

# Supporting EY Families

Maryella Gockel  
EY Americas Flexibility Leader

February 2015



Building a better  
working world

# Disclaimer

---

- ▶ The views expressed by presenter are not necessarily those of the EY organization.
- ▶ These slides are for educational purposes only and are not intended to be relied upon as accounting, tax, or other professional advice. Please refer to your advisors for specific advice.

# Maryella Gockel

## EY Americas Flexibility Leader

---



- ▶ Americas Talent Team
- ▶ Inclusiveness Center of Excellence

Maryella is focused on embedding a sustainable, inclusive and flexible culture throughout the organization to support all EY professionals, wherever they come from and whatever their characteristics.

- ▶ Two children – James, 27, and Alexandra, 24.

# EY member firms today

---

<b>Revenues*</b>	US\$27.4b (June 2014)
<b>People</b>	188,292
<b>Locations</b>	150+ countries, 725+ offices
<b>Service Lines</b>	Assurance, Advisory, TAS, Tax and CBS

*\* Represents last available financial information*

# EY as a leading organization



**EY's Global CEO speaks  
at the White House  
Summit for Working  
Families, June 2014**

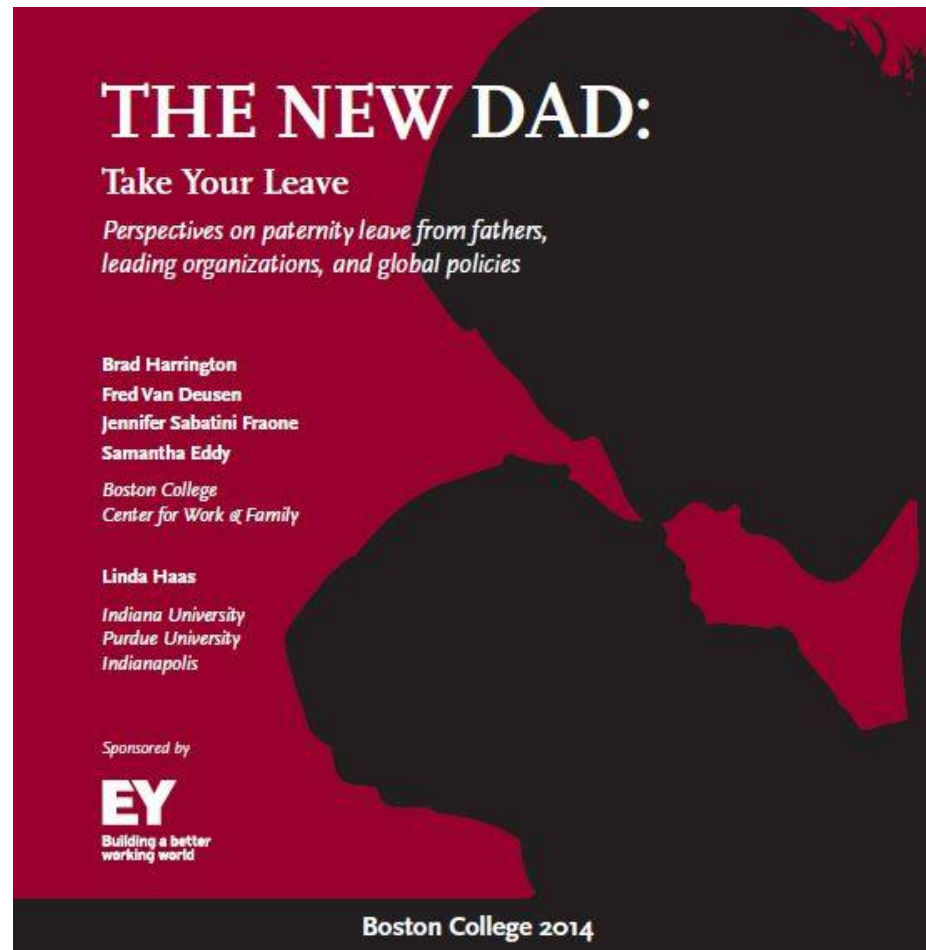
**EY Americas Flexibility  
Leader testifies on paid  
parental leave, July 2014**



# The New Dad: Take Your Leave

## 2014 survey

---



## Findings from *The New Dad* (from a presentation made by Brad Harrington BCCWF)

---

- ✓ Few fathers reduce hours to adjust to family demands
- ✓ Men utilize flexibility much more in an informal manner
- ✓ 3/4 of dads want more time with kids, but 76% want more responsibility and 3 in 5 seek role in senior management
- ✓ 2/3 of fathers say caregiving “should” be divided 50/50 with spouse, but only 30% actually say this is the case
- ✓ While fathers have tripled child care and housework in last 40 years, they still do 1/2 what women do
- ✓ When you combine paid and unpaid work, men & women invest the same time in supporting family

