

# Women in the Workforce ... *V'taas B'chefetz Kapelah* Work Tools for Home Works

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For those of us “working women” happily ignoring the last article about juggling work and kids’ vacations – because we are vacationing together with our families – *ashreichem!* Enjoying family time is a special pleasure when you are out and about the whole year.

Togetherness and a slower pace flavored with new experiences, accented by different activities and scented with sun and fun is *me'in Olam Haba*, especially when work consumes much of our focus/time/energy the rest of the year.

Often there is a sharp contrast between the hustle of rushed weekday mornings and the leisurely pace of summer, with everyone waking at different times, a daylong meal “happening” in the kitchen, some people raring to go by 7:30 a.m. and frustrated or bouncing off the walls by 10 o'clock, when the later risers are just cracking a squint.

A while back we discussed the Gantt chart and job description sheets as great workplace tools that can be “employed” for better results at home. Thank you for the feedback and for sharing your ideas as well. Here are two popular business tools that will take the angst out of trying to get everyone’s plans, schedules, tastes and preferences aligned before the day slips

away with no one satisfied and ensure that mommy isn’t shouldering all the upkeep tasks alone while everyone else is “out to lunch.”

## The ‘Stand Up’ Meeting:

Companies and organizations use different types of meetings to discuss ideas, raise issues, find solutions and plan programs. Ranging from weeklong policy and strategy pow-wows to hour-long weekly review meetings, each meeting has (or should have!) a distinct set of goals, format and time line. “Stand Up” meetings are becoming popular as a concise and effective way to make sure everyone is aligned every day. Usually limited to 5-15 minutes and occurring daily, these meetings give all team members a chance to quickly let their colleagues know if there was a change, problem or update in their respective responsibilities or schedules for the upcoming day and allow them to deal with those immediately so that everyone is primed and prepped to get the most done.

While you will want to schedule a significant block of time at the beginning of the summer to plan the outline of your summer schedule: who is doing what when, commitments and trips, ensuring that your family has a morning or evening “Stand Up” meeting every day will enable

you to “shift and pivot” in real time as smoothly as possible day by day.

## Individual Roles and Ownership

Good leadership skills allow organizations to spread big jobs over many teams and people, sometimes across continents and countries, while at the same time ensuring that the bits and pieces don’t get neglected in the rush to be part of the “big picture.” Any good manager knows that without clear roles and individual responsibility for tasks, many seemingly small tasks quickly get dropped, creating a dangerous void that is often only discovered or addressed when the damage is great. The trick is to create the systems that will ensure the smooth function of routine procedures that keep the rest of the organization in top form.

Housekeeping, food preparation and routine household chores are similar. It is tempting to procrastinate, hope someone else will take care of your assigned job or that you can “fudge it.” The fallout, however, exacts an unpleasant price, either one overworked person trying to juggle it all or a gaping and frustrating void when you want to do something fun. For example if no one hung the bathing suits to dry, the next swimming trip will have to be delayed or canceled when rushing out only to discover smelly, moldy swimming

gear in a damp bag in the laundry room.

Take the time to draw up clear roles and responsibilities for each member of the family, and stress each person’s ownership of their jobs and the personal and collective consequences of a delinquent job.

The relaxed pace of summer make it a wonderful time to enlist your family and implement new processes and concepts that will reap benefits the whole year through.

Whether you implement these tools at home or at work – or both! – I hope your summer is relaxing and rejuvenating in every way.



Temech is a nonprofit organization that promotes employment, entrepreneurship and professional development for women in Israel. Shaindy Babad is the CEO of Temech. Shaindy joined Temech in 2008 after working in hi-tech and as a serial social entrepreneur.

We want to hear from you! **This discourse is for and about you, me, all of us.** Please send your comments, thoughts to hamodia@temech.org

## A Dangerous Spark

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**For the past month or so, things have been quiet in the Sinai Peninsula. Should we take that to mean that Egypt is succeeding in neutralizing Islamic State forces in the region?**

No, not at all. Figures compiled by Israel show that IS is launching on average an attack every other day, primarily against Egyptian military offices and police outposts throughout the Sinai.

They arrive in shiny new four-by-four vehicles, well-armed and dressed in uniforms. You can see continued improvement in their execution of military missions.

**So we’re not just talking about hooded men with swords committing atrocities?**

Hardly. This is a well-trained, well-armed force. When the IDF analyzed the devastating IS attacks on the Egyptian army about a month ago, in which 60 police officers and soldiers were killed, it concluded that it is an armed force with serious capabilities. The attacks were planned by top-flight military people.

Some 300 terrorists working in tandem struck at close to 20 targets in an area spread out over 15.5 miles (25 km). They had intelligence on every military installation and police post in the attack area and didn’t miss a single one. They used advanced weapons, including antitank and anti-aircraft missiles. The attack was conducted with precision and coordination, with one force not getting in the line of fire of another. They likely used advanced communications systems, and scouted out the area ahead of time to gather intelligence. Their attack caught even the well-trained Egyptians by surprise.

Some of the attackers intended to die. They wore explosives belts and charged Egyptian posts; in other clashes, they used remote-control devices to detonate explosives-rigged vehicles they had positioned at the entrance to the bases and command posts.

The duration of the attacks and the massive use of explosives indicates that IS has large, well-stocked storehouses in the Sinai. It also has food and other basic supplies, as well as training grounds in the area that Egyptian intelligence hasn’t managed to identify.

In recent weeks, IS forces have been seen using the Russian-made Kornet antitank, considered the most deadly among all the armies of the Middle East.

The Egyptian army is very concerned. It understands that what began as a small-time operation is snowballing into a major IS threat that could, when it chooses, decide to turn on the government in Cairo.

**How does IS in Sinai compare with the group’s forces in other areas?**

The impression in Israel is that the Egyptian IS unit is the most effective of all the terror group’s satellites in the Middle East and Northern Africa.

**How is IS obtaining such heavy, accurate weapons in the middle of the Sinai?**

One likely explanation is that the weapons are reaching them via Hamas in Gaza. There are rumors that Hamas’ No. 1 arms expert in Gaza travels once or twice a week via underground tunnels into the Sinai and trains IS men.

It’s possible that he does this in order to keep IS from acting against Hamas, but from the IDF’s point of view we’re talking about cooperation between Israel’s two main enemies.



A somber-looking Prime Minister Binyamin Netanyahu (L) at the hospital called PA Chairman Mahmoud Abbas (R) right after the attack. They agreed to cooperate in fighting terrorism.

Flash90

**Israel shares a long border with the Sinai. Doesn’t that make it vulnerable to Islamic State, especially when you describe it as such a formidable fighting force?**

Undoubtedly. Just last week, the heads of the IDF Southern Command got together for a ceremony and all expressed grave concern about the situation in Sinai. Maj. Gen. Sami Turgeman made it clear that “the terror groups in the Sinai have created a new reality on Israel’s western border.”

IDF commanders worked closely with their Egyptian counterparts and put Israeli forces on high alert as soon as the coordinated attacks began last month on Egyptian forces in Sinai. This was out of

concern that what begins in Sinai can very quickly end up in Israel. After all, we’re talking about a drive of around 15 minutes from the Israeli border.

Israel is giving the Egyptians the ability to fight IS on their own, allowing them to bring weapons and forces into Sinai that the peace treaty forbids. But it’s clear that if Egypt doesn’t succeed, and IS begins taking aim at Israel, the IDF will have to take action itself.

The Egyptians are beginning to understand that with all their desire to preserve their honor, they will have no choice but to allow Israel to act on their sovereign territory against the common enemy.