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# Unfinished Business: Women Men Work Family

"Anne-Marie Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home." —ARIANNA HUFFINGTON

## Unfinished Business



Anne-Marie  
Slaughter

INCLUDES A NEW AFTERWORD BY THE AUTHOR

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### Description :

Prsentation de l'diteurIncludes a new afterword by the author Slaughters gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home.Arianna Huffington NAMED ONE OF THE BEST BOOKS OF THE YEAR BYTHE WASHINGTON POST,NPR, ANDTHE ECONOMISTWhen Anne-Marie Slaughter accepted her dream job as the first female director of policy planning at the U.S. State Department in 2009, she was confident she could juggle the demands of her position in Washington, D.C.,

with the responsibilities of her family life in suburban New Jersey. Her husband and two young sons encouraged her to pursue the job; she had a tremendously supportive boss, Secretary of State Hillary Clinton; and she had been moving up on a high-profile career track since law school. But then life intervened. Parenting needs caused her to make a decision to leave the State Department and return to an academic career that gave her more time for her family. The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with. Her subsequent article for *The Atlantic*, *Why Women Still Cant Have It All*, created a firestorm, sparked intense national debate, and became one of the most-read pieces in the magazines history. Since that time, Anne-Marie Slaughter has pushed forward, breaking free of her long-standing assumptions about work, life, and family. Though many solutions have been proposed for how women can continue to break the glass ceiling or rise above the motherhood penalty, women at the top and the bottom of the income scale are further and further apart.

Now, in her refreshing and forthright voice, Anne-Marie Slaughter returns with her vision for what true equality between men and women really means, and how we can get there. She uncovers the missing piece of the puzzle, presenting a new focus that can reunite the womens movement and provide a common banner under which both men and women can advance and thrive. With moving personal stories, individual action plans, and a broad outline for change, Anne-Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men, work and family. Praise for *Unfinished Business* Another clarion call from Slaughter . . . Her case for revaluing and better compensating caregiving is compelling. . . .

[Slaughter] makes it a point in her book to speak beyond the elite. Jill Abramson, *The Washington Post* Slaughters important contribution is to use her considerable platform to call for cultural change, itself profoundly necessary. . . . It should go right into the hands of (still mostly male) decision-makers. Los Angeles Times Compelling and lively . . . The mother of a manifesto for working women. Financial Times A

meaningful correction to Sheryl Sandbergs *Lean In* . . . For Slaughter, it is organizations not women that need to change. Slate Im confident that you will be left with Anne-Maries hope and optimism that we can change

our points of view and policies so that both men and women can fully participate in their families and use their full talents on the job. Hillary Rodham Clinton An eye-opening call to action from someone who rethought the whole notion of having it all. People From the Trade Paperback edition. Extrait Less Can Be More During the 2014 Super Bowl, Cadillac ran an ad that was meant to be a celebration of American workaholicism. It showed a clean-cut fifty-something white man with blazing blue eyes walking and talking his way through his mansion while extolling the virtues of the American work ethic. Other countries, they work, they stroll home, they stop by the caf, they take August off. Off. Why arent you like that? Why arent we like that? Because were crazy, driven, hardworking believers, says the guy, who looks like a cartoon

version of a one-percenter, to the camera. The moral of the ad: If you just work hard enough, avoiding vacation and creating your own luck, anything, including the ownership of a \$75,000 car, is possible. The ad drove me crazy. The man was so smug and so completely out of touch with what I consider to be the real values that Americans have traditionally proclaimed and tried to pass down to their children. Yes, Europeans and others often criticize American culture for being materialistic, but when Thomas Jefferson described

humankinds unalienable rights in the Declaration of Independence, he took English Enlightenment philosopher John Lockes life, liberty, and estate and substituted life, liberty, and the pursuit of happiness.