# Career and family transitions coaching

---

## Program specifics

- ▶ Focus on various stages of transition
- ▶ One-on-one coaching of high-performing men and women
- ▶ Counselors and team leaders -- “how to” guide
- ▶ “Train the trainer” for local Talent professionals
- ▶ Podcasts in design phase

## Drivers of success

- ▶ Sponsorship
- ▶ Opt-in approach
- ▶ Customized design



# Career and family transitions coaching

---

## Then:

- ▶ Pilot launched in December, 2012, with 50 participants at the senior to senior manager ranks who are expanding their families while continuing to develop careers at EY
  - ▶ Actual participant number grew to 85
  - ▶ 1 full-time (FTE) coach

## Now:

- ▶ More than 500+ participants – men and women
- ▶ 3 full-time (FTE) coaches
- ▶ Participants from US, Mexico and Canada
- ▶ Includes senior leaders –Partners, Principals, Executive Directors and Directors
- ▶ Media coverage
- ▶ External recognition

# How do coaches help their coachees find their “new normal”?

---

- ▶ **Mindset** – I can vs. I can't
- ▶ **Commitment** – defined and approached differently
- ▶ **Prioritization** – finding ways to focus on career and family
- ▶ **Needs** – articulating and effectively communicating and negotiating needs
- ▶ **Negotiating at work** – How much can I do?  
When can I compromise or say no?
- ▶ **Negotiating at home** – Who can pick up some of the slack at home? What can I “outsource”? What can I let go?
- ▶ **Collaborating** – How can I help my team succeed as they help me?


# Media Placements – EY Paternity Leave

## ► The New York Times

**FAMILY MAN**

### Paternity Leave: The Rewards and the Remaining Stigma

NOV. 7, 2014




**Claire Cain Miller**  
@clairecm

Email

Share

Tweet

Five months after Todd Bedrick's daughter was born, he took some time off from his job as an accountant. The company he works for, Ernst & Young, offered paid paternity leave, and he decided to take six weeks — the maximum amount — when his wife, Sarah, went back to teaching. He learned how to lull the fitful baby to sleep on his chest and then to sit very still for an hour to avoid waking her. He developed an elaborate system for freezing and thawing his wife's pumped breast milk. And each day at lunchtime, he drove his daughter to the elementary school where Sarah teaches so she could nurse. When she came home at the end of the day, he handed over the baby and collapsed on the couch.



"The best part was just forming the bond with her," said Mr. Bedrick, who lives in Portland, Ore., and went back to work in June. "Had I not had that time with her, I don't think I'd feel as close to her as I do today."

## ► FORTUNE

### New dads confront uphill battle for paternity leave

A whopping 99% of men Harrington surveyed felt that companies should offer paid leave to new dads, says Karyn Twaronite, a partner at Ernst & Young, which sponsored the research. Nearly all Ernst & Young employees eligible for paid leave have taken it, and the firm considers it important for retention, productivity, and engagement.

## ► Wall Street Journal

**THEORY**

### Why Dads Don't Take Paternity Leave

More Companies Offer New Fathers Paid Time Off, but Many Fear Losing Face Back at the Office

By **LAUREN WEBER**  
June 12, 2013 8:18 p.m. ET

Firms are catching on to paternity leave. Dads? Not so much.



Brent Daily, co-founder of Roundpegg in Boulder, Colo., took one week off after his son was born. His firm generally offers one month paid leave. MATT NAGER FOR THE WALL STREET JOURNAL

Yahoo Inc. announced in April that new fathers can take eight weeks off at full pay. Bank of America Corp. offers 12 weeks of paid leave, and Ernst & Young a few years ago bumped its leave policy from two weeks to six. Fifteen percent of U.S. firms provide some paid leave for new fathers, according to a survey from the Society for Human Resource Management to be released on Father's Day.

It sounds like progress, but in reality men are reluctant to take time off for a variety of

## ► NPR

### More Dads Want Paternity Leave. Getting It Is A Different Matter

AUGUST 13, 2014 3:46 PM ET

 JENNIFER LUDDEN

 **Listen to the Story**  
All Things Considered

6 min 11 sec

• Playlist  
• Download  
• Transcript

After nearly four weeks at home with his infant son, Kumar Chandran has the diaper thing down.

"Shhh, almost done," he says, hunching over Kai on the living room floor of their Washington, D.C., townhouse, while his wife, Eleanor Starmer, tries to placate the fussy baby.

Chandran says there was no question he wanted to be home at this time. The nearest he made for office four



Kumar Chandran and Eleanor Starmer with their son.

SHARE

 Comment

# 16 Years on the FORTUNE 100 Best Companies to Work For® list and ...



#### About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. For more information about our organization, please visit [ey.com](http://ey.com).

© 2015 EYGM Limited. All rights reserved.