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HeForShe / She for He



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Before digging into the topic of this post, I want to give you a bit of background on my personal situation and so where I am coming from. I am married for 5 years, my wife is a talented HR professional that built at just 40 an already impressive career. We have 1 child and we expect a second one before the year of the monkey. We both are ambitious and have our own individual career goals. We believe this dual approach makes us better professional and is vital for the balance of our couple. We both believe that we can accomplish this while maintaining a good and healthy environment to raise our children. We are in fact like many modern couples of this world. I believe that our society and any business would be better off (financially, well being) if they were enforcing gender equality.

He for She

It is with great pleasure that I have seen the HeForShe movement taking momentum in the last months. This movement raises awareness on the women conditions, the need to ensure fairness between gender, and the role that male managers can play in making the long waited change happen. In many sectors of our society decision power relies still mainly in males' hands. As such the HEs of our world needs to gain ownership of the issue in order to take action to provide equal treatment to their female colleagues. But in order for the SHEs to grab the opportunities that will arise from this initiative, the He for She concept needs to be applied as much as home than at work. That means the HE needs also to think how he can take a share part of the households duties in order to free time for his spouse and so help her to raise to the challenges put in front of her by her managers. If not then in order to succeed women will have to let go the ambition to have both an accomplished professional life and a healthy family. Only by embracing fully the concept of the He for She at home AND at work, the HEs can lead a sustainable change. This is the values I drive at work and at home. I tried in the past in all my functions to attract and give opportunities to the talented women I came across. I also respect the family time of both my male and female colleagues in order to ensure a proper work-life balance. At home too on

two occurrences, I synchronized my career steps with my wife's career opportunities / choices. I assume a fair share of the household work.

She for He

This is the second stage of the rocket and we will not reach the moon without it. Progress should not let us go from one extreme to another. I don't believe the desired outcome of the HeForShe initiative is to promote the househusband concept. I believe we aim at a higher goal. We want a world where women and men are given the same chances and opportunities, a world where they get rewarded in the same way, a world where they are both free to choose the intensity they want to give to their career.

Some countries are way ahead of others and already successful. During my stay in Sweden and Denmark, I witnessed an entire society working toward gender equality. These societies apply this rule in all the aspects of life. I had to pay 30 to 40euro for a hair cut because there should be no discrimination between male and female in the price of a service, my male colleague took time off from his work for months to share the parental leave with his spouse (50%/50%). These countries have achieved a high level of women participation at all levels of the society (education, politics, and business). My wife has been a great supporter of my career. First she is a great coach. She also always responded positively when I asked for her support during intensive business periods in order for me to focus 100% on my work. Both of us having a career allows from time to time one of us to take some time off in order to reflect and rethink life's priorities. Currently my wife grants me this chance, her professional situation gives me the unique opportunity to take some time with myself to work on personal projects and by doing so preparing a major step in my career. She also assumes a fair share of the household work.

HeForShe / She for He

Due to the legacy of our societies, the HEs must take ownership and actions to make gender equality a reality in all aspects of their life. There will still be by choice housewives, there will be more and more by choice househusbands, but there will be mainly more and more couples able to live a fulfilling life with two careers and healthy family life.

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Thank you to all the people who commented this post on Facebook and or LinkedIn. We reach more than 500 views. It is a great way to raise awareness on this topic. I am happily surprised because I know this post is only a limited view of a more complex story, also know that this post can make some people uncomfortable as they ...more

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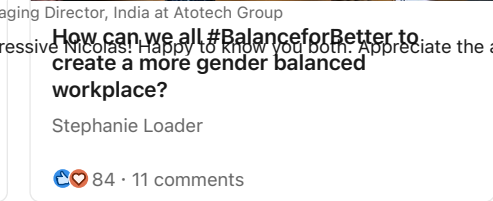
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