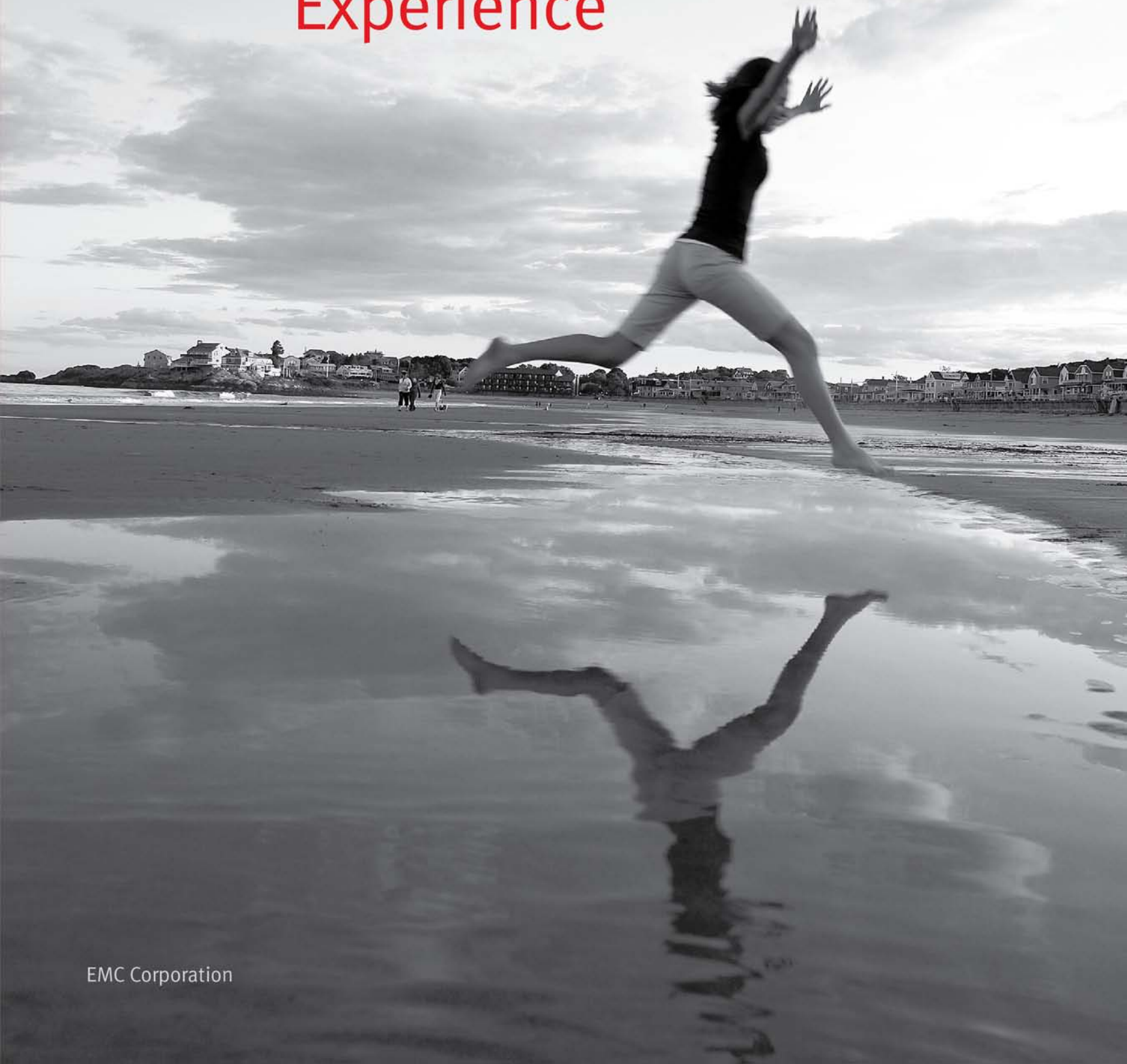


The Working Mother Experience



Dedication

This book is dedicated to all working mothers at EMC. We hope it serves as tangible evidence that everyone at EMC recognizes and applauds the skill, commitment, strength, and perseverance that working mothers demonstrate every day, in every area of their lives.

At EMC, we:

- Assure our customers' success in everything we do.
- Adapt, innovate, and compete to win with urgency and accountability.
- Embrace inclusion and work together globally, treating others and the world around us with respect and integrity.

On behalf of the global EMC community, thank you for showing us all how these statements can provide the springboard to successful professional and personal lives.

Thank you.

Obrigado

Grazie

Gracias

Merci

Спасибо

Dziękujemy

Multumesc

Danke Schön

감사합니다.

ありがとうございます

谢谢你

Dedication

— **EMC Women's Leadership Forum**
Hopkinton, Massachusetts

Sincere thanks to:

All the EMC working mothers and the one not-so-typical working mother (working father), who embraced this opportunity and so generously shared their stories and time with us. If not for their willingness to get involved, we would not have this book today. We also extend our gratitude to the many new friends we've all had the pleasure to make around the world and along the way.

Natalie Corridan-Gregg, whose passion for EMC's working mothers brought her to the table with Frank Hauck to share her vision of a book that would celebrate our working mothers worldwide.

Erin Motameni, who has been a longtime supporter of EMC's professional women and especially the Women's Leadership Forum. Since the WLF was formalized in 2001, she has been an active advisor, helping to guide the professional development of our women employees. Erin actively recruited advisors for the WLF and has been a visible and vocal proponent as it has grown globally. We thank Erin for lending her voice and experience as a working mother to kick off the symposium in Hopkinton that launched this project.

The Core Team, who diligently and relentlessly reached out to EMC colleagues—women and men—around the world to engage our working mothers in this project. They are: **Karina Arnaez, Jeannene Austin, Natalie Corridan-Gregg, and Jeanne Phelps**. We are especially grateful to **Wendy Kane**, who became the keeper of all the stories we received, safeguarding the submissions until we were ready to begin our editing process.

Craig Moodie, who provided guidance on how to design and publish a book; **Ian Kabat** for the book design; and **Lois Montoya**, who ably moved the book through the design, production, and publication phases, ensuring that we kept on schedule and budget.

Sue Mellen, who provided the book's overall structure and used her writing and editing expertise to help our working mothers tell their wonderful stories.

