



grown woman wednesday

Power Playback Guide



Normalizing Dual Working Dad Partnerships and Allyship

featuring Jay Graves

mini lessons. maximum impact.



what's grown woman life?

The mission of the **Grown Woman Life** platform is to support the journey of mature professional women, the bold, brilliant, and badass among us in living a proud, purposeful, and unapologetically life.

I have created Grown Woman Wednesday to provoke conversation, provide entertainment and inspire. Join us on LinkedIn live every Wednesday at 1:00 PM EST.



You will:

- Meet inspiring women who personify the principles of Grown Woman Life
- Hear stories of success and encouragement
- Learn best practices of Grown Woman Power Players
- Recieve a Power Playback guide providing you with tangible, actionable takeaways

Let's Connect!





THIS WEEK'S

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player*



Jay Graves

"Breaking traditional family roles, fathers can redefine the concept of being a supportive spouse in various ways. They can actively challenge outdated gender norms and actively participate as equal partners with their spouses."



Jay is the Founder of Pathfinder Business Consultants, a firm dedicated to assisting leaders in building high-performance organizations through transformation and inclusive leadership. In addition to his role at Pathfinder, Jay is a partner and board member for various entrepreneurial ventures and small businesses.



Prior to establishing Pathfinder, Jay held the position of Vice President of Sales for the US Roche Diabetes Care Division. In this capacity, he led all field sales and sales operations functions. His expertise in driving organizational excellence through inclusive leadership and diversity has garnered recognition in reputable publications through featured articles and interviews.



Jay embarked on his professional journey in 1998 as an Intelligence Officer in the United States Army where he held numerous leadership positions and undertook global deployments, including assignments in South America, Central America, The Caribbean, South Korea, The United Kingdom, Jordan, and Iraq.



Jay has a Bachelor of Arts degree in Political Science and Military Science and a MBA.

Support Jay by:

01



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Follow [The Diversity Breakthrough](#) podcast.

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[Connect with Jay](#) regarding Pathfinder's services.



THIS WEEK'S

*power
play*

YOUR POWER PLAY

Create your personalized Power Play by synergizing insights from the podcast, our Grown Woman Life principle and quote of the week. Use our session prompts and develop your unique strategy.

LEARN



LISTEN

Listen to our [Grown Woman Wednesday LinkedIn Live Session](#)

LEARN

Consider the quote, the power player's insight and the Grown Woman Life Principle

LISTEN



LEVERAGE

LEVERAGE

Create your personalized Power Play by answering the Power Playback questions.

This week's quote

"What keeps the pay gap in existence is not just the entitlement and complicity of men, it is the gratitude of women." Abby Wambach

Grown Woman Life Principle

Right: Your purpose is defined by passion
Responsibilities: To live a life where your time and actions are directly related to the things for which you are most passionate.

inspiring your bold, brilliant, badass self

Power Player

INSIGHTS

Jay Graves shares insights on organizational excellence, diversity, and inclusive leadership, and the importance of advocating for policies that support women's work-life balance.



PUSHING THROUGH LIMITS

Women should push through the limits others put on them and create a life they can be proud of. It is not about perfection but about being proud of who they are and the value they bring.



ADVOCACY AND ALLYSHIP

Allies and people in seats of privilege have a responsibility to advocate for policies that support women's work-life balance and promote pay equity. Companies need to make changes at the root cause level to address diversity and inclusion issues.



BREAKING TRADITIONAL GENDER ROLES

Couples should rely on each other's strengths and support each other instead of following traditional gender roles. Families should create an environment that promotes equality and shared responsibility, where both parents feel comfortable sharing in the work and rewards of raising a family.



NORMALIZING FATHER'S CAREGIVING ROLES

Fathers can play an active role in breaking traditional family roles and outdated gender norms to become supportive spouses and equal partners in relationships. It is important to create a world where traditional gender roles and expectations are not a barrier to success.

Power Player

PROMPTS

ALLYSHIP

Reflect on the importance of allyship and apply the speaker's suggestions for developing an ally mindset that cohesively support colleagues. Identify ways you can deepen your allyship connections to foster a more equitable workplace.

GENDER ROLES

Reflect on how traditional gender roles have influenced your life. Consider how you can address and break gender role stereotypes within yourself and those around you. Reflect on actions that will promote healthy gender relationships.

BOUNDARIES AT WORK AND HOME

Reflect on your current practices relating to boundaries at work and home. Identify areas you may need to improve, set new boundaries and identify how these can be upheld.

LOOKING INWARD

Identify your skills and competencies and consider how you can leverage them to pursue career advancement. Reflect on actions that have benefited your professional and personal growth and explore opportunities to build on them.

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