

Women Moving Forward© Graduates Newsletter

October 2006

Push Factors / Pull Factors Feedback

We want to thank those of you who sent us such wonderful comments on our Push Factors – Pull Factors article in the September WMF© Graduates Newsletter.

Many of you shared your personal experiences with us. You all had one thing in common; finally you had the words to express what has been going on for you and other women you know and now that you have the words you can discuss it as a legitimate issue.

Here are the comments of one of our own WMF® graduates that I think summarizes so much of the feedback we got:

“Hello Susan

I just wanted to say “Thank You”. For a long time I thought I was alone when it came to feeling the push/pull factors. In my last job I felt almost all of these factors.

I felt under utilized, constant demand, negative environment, no compensation added responsibility, family guilt, internal guilt and was the first person in my family to have a career. I was forced to move to a new position and the balancing act did not feel good anymore. I did not love my new job enough to overcome the push/pull factors. It wasn't worth it anymore. I'm sad that it came to that point. I tried to explain this to people before, and they have looked at me like I'm crazy. It's amazing how much better I feel not to be alone.”

When Push – Pull Factors Converge; The Real Issue. To continue the discussion from last month's article on Push-Pull Factors, I wanted to be clear that it is never one issue or another that has women decide to leave, it is always a convergence of push and pull issues coming together that makes us throw up our hands and say “No Mas”.

I think the feedback from graduates' points this out so very clearly. In fact, it is a certain percentage of push factors plus a certain percentage of pull factors that causes this choice. For example;

Marion (a fictional woman working at a high level management position in a Fortune 500 company) has a sick child and therefore no quality child care (pull factor) AND she has not received any feedback on the quality of her work from her boss for over 9 months (push factor). The combination of these push/pull factors might make her decide to leave.

The convergence of the percentages from both Push & Pull Factors is what tips the balance for women. It is not the sick child, no child care and the lack of managerial feedback, it is those particular issues converging on that particular woman. This is an important concept for

management to understand. It's never one or the other issue or even the combination of same – it is the convergence of things on the woman that makes her throw up her hands.

It would be helpful for all woman to know what their tipping point is. Look at what push factors and what pull factors converging would make you want to leave. It's always good to be prepared.

Let us know what you think - email your responses to us at svvconsult@aol.com.

Paired Donation Network

One of our graduates, Deb Rovner, formerly of P&G, now from the Partnering Group requested we look at the Paired Donation Network website: <http://www.paireddonationnetwork.org>

Deb's husband will have a kidney transplant soon and she is helping the Network get a national list up and running.

Thanks Deb for bringing this to our attention.

Women Moving Forward® January 17-19 and June 5-7, 2007

These workshops have some enrollment available. Let us know if you plan to refer someone or you plan to observe or review.

Women's Leadership Retreat May 8-10, 2007

We are at 11 out of 12 spaces filled. If you want the last space contact Susan as soon as possible.

Leading Projects Through Relationship, Commitment and Purpose

This new and successful course is being offered in Colorado, January 8-12 for those that have not taken Productive Relationships and January 10-12 if you have. We recommend you register early if you want a space.

Men, Relationships and Work April 17-19, 2007

For those of you looking for the male version of WMF®, this is it!
It has a successful track record in the U.S. and South America.

If you have men to refer, please do so ASAP as it tends to fill up quickly and it is the only one scheduled for 2007. We want to make sure WMF® grads have the first option to place men in the course.

NOTE: If you don't see a course listed on the Public Workshop Schedule you want or can attend, let us know. We can add to our schedule. To bring any of our courses to your company give us a call. We'd love to talk with you about it.