Kathryn Whitney, who stepped in as project manager at a critical time to successfully, flawlessly, and efficiently move us from raw content to approved stories—directing the approval process, as well as gathering photographs and information from contributors all over the world. Kathryn was also a key contributor to the development of the book's launch plan. And **Allison Nolan**, who finalized the launch plan and completed the myriad of details to bring the book into the print phase. **Lesley Ogrodnick**, who worked with the launch team to support the external launch of the book in the Americas, **Anne-Caroline Tanguy**, in EMEA, and **Becky DiSorbo, Abhra Bhattacharjee, and Caroline Francis** in APJ.

The Working Mother Experience

Jennifer Bees, for her insight, editing, and proofreading expertise.

Monya Keane, Michelle Robidoux, and Cathy Westerhold, who provided early guidance and perspective.

Chuck Veit, who provided the graphic design for the WLF symposium that launched the project, and **Toni Devanna**, who helped create the graphics that beautifully drew attention to the stories about the book's progress on EMC's intranet site, Channel EMC.

Our translations team, including **Marcia Metz** (EMC Globalization); EMC employees **Anna Szymanska** (Polish translations), **Vincent Merlin** (French translations), and **Victor Perez Corral** (Spanish translations), who kindly volunteered their services. A special thank you to the seven working mothers who wrote their stories in their native language and English.

One of the wonderful things about this book is that it was very much a grassroots, viral, and personal endeavor. This is thanks to the countless employees around the world who sought out coworkers to participate—including story submitters who reached out personally to their colleagues. (It is an extensive list, so our apologies if we've missed anyone.)

Particular mention must go to **Moira Sullivan** in New York City, who turned a request for assistance into a mission—complete with a goal for story contributions. In true EMC style, Moira hit the goal, exceeding our expectations.

Deepak Visweswaraiyah, who provided names from India, **Ignacio Dosamantes**, who provided names from Mexico, **Mike Sharun**, who provided names from Canada, and **Anna Smolen** and **Barbara Kalab-Brandner**, who provided names from Eastern Europe.

Our field communications leaders, who provided extensive support to the project: **Abhrajit Bhattacharjee** (APJ support) and **Anne-Caroline Tanguy** (EMEA support).

Rachel Koh, who proactively set up and orchestrated small gatherings about the book on her scheduled business travel, where she was assisted by **Raquel Abizanda** and **Ángeles Grupeli** in Madrid, Spain, and **Marie Jones** and **Lucy Stiven** in Brentford, United Kingdom. We also want to thank **Hadley Weinzerl** (International PR) who assisted by providing international contacts for Rachel.

Pam Buote, who encouraged EMC's executive assistants to participate.

Christine Early, Liz McCarron, Ellen Rice, and Roland Cloutier, who reviewed the book with the best interests of our employees and our company in mind.

Discussion leaders from the Hopkinton symposium, including: **Marisol Arroyave, Bonnie Bryce, Deb Flint, Kerry Mahoney, Maria Gorsuch-Kennedy, Polly Pearson, Jill Scola,** and **Stacy Shaeffer**. And special thanks to **George Cheng**, who graciously volunteered to videotape the symposium, and **Glenn DiTomasso** and **Dave Ross**, who edited the hours of video to create a video montage of the event that was used throughout the process to encourage discussion and participation in the book project.

The leaders of the Hopkinton-based Employee Circles, who helped spread the word and encouraged participation.

Marie Kelleher, for her usual “open door” to **Frank Hauck** so that we could keep him up to date on progress, and **Andrea Rocha** for assisting with the many ancillary requirements, from room reservations to dial-in numbers to supplies. Thanks also for her help with the budget requisitions and other project details.

And, especially, thanks to **Frank Hauck** for his unwavering dedication to this project that so beautifully reflects EMC’s working mothers, who are simultaneously thriving within EMC’s exceptional culture and helping to take the company forward on a fantastic voyage. We sincerely appreciate his leadership, support, and patience as we turned “a request and a yes” into this book.

— **Stacey Yeoman**
Project Leader

Table of Contents

Foreword: Frank Hauck	8
Introduction	10
A Web of Connections: Stacey Yeoman	16
<hr/>	
Skill	18
Expertly Sculpting Multi-textured Lives	
Contributors	
Anne-Caroline Tanguy	20
Clara Cedeño	22
Polly Pearson	24
Karima Moudoub	26
Marie Kim	28
Madhu Manjunath	30
Catherine Burns	32
Beverly Crumpler	34
Shelly Donaher	36
Itsuko Nakano	38
Danita Sutton	42
Latha Swamy	44
Ann Johnson	46
Toni Johnson	48
Edward Kempster	50
Wendy Kane	52
Melissa Duquette	54
Gayatri Juluru	56
Moira Sullivan	58
Sonia Ali	60
Marisol Arroyave	62
Kelly St. Andre	64
Kirsten Berntsen	66
Krista Palombo	68
Tamara Hiles	70
Katie Guthrie	72
Dawn Masters	74

Strength	76
Scaling Mountains of Challenges	

Contributors

Leslie Schumann	78
Hairong Chen	80
Dhvani Kortua	82
Ciaran Long	84
Oana Piperova	86
Erin Bellomo	90
Laurence Peghaire	92
Christine Saunders	96
Roxane Mody	98
Carol Elstien	100
Barbara Newman	102
Toby Zeldin Yaakov	104
Ann Gagliano	106
Angela Diette	108
Rachel Koh	110
Patricia Florissi	112
Tamara Thornhill	114
Leigh-Anne Goldie	116
Avia Banks	118
Mary Jane Fitzpatrick	120

Commitment	122
Dedication to Customers, Coworkers, Family, and Community	

Contributors

Deb Fragoza	124
Catherine Herbert	126
Meg Domanico Hood	128
Alejandra Galetto	130
Becky DiSorbo	134
Cheryl Hayes	136
Joanna Pelc	138
Laura Burns	142
Bonnie Bryce	144
Heidi Ryan	146
Christina Schmit	148
Elenore Theron	150
Annette Cormier	152
Catherine McGregor	154
Roynan Jones	156

The Working Mother Experience

Susie Gilfix	158
Odette Holmes	160
Lisa Bucchino	162
Kerry Mahoney	164
Kathryn Keita	166
Jennifer Cornelssen	168
Karen O'Sullivan	170
Ruchali Dodderi	172
Derby Fatima Ohonbamu	174
SunHwa Kang	176
Ángeles Grupeli	178
Jean Weintraub	182
Catherine McKeithan	184

Perseverance	186
The Road to Satisfaction	

Contributors

Wendy Bertino	188
Michelle Lavoie	190
Raquel Abizanda	192
Marisa Rothmann	194
Rajeshwari Mandanarvanda	198
Elizabeth Pashayan	200
Jeannene Austin	202
Chantal vanlede Lyon	204
Caren Boroshok	206
Saira Banu	208
Stacy Schaeffer	210
Anonymous	212
Rhonda Thompson	214
Kimberly Stewart	216
TeaKee Mclendon	218
Maria Garzona	220
Rachel Paulo	222
Lisken Lewis	224
Natalie Corridan-Gregg	226
Karina Arnaez	228
Delores Fields Long	230

Tips and Best Practices	232
--------------------------------	-----

Countries Represented

Our contributors reside in the following countries, in alphabetical order:

Australia
Bulgaria
Canada
France
India
Ireland
Israel
Japan
South Korea
Mexico
Poland
Singapore
South Africa
Spain
USA



Foreword

Frank Hauck, Executive Vice President, Global Marketing and Customer Quality

Sometimes you are just plain lucky to work with some incredible people.

