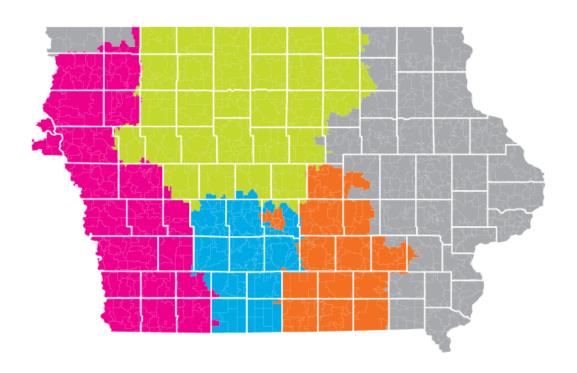
Beth Shelton
CEO
Girl Scouts of Greater Iowa

Who we are



Girl Scouts of Greater Iowa

- 67 Iowa counties, 2 South Dakota counties & 1 Nebraska county
- 50 FT employees/ 70 PT
- 4 offices
- 4 camp properties









Marty Martin @drakepresident · 1m

Thirteen year old @girlscouts Grace Peck just delivered public remarks equal to anything I have had the pleasure of enjoying in years at the Governor's Luncheon #GovLunchIA. I think Grace needs to be a @DrakeUniversity Bulldog in a few years!





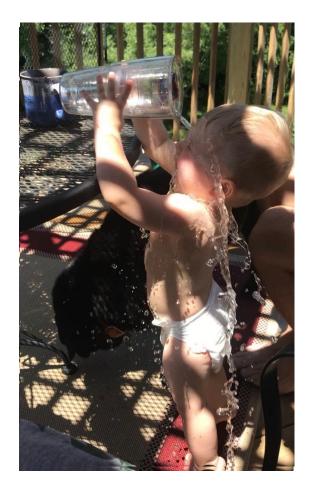








"Prepare them for the path, don't prepare the path for them."



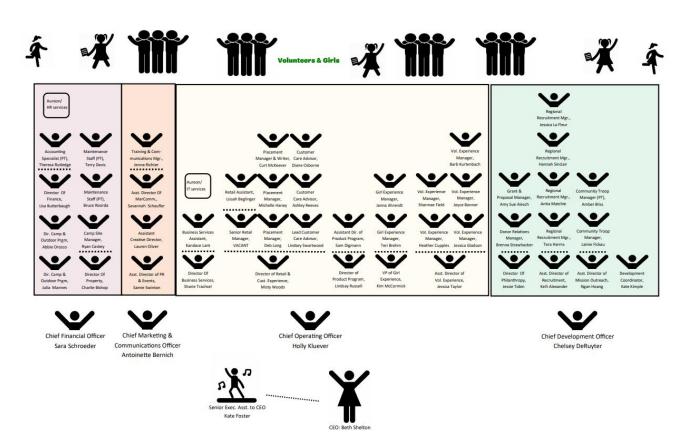




Authenticity



"When you become a manager of people it is not a transition of power, but a transition to service." —Doug Billings



Really good advice.

- 1) Find a solution to the problem. Create a plan, ask questions, innovate, bring an idea to the table that you think is better.
- 2) Get over the problem. Take a day off, go for a walk- put your frustration into perspective and decide if it's really worth your time and energy to be frustrated over this thing, if not, let it go.
- 3) Remove yourself from the problem. Whether it's a person or a place or a job- you have a choice to say "this thing isn't for me" and remove yourself.



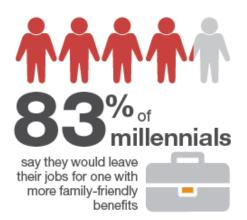




Reflection and research







IMPACT ON WORKING PARENTS

WITHOUT AFFORDABLE CHILD CARE

Parents reduce their hours or opt out of the workforce

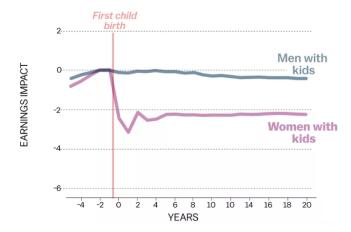


94%

of workers involuntarily working part-time due to child care problems are women. Seventy-five percent of US mothers say they've passed up work opportunities, switched jobs, or quit to care for their children.²



Women's earnings drop significantly after having a child. Men's don't.