And as the behavioral psychologists tell us, happiness is more likely to be found in the pleasures of human connection and experience a good meal, a play or movie or sporting event, a bouquet of flowers or a bottle of champagne than it is in an endless catalogue of possessions. I wasnt alone in my reaction. One reporter

wrote, You know what really needs attention? What working like crazy and taking no time off really gets us[?] It gets Americans to the grave earlier, its made us more anxious than people in other developed countries, and its created a group of people more disengaged from their jobs than in countries with more leisure time. In the end, it was New Yorker writer Jeffrey Toobin who made the most damning argument against the commercial. As we were talking about it, he pointed out that Cadillac was disparaging the vacation-loving

Europeans in an effort to sell luxury cars to a wealthy U.S. audience who prefer German BMWs and Mercedes. Last I checked, German workers get a mandated minimum twenty days of vacation every year. Its that simple. German workers work at least two weeks a year less than American workers do and yet produce better cars. Perhaps that is because German managers still subscribe to the empirical findings that led Henry Ford to establish an eight-hour workday in 1914. When Ford looked at in-house research, he realized that manual laborers were finished after eight hours of work a day. After he cut hours, errors went down, and productivity, employee satisfaction, and company profits went up. We actually have a growing body of

data in support of the proposition that working less means working better. According to much more recent research, people who work principally with their brains rather than their hands have an even shorter amount of real daily productivity than manual laborers. Microsoft employees, for instance, reported that they put in only twenty-eight productive hours in a forty-five-hour workweek a little less than six hours a day. Futurist Sara Robinson found the same thing: knowledge workers have fewer than eight hours a day of hard mental labor in them before they start making mistakes. This relationship between working better and working less holds particularly true in any job requiring creativity, the well-spring of innovation. Experts on creativity emphasize the value of nonlinear thinking and cultivated randomness, from long walks to looking at your environment in ways you never have before. Making time for play, as well as designated downtime, has also been found to boost creativity. Experts suggest we should change the rhythm of our workdays to include periods in which we are simply letting our minds run wherever they want to go. Without play, we might never be able to make the unexpected connections that are the essence of insight.

Revue de presse  
An eye-opening call to action from someone who rethought the whole notion of having it all, *Unfinished Business* could change how many of us approach our most important business: living. People  
Another clarion call from [Anne-Marie] Slaughter . . . Her case for revaluing and better compensating caregiving is compelling. . . Slaughter skillfully exposes half-truths in the workplace [and] makes it a point in her book to speak beyond the elite. Jill Abramson, *The Washington Post* Slaughter argues that the current punishing route to professional success simply to survival is stalling gender progress. . . . [Her] important contribution is to use her considerable platform to call for cultural change, itself profoundly necessary. The book's audience, then, shouldn't just be worried womankind. It should go right into the hands of (still mostly male) decision-makers. *Los Angeles Times* Slaughter should be applauded for devising a new vocabulary to identify a broad, misclassified social phenomenon. And she is razor-sharp on outlining the cultural shifts necessary to give caregiving its due. . . . By putting these issues on the agenda, Slaughter has already taken an essential first step. *The Economist* A meaningful correction to Sheryl Sandberg's *Lean In* . . . For Slaughter, it is organizations, not women, that need to change. *Slate* The mother of a manifesto for working women . . . Anecdotes from [Slaughter's] own life and others are deftly interwoven with research, making *Unfinished Business* a compelling and lively read. *Financial Times* Anne-Marie Slaughter insists that we ask ourselves hard questions. After reading *Unfinished Business*, I'm confident that you will be left with Anne-Marie's hope and optimism that we can change our points of view and policies so that both men and women can fully participate in their families and use their full talents on the job. Hillary Rodham Clinton Anne-Marie Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home. Arianna Huffington With breathtaking honesty Anne-Marie Slaughter tackles the challenges of often conflicted working mothers and working fathers and shows how we can craft the lives we want for our families. Her book will spark a national conversation about what we need to do to live saner, more satisfying lives. Katie Couric *Unfinished Business* is an important read for women and men alike. Slaughter shows us that when people share equally the responsibility of caring for others, they are healthier, economies prosper, and both women and men are freer to lead the lives they want. Melinda Gates Important. Revolutionary. *Unfinished Business* insists we recognize a simple truth: Human life requires space for caring for others during childhood, illness, infirmity, and everything in between. And societies that consider caring as simply a women's issue are fundamentally broken and unhappy. Anne-Marie Slaughter has written the instruction manual for our next cultural transformation. Atul Gawande Anne-Marie Slaughter has given us a blueprint for the future in which women truly have freedom to choose. They can be leaders at the workplace, and they can be leaders at home, at any point in their lives. *Unfinished Business* paves the way for women and men to be equal partners in America's cultural and economic success by accessing 100 percent of our brainpower and creativity. Kay Bailey Hutchison *Unfinished Business* sets out a powerful vision not only for gender equality, but for the future of work. Anne-Marie Slaughter presents an important approach to tapping into the talent pool of gifted, educated women who have taken time out for their kids and we need to pay attention. Eric

Schmidt