The Women's Leadership Forum (WLF) has become a powerful force across EMC's global community. This comes as no surprise; the women of EMC have rallied behind this group, which is dedicated to their personal and professional growth. For almost two years, I have had the good fortune to serve as Executive Sponsor of the Hopkinton-based chapter—the first WLF group at EMC.

In fact, the group—along with the talented women who make things happen—has far exceeded any of our expectations. There are now chapters in North Carolina, New York/New Jersey, California, and Cork, the first chapter launched in EMEA. This expansion means that more women now have access to the skill- and career-building programs, networking events, and mentoring opportunities the WLF provides.

From the start, I was pleased to extend all the support I could to the organization. About a year ago, I asked Natalie Corridan-Gregg, six-time Women's Leadership Forum (WLF) President and Current Advisor, what would be the one thing EMC could do to make women feel more appreciated at EMC. She suggested that creating a book celebrating EMC working mothers would send a message to our employees, customers, and partners that EMC understands the important role of women, and specifically working mothers, in the workforce around the globe.

This sounded like a wonderful opportunity to showcase the unique, daily challenges working mothers face and the ways in which they overcome obstacles so that they can thrive in our company. I made a commitment on the spot to sponsor this project.

I have a deep respect for anyone who works hard—and no one works harder at making their personal and professional lives successful than our working mothers. These individuals are the perfect examples of work/life balance in action; individuals who each day successfully manage the balancing act that is the working mother's experience.

I'm glad that women all over the world took the time to participate in this effort. Like the working mothers themselves, this book is strong, authentic, and sincere. In their own words, through their very personal stories, they help us to appreciate our differences, similarities, and cultural perspectives. Perhaps the ultimate gift of their contributions is the new, extended community that has been created; it is one that consists of EMC women—and men—around the world.

The Working Mother Experience is part of EMC's journey to be successful as a company. It is a demonstration that great work comes from great people. We're pleased to be able to share it with you.

I was honored to have been a part of this effort. On a personal note, I hope everyone at EMC—and beyond—reads this book and is as inspired, motivated, and touched as I was.

A handwritten signature in black ink. The signature consists of a large, stylized, looped initial 'F' followed by the name 'FRANK' in a simple, uppercase, sans-serif font.

Introduction

EMC's Working Mothers A Global Community of Star Performers

Ask anyone at EMC and they will tell you: This is a company of top performers.

In fact, thriving in the cyclone of change that is the information technology industry demands show-stopping performances day after day, month after month, year after year. Understanding that, EMC has created a global culture of innovation that attracts the best of the best—star performers with passion for achievement woven tightly into their DNA.

Working & Mothering A Bravura Balancing Act

If the professionals at EMC are star performers, the company's working mothers are superstars who glide along the tightrope stretched between their work and family lives, deftly juggling responsibilities, demands, and interests. They're the ones who make it look easy, consistently turning in top performances at work and home, doing it all with style, grace, and that ever-necessary safety net—humor. Sometimes a crowd of adoring fans cheers them on as they skillfully move across the high wire of their lives. But, all too often, they act in silence, their audiences unaware of the skill, strength, commitment, and perseverance it takes to move through their days with such agility. After all, they've made it look easy.

And the story is the same, whether it's Californian Leslie Schumann managing her fierce commitment to her four young children AND her work, or Ireland's Ciaran Long careening through "the rollercoaster ride" that is her life. EMC's working mothers are consummate managers, always finding ways to keep their personal and professional lives moving smoothly (or sometimes not so smoothly) along.

On the following pages, you'll find nearly one hundred stories told by working mothers at EMC in their own voices. We've grouped them into four sections that represent some of the qualities that define every working mother:

Skill
Strength
Commitment
Perseverance

Here are some excerpts from our working mothers' stories.

Skill:

Expertly Sculpting Multi-textured Lives



Like their colleagues across the company, EMC's working mothers are skilled professionals, driven to growth, achievement, and customer service in their work lives. But they also expertly craft strong foundations for their personal lives—delivering on their promises to support and protect their families.

In fact, France's Anne-Caroline Tanguy says the same skills that make her a professional success are invaluable in her role as CEO of her family. This is an excerpt from her story on page 22.

“My boys are two and three years old. It might sound conventional, but they are the very best things that ever happened to me. Interestingly, having kids was not my priority for many years. My work and career were the most important things, and I also had a very active social life.

“Today, everything has changed. Instead of having one job, I have two. On the one hand, I run Communications for EMC in EMEA, and I really love my job and EMC. On the other, I am also CEO of an SMB (small/medium-sized business), which is my household.”

In the ultimate reaching-for-the-stars story, Hopkinton-based Polly Pearson shows how working mothers skillfully blend work and personal lives, seizing opportunities in the process to create a new generation of high (in this case VERY high) achievers.

“Flash forward to 2007. My youngest daughter is now a vivacious five-year-old. Her often-whispered nickname in the family is ‘The CEO.’ She's been running the household and all who come into her presence since she arrived on Earth—so much so that it is our biggest parenting quandary.

“About a month ago, I thought I'd introduce her to prayer. Perhaps starting a relationship with God, I thought, would help reinforce values of respect and gratitude. During our first bedtime prayer, I could tell she was riveted. She joined me by repeating a long list of the people and things in our life we are thankful for. Then, when the prayer was over, she rolled over in bed to face me and asked oh so earnestly, ‘Mom, how do I become God? That's the job I want.’”

Skill

Strength: Scaling Mountains of Challenges



Along with refined management skills, working mothers' lives demand the strength to overcome a deluge of everyday disasters.

In this excerpt from her story on page 80, Californian Leslie Schumann shows how working mothers find the strength to navigate through life's storms by thinking creatively.