You have one job





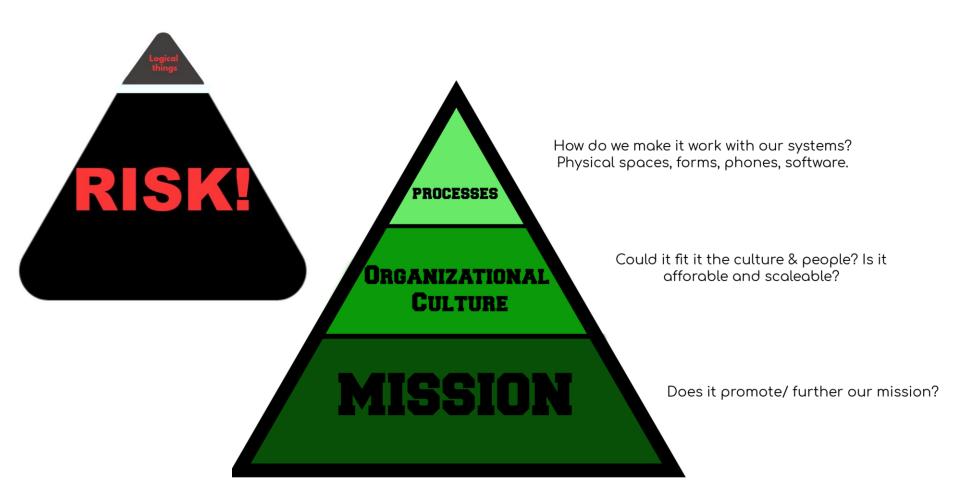






How/when do we decide to make organizational changes





Getting from "no way" to "here's the plan"



"Failure is not an option." –Gene Krantz

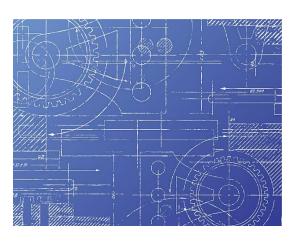


Getting from "no way" to "here's the plan"



What if we had to?
What would that plan look like?
What resources would we need?













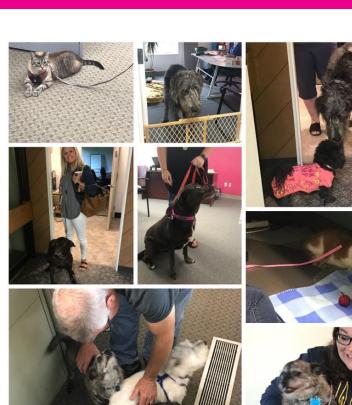


Parenthood doesn't change the skills, dedication and experiences that we so highly value in our people. We want to practice what we preach, and normalize a reality where having children and advancing your career are not mutually exclusive.









What other benefits?



Year 1: 24 days of PTO

15 paid holidays (entire week of Christmas) + 4 bonus days

Close at noon on Fridays in the summer

12 weeks paid parental leave

4 weeks paid Caregiver leave

Paid bereavement leave (including 5 days for miscarriage)

Business Implications





Business Implications



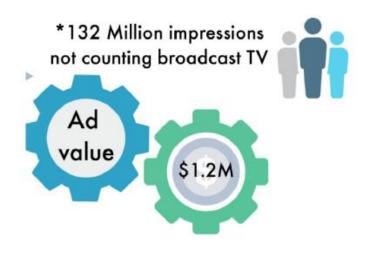
Talent acquisition and retention Brand Engagement

I am inspired to do my best for the org:

2019: 97%

2018: 87%

2017: 83%



GSGI allows me to maintain my personal priorities with my workload (work/life balance)

> 2019: 94% 2018: 87% 2017: 83%

The ripple effect is undeniable



Gallup says you can expect a 19% increase



What happened in our organization?

















MOTHERLY











The <u>National Academy of Sciences</u>: Nearly 500 members of the NAS have won Nobel Prizes.







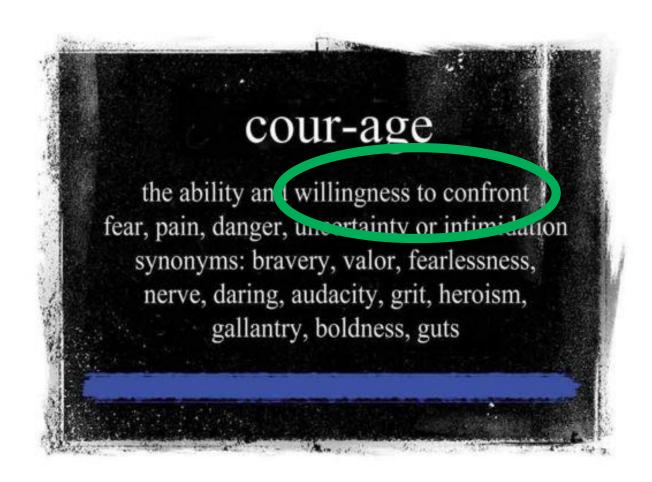












www.bethshelton.com

If you enjoyed today's presentation, let's engage on social!





