

## A Dual Career Marriage (Relationship) Issue

The conventional wisdom when it comes to Dual Career Marriages (relationships) is you must prioritize careers between the two spouses. That is you need to decide whose career comes first. The problem with this scenario is someone loses and someone wins.

In fact we don't believe you have to prioritize at all. We believe you need to seek creative solutions by using possibility thinking when faced with an either/or situation.

For example, if moving to another state in the U.S. or another country is the next promotion level for you and your spouse/partner needs to stay where they are for their promotion, You Have A Problem. If you use the "prioritizing model", someone loses. In the "possibility model" first you stop what you're doing and have a conversation with no distractions. Second, you declare something. For example, A. You can declare that you can get the promotion and still stay where you are or B. you can declare you can move and your spouse/partner won't lose any ground in his or her career.

When you declare something like example A or B, the very nature of the conversation changes to one of creating what you want. Not a conversation of who loses what or gives up what.

I know it seems too simple to be true but it isn't. It does work – especially if you practice it a lot. This kind of conversation, I warn you, (there are at least 5 more steps) forces you to also say exactly what you want and what you need from your spouse, family and company. Suddenly the relationship decides what it needs to grow, change and be healthy. Of course then the work begins – once you create something for you, you must then interact with your company in a way that produces what you want.

Now a note to management: If you care about your employees, don't ask them which career is the priority. Rather ask "what can we do to facilitate you or support you in the next assignment or promotion or move?"

If you make them choose or prioritize you close off the possibilities – If you ask what you can do to support them – you're opening a conversation that in the long run supports you, the company and them.

Now I warn you that also means you may need to also be creative in meeting their conditions of satisfaction. But isn't that better and in the long run more successful for the company and business? I strongly suggest it is. And you won't lose a trusted, respected employee.

If you want to learn more about this kind of conversation, there are several options:

1. Our Dual Career Marriage course  
-If you get 10 couples together, we will come to you, of course there is a cost for the workshop and our expenses.
2. Managing Corporate Change  
-The skills of requesting and possibility thinking are taught in the 2 ½ day course and it is scheduled in Colorado Oct. 5-7. We can also bring this course to as well.

Call us for more information, and remember if you are in a Dual Career Marriage, creativity and community are your best allies.

## **2005-2006 Courses**

### **Women Moving Forward©**

October 27-29, 2005

February 28 – March 2, 2006

June 6-8, 2006

ALL ARE IN LONE TREE, COLORADO

All of our public Women Moving Forward© workshops have available space. If you want to refer someone contact our office. If you need a refresher we recommend you #1-Observe a Women Moving Forward© workshop from the back of the room and go through the process for yourself (cost to observe is \$250) or #2-Review the workshop, go through it all over again – as part of the group (cost: 50% of current cost of the workshop).

### **P & G Women Moving Forward© in Latin America September 27-29,2005**

Those of you who work for P & G have additional opportunities. We will return to Caracas, Venezuela to do our third WMF workshop there, Sept. 27-29, 2005 at the Caracas Marriott Hotel.

If you are a current employee of P & G you can observe this workshop for no fee (there is no room for reviewers). We would need to know when you plan to be there so we can make sure there is space. Preference will be given to P & G Latin American graduates. Also on Thursday of that week, Sept. 29<sup>th</sup>, we will use the last 2 hours of the WMF workshop to bring together as many P & G WMF graduates as possible in Caracas (from 3:00 – 5:00 p.m.). Again, let us know if you plan to be there.

On Monday, September 26<sup>th</sup> there is a follow-up day for P & G WMF graduates. If you would like to join the P & G Latin American Women Moving Forward graduates the hours are 9:30 a.m. – 4:30 p.m. at the Caracas Marriott Hotel.

All of these P & G meetings are for P & G WMF graduates only and you must RSVP with us and we must have available space.

Last year we had a wonderful, in depth conversation with over 10 women and we plan a similar experience in 2006.

To find out if you qualify for this experience call Susan at our office. Do not email her– you must speak with her directly. It is an opportunity to be with women committed to their lives and the lives of others.

NOTE: If you want to discuss bringing a Women Moving Forward© into your company, give Susan a call. There are limited dates available in 2006 for "In House Women Moving Forward's©".

Please check our enclosed Public Workshop Schedule for opportunities to continue your process of moving forward.

## PUBLIC WORKSHOP SCHEDULE

### 2005 Courses

ADVANCED MEN'S COURSE	September 13-15	Beaver Creek, CO	\$4,200
MANAGING CORPORATE CHANGE	October 5-7	Lonetree, CO	\$3,000
WOMEN MOVING FORWARD	October 18-20	Lonetree, CO	\$3,000
ACHIEVING COMMITMENT	November 8-10	Lonetree, CO	\$3,000
PRODUCTIVE RELATIONSHIPS	Nov. 29, 30-Dec. 1	Lonetree, CO	\$3,000

### 2006 Courses

TRAINING FOR CHANGE AGENTS & CHANGE AGENT TRAINERS	January 10-13	Lonetree, CO	\$4,500
WOMEN MOVING FORWARD	Feb 28 – Mar 2	Lonetree, CO	\$3,000
PRODUCTIVE RELATIONSHIPS	March 7-9	Lonetree, CO	\$3,000
WOMEN'S LEADERSHIP RETREAT	May 8-10	Edwards, CO	\$4,200
WOMEN MOVING FORWARD	June 6-8	Lonetree, CO	\$3,000

*To register for any course, retreat, or conference, contact our office. We also accept MasterCard & Visa.  
There is a \$500 discount when two or more people attend the same  
\$3,000+ workshop from The same company and location.*

**You must register together and attend together**  
***All prices are subject to change. No refunds are given.***