"Of course, there are times when you really do have to live by someone else's schedule. Shortly after my youngest daughter was born, there were several big meetings I absolutely had to attend. I was nursing her, and she wouldn't take a bottle, so during each of the meetings she and the nanny spent the day in a room next to the meeting room. I was able to duck out and feed her when I needed to.

"The fact that I had to take our nanny with me left us with a gap at home. We got the coverage we needed from a backup childcare service EMC offers. Access to that service has been invaluable to us."

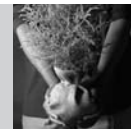
And Ciaran Long, EMC Ireland, talks about the task of navigating through "the rollercoaster ride" that is a working mother's life. But, while it can be challenging to live a life with no excuses, there are "thrills" along with the "spills." (Her story is on page 86.)

"As I enter my sixteenth year as a working mother and my twentieth year at EMC in Ireland, it's interesting to think about how different life might have been for me and for my children if they hadn't lived their whole lives thus far against the backdrop of their mother working in a company as challenging as EMC is. And when I do reflect on that, I'd have to say that while it has always been a rollercoaster ride with plenty of thrills and spills for both them and me, the pluses far outweigh the minuses."

Strength

Commitment:

Dedication to Customers, Coworkers, Family, and Community



A working mother quickly learns that her own commitment—to her work, family, and community—is reflected in relationships with the people around her. So she is fiercely committed to those things that matter most, through honesty and communication, building solid relationships that help support and sustain her.

On page 128, Deb Fragoza talks about blending her commitment to EMC, her family, and community through an important annual event. As she and her daughter walk together as part of the EMC Making Strides Against Breast Cancer team, they put aside generational differences to strengthen their already-strong mother/daughter relationship.

“Relaxing in warm sunshine, we watch sailboats or airplanes, and I listen to my daughter’s dreams for the future. We share other moments, silently absorbing the smiling woman’s face on the back of a young girl’s pink t-shirt and the words, ‘Walking in memory of my mom (1962-2007).’ This is a gift, not only to be able to spend the day supporting a valuable cause, but also to spend time with my smiling sixteen year old walking arm-in-arm with me in public.”

And on page 150 Bonnie Bryce paints a portrait of a “tough company” with a heart. EMC’s dedication to her, she says, helped her live up to her own commitment to her son.

“As much as people say we are a tough company—a necessity to succeed in such a competitive market—we are also very human. Our skins may need to be thick on the outside, but on the inside we are kind, compassionate, and understand the importance of family. A tricky balance you may think; EMC has mastered it. It’s part of the EMC DNA.”

Commitment

Perseverance:

The Road to Satisfaction



EMC's working mothers are absolute masters at "seeing it through." Always flexible, they've learned that adaptability helps them create order from chaos, inevitably reaching their end-goal: a satisfying, valuable life for everyone they care about.

Natalie Corridan-Gregg, on page 228, talks about being surprised at just how adaptable parenthood has made her.

"I knew my son would change my life. I did an extensive analysis on the impact he would have on things like my work life and finances. However, it is his impact on the non-chartable part of my life that is the greatest surprise. I am completely different now. I like myself so much more. It was like there was a piece missing from the whole puzzle for me. ... I still use timelines for the mundane parts of my life. But I've resisted planning out his whole life. I'm trying to let him take the lead, which is a whole new space for me. I just want him to be happy and hope he accepts his incredibly planning-centric mom."

And, finally, Marisa Rothmann encapsulates the satisfaction a working mother feels when perseverance pays off. (Her story is on page 202.)

"Being a working mother feels much like the artist in the circus who has five flaming balls in the air, juggling them and trying to avoid getting burned. ... The question is, 'Why do I do this?' ... The extreme satisfaction I feel when I have done something well, whether it be producing a good report, making the numbers at the end of a quarter, or seeing my daughter's happy face when I come home much earlier than expected make this all worth the effort."

Perseverance

Notes from the Editor

We hope every working mother will identify with the stories that follow, and that they help her find the skill, strength, commitment, and perseverance she needs to turn in her own star performance.

Like EMC itself, the company's working mothers are a global community. All the essayists were given the opportunity to tell their story in their native language. The following working mothers provided their stories in dual languages:

Raquel Abizanda	English and Spanish
Alejandra Galetto	English and Spanish
Ángeles Grupeli	English and Spanish
Itsuko Nakano	English and Japanese
Joanna Pelc	English and Polish
Laurence Peghaire	English and French
Oana Piperova	English and Romanian

The children's ages are categorized as follows:

Infant, 0-1

Toddler, 2-4

Youth, 5-12

Teenager, 13-18

Adult, 19 plus

A Web of Connections

Stacey Yeoman, Executive and Internal Communications, USA

Mother of two: one teenager and one adult

Like most great projects, this one started quite simply.

It began when Natalie Corridan-Gregg, six-time Women’s Leadership Forum (WLF) President and Current Advisor, sent an e-mail to her husband describing some of the everyday-wonderful things that their then-newborn was doing during the day.

Natalie forwarded the story to Polly Pearson, who leads Employment Brand and Strategy Engagement. Polly read her story and shared one of her own. Later they chatted about the personal connection that sharing their stories gave them. They thought about the other working mothers at EMC and wondered how they too lead intense professional lives, yet still manage to savor so many moments of their children’s lives.

Here’s an excerpt from Natalie’s e-mail to her husband:

“I have shared this snippet of our morning with you because I want to share it and I want to remember it. Writing things down helps me to remember. I can’t think of any better memory than this to keep when I am ninety. It is clear to me that the majority of what babies need is love and patience. Good thing I have an abundance of love, because I came up short in the patience line. However, I am learning.”

Natalie approached Frank Hauck who runs Global Marketing, Customer Quality, and Solutions, and was the Executive Sponsor of the WLF, with the idea of creating a book that would serve as a window into the lives of EMC working mothers around the world.

Frank immediately gave Natalie the go-ahead—and that’s where I came in. I was asked to head up the project.

The destination was clear; the path to get there remained to be charted. I felt strongly that we needed to develop a book that would showcase EMC working mothers; the challenge was to show how we are like all mothers in the world, as well as how we are different. The only thing I asked of contributors was to reflect on EMC’s distinctive qualities as they told their stories. Above all, I hoped for authentic stories. And that’s what we got. As it turns out, EMC’s working mothers are the perfect reflection of our company’s results-oriented culture—they live its values every day at the office and at home.

I also hoped that the project would be a catalyst for building a web of connections between working mothers who share so many powerful life experiences. The project—and its impact—exceeded our expectations in every way. Who could ever have anticipated the power and sensitivity in the stories we received, the intense commitment from everyone involved—especially the working mothers themselves—or the strength of the connections we would forge?

