATION AND ASSESSMENT
(Knappe, 2015)

CHILD-REARING/ PARENTING
IS A ‘ROLE’, WHICH CAN AND MUST BE TAKEN
BY MULTIPLE PEOPLE (TEACHER,
BABYSITTER ETC)
NOT PERMANENT, BUT DEPENDS ON THE
PRESENCE AND NEEDS OF THE CHILD
(Van der Pas, 2012)

GENDER
NOT A ‘ROLE’, BUT A 24/7 LIFELONG
SOCIAL CONSTRUCTION/POSITION
PERMANENT
SELF IMAGE
LINKED WITH ROLE EXPECTATIONS
(Knappe, 2015)
WORKING PARENTHOOD

Insanity: doing the same thing over and over again and expecting different results.

Albert Einstein
WORKING PARENTHOOD

WORKLIFE BALANCE FOR PARENTS IS NOT A GENDER ISSUE
THANK YOU

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