

AAUW-Nebraska Convention

“Optimizing Our Relationships”

April 21, 2012

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OUTPUT

“Personal Career Choices” – Women 20s-30s

(Skill Competencies, Career Opportunities, Financial Benefits, Continuous Learning, “Sticky Floors”—Fear, Being True to Yourself, Doing What You Love)

1. What is going well in this area?

- More information is available
- Broad spectrum of jobs
- Social media networking

2. Identify some of the challenges in this area.

- Cost of education—money management
- Technology demands
- Global and future careers not well defined
- Language skills for potential new careers
- Understanding of competencies

3. What are some possibilities to consider?

- Family connections
- Who you know
- Health status
- Finding mentors/counselors
- Flexibility—willingness to learn and to risk

4. Who could partner with us? Why?

- Mentors
- Technology, Business, Counselors
- Broad range of partners

5. Is there an action (baby step) that we can begin today?

- Identify mentors – describe competencies, job descriptions
- Identify job of a mentor
- Training for mentors
- Tracking availability of language learning settings

“Personal Career Choices” – Women 40s-50s

(Skill Competencies, Career Opportunities, Financial Benefits, Continuous Learning, “Sticky Floors”—Fear, Being True to Yourself, Doing What You Love)

1. What is going well in this area?

- Value of all opinions (respect)
- Group collaborations
- Self-Awareness
- Work-Life Balance opportunities

2. Identify some of the challenges in this area.

- Fear of changing careers
- Staying current in technology (example: social media)
- Personal contact with people
- Staying grounded to make choices; personal reflection
- Emotional changes due to divorce, life changes, and re-entering workforce

3. What are some possibilities to consider?

- Commit to re-invent yourself; adapt to changes
- Juggle various “roles”
- Take classes/training
- Running for office
- Entrepreneurial careers
- Mentor younger women
- Opportunities for hobbies/activities to try
- Find and communicate meaning in your work

4. Who could partner with us?

(Partner with organizations that give support—motivational, inspirational, professional support)

AAUW	Business and Professional Women
ICAN	Latinas
WCA	Local colleges/universities
WFGO	Literacy councils in Nebraska
Political organizations	Employers/Corporations
League of Women Voters	

5. Is there an action (a baby step) that we can begin today?

- Teaching effective networking skills
- Extend the invitation to “present” AAUW to their workforce
- Cross-generational skill-set sharing (youth teach elders technology)
- Acquire necessary skills for the new careers
- Acquire health and financial literacy trainings

“Work/Life Balance” – Women 20s-30s
***(Policies and Practices, Flexible Work Schedules, Spousal Partnerships,
Personal Belief Systems, Always Connected to Technology)***

1. What is going well in this area?

- More companies are recognizing need and have more flexible policies
- Cultural acceptance of gender roles
- Technology allows flexible boundaries, accessible
- More telecommuting
- Eagerness to learn; hands-on

2. Identify some of the challenges in this area.

- Priority is on play and family, entitlement
- Lots of guilt about time w/kids, job, family, community
- Childcare accessibility
- Paid sick time is limited
- Job hopping; not much company loyalty; loss of resources for company
 - Employees don't build up 401K, retirement
 - Companies have to offer incentives to stay
- Expectation of speedy communication; interruptions slow productivity

3. What are some possibilities to consider?

- Education on generations at work
- Encourage companies to have flexible workplace policies
- Explore telecommuting and more flexible work schedules
- Restructure community involvement (more attractive and accessible)
 - Example: Child care

4. Who could partner with us? Why?

- Girl Scouts; speaker, childcare, inputs, cookies
- Young professional groups
- Hobby groups

5. Is there an action (a baby step) that we can begin today?

- Life coaching, professional coaching
- Educate industries about good policies
- Public recognition of companies that do well with workplace policies
- Build awareness of criteria; make sure that the criteria pushes the envelope

“Work/Life Balance” – Women 40s-50s
***(Policies and Practices, Flexible Work Schedules, Spousal Partnerships,
Personal Belief Systems, Always Connected to Technology)***

- 1. What is going well in this area?**
 - Always connected to technology allows more flexibility in jobs
 - Corporations are implementing more flexible hours
- 2. Identify some of the challenges in this area?**
 - Women in this age category are in different stages of personal and work life
 - Some have young children, some children are grown
 - Some women stayed home and are going back into the workforce
 - Work hours expected are difficult to do if they also have family obligations
- 3. What are some possibilities to consider?**
 - Retraining for re-entry into job market
 - Mentoring women to advance, or re-enter
 - Build your reputation—skill level, dependability--get work done well
- 4. Who could partner with us? Why?**
 - AAUW
 - Spouses
 - BPW
 - Former employers
 - Corporate HR personnel (to network and prevent discrimination)
- 5. Is there an action (a baby step) that we can begin today?**
 - Encourage women to set parameters on work hours and develop relationships

“Professional Relationships” – Women 20s-30s
(Networking, Mentors, Sponsors, Role Models, Win-Win Relationships)

1. What is going well in this area?

- Social media—tools that kids have—connected
- Local independent young women’s network
- Omaha Girls Rock – support system

2. Identify some of the challenges in this area?

- Difficult to find role models
- Personal interaction skills
 - Young vs. Old
 - Message/the Communication
- How to build one stop shop
 - Different levels of education, age, knowledge

3. What are some possibilities to consider?

- How to network – get the word out
 - You Tube, Facebook, Twitter, etc.
- Volunteer
- The message provided at different platforms

4. Who could partner with us? Why?

- The world
 - Trusted organizations
 - Trusted agents
- Why?
 - Because information is now delivered globally

5. Is there an action (a baby step) that we can begin today?

- Create a product with a message

“Professional Relationships”—Women 40s-50s
(Networking, Mentors, Sponsors, Role Models, Win-Win Relationships)

- 1. What is going well in this area?**
 - Technology – taking off – opportunities available – more time needed
 - Younger are requesting – chosen fields
 - Political women – offering views – positive
- 2. Identify some of the challenges in this area?**
 - Time – effort – indifference – self-serving resources
 - Lack of female role models – age differences
 - Finding the appropriate trusting partner
- 3. What are some possibilities to consider?**
 - Connect with other organizations/women
 - Key females, non-traditional career fields
 - Describe stories of winning
- 4. Who could partner with us? Why?**
 - ICAN
 - Women Senators
 - Educational institutions
 - Find the “right” fit
 - Health Care
- 5. Is there an action (a baby step) that we can begin today?**
 - Attending UNL Women’s Leadership Conference
 - Get together for special events and speakers