A beginning

EMC employees are passionate individuals who want to get involved and make a difference in the company, so it was easy to quickly assemble a great core team. Once the team defined its mission, it was time to jumpstart the project. We held a Working Mothers Book Project symposium in October 2007 in Hopkinton. At that gathering, seventy women and one atypical working mother (a working father) came together and shared their perspectives about their lives and creating this book. The idea was well received and we were ready.

With that support behind us, the core team reached out to every corner of EMC—and those individuals reached out even further. Other formal symposiums and informal gatherings followed, including meetings in New York, Madrid, and Brentford, U.K. The stories began to pour in; interest and enthusiasm grew. We were on our way to hearing from women in all of EMC's geographic regions. Without these working mothers—without their stories—the book you are holding today would not exist.

Redefining our company by defining our lives

This book embodies the energy and enthusiasm of this project. But there are many other, less tangible results. Through these funny, warm, and sincere stories, EMC's working mothers have redefined our company and our powerful relationship to it. And, throughout the project, we've made strong and authentic connections with women around the globe. I'm confident that this is just the beginning of a web of connections that will grow across EMC, positively impacting both our personal and professional lives.

I feel privileged to have been involved in this wonderful project. It has been an unexpected gift in my life.

A handwritten signature in black ink that reads "Stacy". The signature is written in a cursive, flowing style with a long, sweeping tail that extends to the right.

Skill



Expertly Sculpting Multi-textured Lives

EMC's working mothers are skilled professionals who bring a wealth of talents to their work. But they also skillfully manage their homes, enriching their own and their families' lives.

The following stories show how EMC's working mothers "dare, seek, and invent," sculpting multi-textured lives in the process.

“To show your true ability is always, in a sense, to surpass the limits of your ability, to go a little beyond them: to dare, to seek, to invent; it is at such a moment that new talents are revealed, discovered, and realized.”

—Simone de Beauvoir
Author and Philosopher (1908-1986)

Anne-Caroline Tanguy

Communications Director

France

Mother of two: two toddlers

Anne-Caroline Tanguy blends her work and professional lives, building her own little corporation at home. However, integrating her job at EMC and her “Family-ACT Corp.” is not without pitfalls and takes real skill to deliver on her promises on both fronts.



Welcome to my little enterprise: the Family-ACT (Anne-Caroline Tanguy) Corp.

My boys are two and three years old. It might sound conventional, but they are the very best things that ever happened to me. Interestingly, having kids was not my priority for many years. My work and career were the most important things, and I also had a very active social life.

Today, everything has changed. Instead of having one job, I have two. On the one hand, I run Communications for EMC in EMEA, and I really love my job and EMC. On the other, I am also CEO of a small/medium-sized business (SMB), which is my household.

My Class A team helps me achieve success in this very special organization. Let me introduce my team:

- The Chairman: My husband. As a German literature teacher, he has more free time than I have.
- The Senior Executive President: My mother
- The Honorable SVPs: My parents-in-law
- The HR Manager: My nanny
- The Office Manager: The cleaning lady
- The Logistics Manager: She drops off and picks up my older one at kindergarten.

My two jobs are very related; to be successful at EMC, my family SMB needs to run properly and vice versa. So, first of all, I want to thank my management team for its outstanding day-to-day support!

My biggest issue is regret over missing precious time with my boys. In fact, if I could pick up one Harry Potter magic trick, it would be the one Hermione uses to follow two lessons at the same time: a sort of ubiquity trick—being here and there at the same moment. But I have yet to master that particular magic trick, so unless I'm traveling, I make sure to see the boys once every day, either in the morning or in the evening.

If I'm too busy at work, my boys let me know with a plea like, "Mum don't go to work, pleeeeeease." Recently, my oldest son was upset that I was about to leave on a business trip to The States, so he was crying and begging me to stay home. I felt miserable and in the end did something I said I would never do: I said to him, "But Mummy will bring you back some gifts," and of course it worked immediately. I was not very proud, but at least he had stopped crying, and the idea of a present made him happy. The moral of this is, "Never say never."

So I do sometimes feel guilty but, on the other hand, I know that I need my job and that it is also part of my life balance. After a month without the excitement of my work, I would be horribly bored.

Most importantly, before being a working mum, I am a mum like any other, with joys, doubts, and guilt. When you become a mother, it's the end of selfishness. In fact, motherhood is a lifelong lesson in humility, patience, and compassion. From a professional standpoint, it's the perfect place to pick up these critical management skills.

Meanwhile, I certainly thought that two children were not enough to build a prosperous sports team, so I am expecting the third one—a boy of course—for December 2008, a special Christmas present.

Clara Cedeño

Associate Project Manager

USA

Mother of one: one teenager

Clara Cedeño writes about skillfully managing her job at EMC and her home-based corporation. For her, life is all about finding balance—being the best she can be in both roles.



I love my two jobs. I work full time for EMC, AND I work full time as a mom. Both positions, while extremely rewarding, can be somewhat challenging. I get to tell my manager when a project has closed on time and when it hasn't. In the same way, I tell my teenage daughter, when she has earned her allowance and when she hasn't. And a recent promotion to Associate Project Manager added more responsibility—and stress—to my life.

While I enjoy both occupations, I must admit at times I'm overwhelmed and guilt-ridden. I'm at the office when my daughter needs me. And when I'm at home, I'm thinking about work. If I stay home because my daughter is sick, I feel guilty because I missed work. If it's end of quarter and midnight and I'm still at the office, I'm feeling guilty and missing her.

But in the spirit of keeping it positive,* I seek BALANCE. **

I wake up at 5 a.m. to cook dinner.
I hug and kiss her
So she knows that I love her.
She'll probably say,
"Mom, you're acting nutty today."
I'm at work by eight,
Wishing everyone a great day
And putting all my efforts
Toward a productive day,
Making sure I'm smiling all the way.

* I send out positive quotes daily to my team and others. KEEPING IT POSITIVE is how I start my day. If you are interested in being added to the distribution list, let me know at cendeno_clara@emc.com.

** EMC provides a great online course, "Self Development—Balancing Your Personal & Professional Life."

Polly Pearson

VP, Employment Brand and Strategy Engagement

USA

Mother of three: one toddler; one youth; one teenager

As Polly Pearson's story shows, the children of working mothers learn that there are no limits in life. Sometimes, they really take the lesson to heart ...



It sounds cliché to say things are changing fast—but they are, and I have a story to prove it.

Backdrop: Our elder women are perplexed and often a bit miffed that today's young women don't fully appreciate, honor, and uphold equality battles. Today's young women expect it all, right? They have no concept of the barriers that once existed, right?

Apparently not. I was shocked when, in 2004, my nine-year-old, "old soul" daughter said as a clear statement of fact, "Women can't be President." I could not control the volume and tone of dismay in my reply, "Whaaaaaaat did you say?"

How could that be possible? I represented the third generation of well-educated women in my family, and I was pursuing everything I wanted in life—at work and at home. My daughter had witnessed me going off to work in a suit since she was five months old. She was so familiar with the executive leaders at EMC that by the time she was three, she would casually ask things like, "Oh are you going on another trip with President Mike?" She's known in the most matter-of-fact manner that my title has the words vice president in it.

When she was seven, I had baby number two. She saw me take a six-month maternity leave, while also continuing to check e-mail and participate in a few EMC leadership meetings. In my mind, this was a prime example of how things could operate in the world—respect for motherhood and families, as well as trust in a professional's continued engagement and connection to results.

Mother or not, I've never felt my aspirations were limited at EMC or anywhere else.

Flash forward to 2007. My youngest daughter is now a vivacious five-year-old. Her often-whispered nickname in the family is "The CEO." She's been running the household and all who come into her presence since she arrived on Earth—so much so that it is our biggest parenting quandary.

About a month ago, I thought I'd introduce her to prayer. Perhaps starting a relationship with God, I thought, would help reinforce values of respect and gratitude. During our first bedtime prayer, I could tell she was riveted. She joined me by repeating a long list of the people and things in our life we are thankful for. Then, when the prayer was over, she rolled over in bed to face me and asked oh so earnestly, "Mom, how do I become God? That's the job I want."

So, in the infant years of the new millennium, one female child raised by a third-generation happily working mom believed girls could not grow up to be President of the United States, while her sister believed she could hold "the job" of God. Is a five-year-old girl believing she could be God an early indicator of what we might one day label "The G Generation"?

Karima Moudoub

Microsoft & Unisys Alliance Manager

France

Mother of one: one youth

By building strong organizational and time-management skills, Karima Moudoub has learned how to seize the opportunity to spend more time with her daughter.



I am thirty-eight years old and have been raising my daughter on my own since I was separated from her dad eight years ago when she was just one year old.

I've worked in the IT industry since the start of my career back in 1991. Because I always worked in sales, I've always had a very busy schedule. And, as I've changed sales roles and organizations, my career evolution has led to an even busier life with more responsibilities.

When my daughter was born, I had just started a new job with Network Associates as a sales manager, and I had to travel to the United States and the United Kingdom for training, in addition to having appointments with customers in Paris. Those demands forced me to work hard on time-management skills, to be sure I was able to cope with my demanding professional role, while freeing time to be with my daughter.

Of course, I work toward the same goal today at EMC France; I want to be as efficient as I can, so I can have as much stress-free time with my daughter as possible. When I'm with her, I don't want to think of some burning issue at the office or something I've left undone in the rush. I hate rush and like efficiency and have found that being a mum is a great motivation to make the most out of life.

I have also been lucky enough to meet some wonderful women who, year after year, have cared for my loved one while I was away working. When she was a baby, I became an employer, hiring a full-time nanny. Then, when she started school, I had to find someone to fetch her from school, get her home, and take care of her. Now, I still get help from a new nanny, but I'm aware that, in this next stage in her development, follow-up with school work will be a big issue.

I must say I am now a skilled working mother and a well-prepared employee. I also believe I have developed strong organizational skills as a working mum that benefit EMC, my boss, and the people in my private life.

I am very keen to keep my life going on the same path; I am very happy being a working mum!

Marie Kim

Senior Program Marketing Manager

South Korea

Mother of one: one infant

Marie Kim has learned how to put customers first while at work, turning her laser-like focus on her family when she gets home. In the process, she has been “reborn” as a working mom.



When my eighteen-month-old daughter was born, my mother-in-law decided she should have an English name, before choosing her Korean name. She thought our baby's name should reflect the fact that my husband and I live and work in a global world; our lives are no longer limited to Korea.

Working at a global company like EMC—which is very highly respected in Korea—is a big part of my fast-paced, global lifestyle. It is sometimes hard to live up to all the expectations at work; customers have such intense needs, which change constantly. But I love my job and feel a lot of pride that I work for EMC. In fact, I'm so satisfied and busy at work that I forget I have a baby until I get home.

Then, as soon as I get home, it suddenly hits me: I'm married and have a baby; I'm a woman, not a girl anymore. And even more than that, I'm a woman who's been reborn as a mom.

It hasn't always been easy to give up those little luxuries of life-before-having-children. I never have time anymore to go for massages or even to take a professional course. But having a child was the most remarkable experience of my life, and it's taught me so much. I was always proud of being a quick learner, but nowadays, I'd prefer to learn slowly, enjoying every step. My baby is only eighteen months old, but she's already taught me that the world is a wonderful place. Because of her, I'm thankful for the world and all the people in it.

Madhu B. Manjunath

Senior Manager Software Quality Engineering—RSA Security

India

Mother of one: one teenager

Madhu B. Manjunath has learned how to build her career while “delighting” her most important customer: her family.



The commencement of my professional career coincided with the beginning of my motherhood experience. My daughter was one year old when I started my career as a software engineer and my husband, with a Ph.D. in shrimp aquaculture, was busy rearing tiger prawns at shrimp hatcheries along the Indian coast, while I raised our daughter with my parents' support.

Time flew by this way, with my husband and me taking turns at spending time with our daughter, while also trying to deal with our high-pressure jobs.

I have burned a lot of midnight oil in my life, transitioning from student to mother to working professional, then to student once again. I have spent many late nights, especially while pursuing a Master's degree in Computer Applications and Business Management in order to strengthen my skills and further my career.

I must admit, it has been really challenging for me to try to balance my responsibilities to my home, in-laws, parents, child, work, and advanced studies. And this balance has invariably come with opportunity costs; when one area is treated as a priority, another is compromised. There have been many instances when I have had to rush to work early or travel to the U.S., with my little one crying and asking me to stay back. These are really sad instances to recall, since I know for sure that I can never have that time back.

But, through all of this, my daughter and I have both grown. One positive effect of the limited time I've been able to spend with her is that she has become very independent.

In the course of trying to live up to all my responsibilities, I have learned:

- To be proactive;
- A sense of urgency;
- The ability to empathize;
- How to prioritize activities;
- Effective time management;
- Assertive communication;
- Spontaneous decision-making;
- How to be goal-oriented and disciplined;
- How to multi-task without compromising on quality.

These skills have been the keys to my success both personally and professionally. I've also learned that my family is my most important customer, and keeping them delighted is what keeps me going.

Catherine Burns

Marketing Manager

South Africa

Mother of one: one teenager

By building quality into her work and home lives, Cathy Burns has allowed herself to be “mad about being a mother.”



I'm mad about being a mother; it brings out the very best in me. But I am a mother of a seventeen-year-old daughter, which means my life is very full.

It hasn't always been easy trying to juggle work and family life. When my daughter was younger, I was upset about missing out on all the "firsts" and wanted to get home to read bedtime stories. Sometimes, I was so exhausted that I fell asleep in the middle of the story or thought that I could skip a couple of pages to get to the end. But she always caught me; she'd ask why a certain character in the book was not mentioned.

Then came evenings listening to her stories and poems. This is the time when crayons and paints had to be hidden away in order to prevent having her name on each wall in the house.

My job at EMC has required me to travel and meant more responsibilities at work. When I started my new job as Marketing Manager, I found I had to take my laptop home with me on a daily basis, get home, cook, assist with homework, and then jump back on my laptop. This was a challenge, but at the same time my career was at a high, and I was determined to keep it that way. I wanted to study, get all the stripes, be respected at work, AND be a great mommy and wife. The pressure was huge from all sides.

Today, I have everything I ever wanted and believe that I could never have felt so successful in life without a demanding job. I recently asked my daughter what her thoughts were about me being a working mom and her reply was, "I think you are Super Woman, but it would be great to have you at home when I get back from school."

Beverly Crumpler

Environmental Stress Screen Technician

USA

Mother of three: two teenagers; one adult

Beverly Crumpler has skillfully proven to her three sons that work is not just a necessity—it's a blessing.



I have been a working mother for twenty-six years. My mom was a working mom. I know how my kids feel having to share their mom.

When my first son was born my mom had just retired, thank God. For six weeks she kept him while I worked, then off to daycare he went. I had another son born eight years later; she kept him for six weeks, and then he went to daycare. I am so grateful to my mom—not only for taking care of my boys during those first, fragile weeks—but also for keeping them when they were sick and taking them to school and picking them up for me so that I could focus my time at work and know they were in good hands. It made my job easier knowing that my kids were being taken care of and I could work to provide for my family.

While my boys were growing up, I used vacation time to be with them when they had days out of school or were sick and wanted their mom to stay home. I was blessed knowing that I could take care of my children and give them a good home. EMC made it possible for me to do the things I needed to do as a mom. I had time for school parties and early baseball games, and I managed to go on mission trips.

Most importantly, I've been able to show my young adult boys that you have to work, and work can be a good thing. I always try to come to work with a good attitude and go home to my family the same way.

I have been through some tough times. I know that praying works, and, as a working mom, I have been blessed working for EMC.

In memory of my mom, Martha Jackson, who died on February 19, 2008.

Shelly Donaher

Area Sales Process Manager

Canada

Mother of one: one toddler

Shelly Donaher has learned to apply a sense of urgency to her second-shift job at home—making her life almost perfect.



There's no such thing as a normal day in my life. Right now, in fact, I have two term papers and an essay due and three tests coming in my Economics master's program. Then, of course, there's the fact that I have a two-year-old and an always-changing job. I might go into work thinking I have five things to do, and suddenly five more crop up.

I'm very lucky because my daughter stays with my in-laws during the day, so I know she's being loved and well cared for. That lets me concentrate on work. I also have a great boss and support staff who understand I'm doing the same job that I was before my daughter was born—now I just do some of it at home.

The hardest time is in the evening, when I have to finish some things from work, do schoolwork, and try to fit in some quality time with my daughter. So I've learned to take my job hat home, applying a sense of urgency to things that need to get done. My job at home is definitely the second shift, and I try to be just as organized there as I am at work. If I have a deadline in front of me, I like to just get the job done, rather than getting anxious about it.

I sometimes think life would be just perfect if I had a wife, cook, or maid.

Itsuko Nakano

Product Marketing Manager

Japan

Mother of one: one teenager

As Itsuko Nakano watches her daughter walk through the doorway to rebellious, teen territory, she feels a sense of urgency about making her daughter understand the value of a satisfying career.



My daughter is thirteen years old. As they say, she is just about to enter the rebellious stage. Although it's hard to imagine, her teacher says it will actually get worse!

When I say, "If a child can't wait for three minutes, she/he won't be a good adult," she replies, "An adult can't wait for three minutes, or she/he will be a good wrinkly old person." She makes me unhappy saying, "I never want to be like Mom, a salary-man (term for working person in Japan) who doesn't have enough time." And sometimes she worries me, saying, "I would rather work a part-time job so I will have more time." Although her logic is nonsense, she is my best debate partner. I constantly have to use my total brainpower to make her see the value of having a job you love.

However, when she is just not in the mood, she does not even respond. This is especially true during the week when she just comes home and lounges on the sofa. When my brain is still overflowing with work-related things, she won't even approach me. Once I am a bit more relaxed, we start watching TV together or troubleshooting her computer, then she slowly starts talking about her real feelings.

When she was small, I often felt I needed one more me to help me, but now this is not the case; now I feel that, rather than challenging my physical capacity, she challenges my mental acuity.

I would like to support her in becoming an independent person and enjoying her life. I want to make her understand that if she sets a goal and tries hard, hard work is rewarded; to help her learn how to build stable relationships with people, and that having good relationships with people will enrich her life. It is not easy, though, to take her through this process. As my daughter enters the rebellious stage, I realize that time is critical, and it is extremely important to build a relationship of trust with her.

In order to raise a child I am proud of and also be accomplished at EMC, I need to maintain harmony between work and life and find more spare time to spend with my daughter. My husband keeps a good relationship with her by exchanging and discussing books. I need to try harder to share things like music and movies with her. The time we spend together sharing these things or laughing together watching TV is precious.

中野逸子

日本

ティーンエイジャーの母親

娘が反抗して出入り口（十代の若者の領域）に歩いていくのを見てなかのいつこさんは、娘に満足いくキャリアの価値を理解させないといけないと危機感を覚えた。

娘に自分自身の精神的成熟度を試されているようです



私の娘は、13歳。いわゆる反抗期に差し掛かっています。担任の先生によると、これから、もっと悪くなる！？とのこと。

「3分待てない子供はろくな大人にならない」と言えば、「3分待てない大人はろくな老人にならない」と言い返されます。「ママのようにいつも時間がないサラリーマンにはならない」と放言し親を不快な気分させ、「将来はフリーター、適当に仕事をして適当に暮らせればいい」などと親を不安にさせます。ロジックはめちゃくちゃなのですが、娘は最高のディベートの相手です。ここで腹を立てずに、どのような説得をするか、頭をフル回転させなければなりません。

逆に、娘は気がのらないと返事もろくにしません。特に、平日私が仕事から帰ってきた後、ソファに寝そべっていてもまだ頭が仕事でいっぱいなのは、娘は近寄っても来ないです。ちょっと一息いれて、一緒にTVを見たり、彼女のパソコンの問題を直してあげたりしていると、彼女の本音を話し始めたりします。

娘が小さいときには、物理的に体が2つほしかったという感じでしたが、この問題は徐々に解消されつつあります。今は、むしろ、親自身の精神的成熟度が試されているようです。

私は、娘が自立した大人になるように、人生を楽しめるように、バックアップをしていきたいと思っています。つまり、何かを目指して努力し、その努力が報われるようにすること、他人との安定した関係をもつこと、それによって自分自身に内在する充実感をもってほしい、と思っています。そのためにも、今、まさに、独立した人格になりつつある娘との信頼関係が重要で、今はその大切な時期であると認識しています。

私自身が、EMCでの仕事に誇りと達成感を持ち、ワークライフバランスをきちんと保ち、娘と一緒に時間を楽しむ余裕をできるだけもちたいと思っています。主人は娘と交換読書をすることによってうまく娘をリードしていますが、私も彼女と共通の音楽や映画などをもっと積極的に一緒に楽しむようにしたいと思います。私自身にとっても、娘と一緒にTVをみて笑う時間は、かけがえの無いものです。

Danita Sutton

Senior Financial Analyst

USA

Mother of two: two youths

Like most working mothers, Danita Sutton is always in “do” mode. Here’s how she manages to get it all done—with a little help from her friends at Calgon, the bath oil company.



One day I was on the phone with a friend who asked, “How do you do it?” I told her I didn’t know, because I am always in “do” mode.

When my daughter was born seven years ago, I sat in my living room stressed out, wondering how I was going to be a great mother, a contributing employee, and a good wife. I pondered how one does all that.

My manager at EMC made it easy. I still worked my eight hours, but he allowed me to come in earlier and leave early so I could pick my daughter up and arrive home before rush hour. Once home, I would spend quality time with my daughter. Then, when my husband got home, he would take over while I cooked dinner. We would spend a couple more hours together, then put her to bed and attempt to spend grown-up time together. (It did not always work that smoothly, but we managed.)

“Aha,” I thought, “it’s possible!”

Then I had my second child. I had many “Calgon Take Me Away” moments. Having an infant and a two-year-old was challenging because they both required a lot of time and energy, and they each wanted my undivided attention.

Today, we make the best of our time. I work a normal eight-to-five day, but the moment we arrive home, I cook, my husband helps the children with their homework, and after we eat we may turn on music and dance, go for a walk, or just snuggle and watch a movie.

Our motto now is, “we did it” (a famous quote from *Dora the Explorer*, a U.S.-based children’s television show).

Latha Swamy

Program Manager

India

Mother of one: one youth

Latha Swamy's sense of urgency has actually helped her deepen her relationship with her son.



As part of my introduction to EMC, I was shown the company's values. I saw that one of them was a sense of urgency. I immediately smiled. Being a working mother, constantly juggling priorities, this has become second nature to me.

Anything I do, be it cooking, cleaning, sleeping, or getting my son ready for school, I do with a sense of urgency. I have mastered the art of compressing the time required for routine chores to such an extent that the same set of tasks that took an hour two years ago now takes me just twenty minutes. With a toddler at home, I never know what new demands the next minute will bring, so I try to use each minute to the maximum. I have even turned weekend naps into five-to-ten-minute power naps that recharge my body in a short time.

With so many chores demanding my time, I, like other working mothers, used to feel that I wasn't spending enough time with my son. This gave me such heartache that I looked for a solution to the problem. My simple solution was to combine my chores into activities my son and I can share. As he helps me with the chores, my son and I have good conversations about his day and the things that he is curious to know about. While this approach takes a bit longer, it gives both of us a lot of pleasure.

I've also used this sense of urgency at the office to help me quickly complete any tasks on my plate and remain prepared to handle unplanned projects.

Ann Johnson

Area Vice President, Sales

USA

Mother of one: one youth

For Ann Johnson, an “I love you” from her son at the end of the day is perfect proof she’s delivering on her promises to her most important customer.



Being a working mother is one of the most challenging and rewarding experiences I could have ever imagined. Balancing my role as a sales vice president with my role as a mother and being able to exceed expectations in both areas is very delicate and time-consuming. Yet, I wouldn't give up either. I find I am a better mother because I work outside the home. I have tremendous respect for women who choose to be full-time mothers because I recognize they have no time off, and they work around the clock as mothers. I am simply not wired that way; I need the fulfillment of a successful career to make me a better person and a better mother.

My chosen career allows me to bring different perspectives and experiences to my son from the people I meet during the course of a normal workday. I strive every day to help my son grow into a happy, fulfilled, respectful, tolerant, successful individual. My work experiences help me round out that set of strengths for myself and pass these things along to my son.

The balancing act of being a super sales executive and a supermom leaves me worn out at times, but it is a happy exhaustion. I maintain perspective on what I am trying to accomplish every day and focus on the things I believe will have the greatest positive impact on my career and on my son's growth and development. I schedule my time to play an active role in my son's school, his sports, and other activities, so he realizes the importance he holds in my life. And, of course, I make difficult decisions and sometimes mistakes along the way. I find I need to be a little less critical of myself as I navigate my role as a mother and my career. Coming home after a long day at work and hearing my son say "I love you" makes me realize I'm probably doing a decent job overall.

Toni Johnson

Senior Account Manager

USA

Mother of one: one teenager

Toni Johnson's busy life is literally wrapped in a sense of urgency. Like most working mothers, she has learned how to seize opportunities to build satisfaction into every day. Here's a flashback to a typical day in her life when her son's age was still a single digit.



What's a working mother at EMC? Busy ...

Up at 4:45 a.m.

Thirty minutes of exercise.

Shower and dress.

Check e-mail.

Wake my son to have breakfast together and get dressed for school.

Race for the train.

Arrive at work by 7:30 a.m.

Dad drops son off at school.

Back-to-back meetings and demands at work.

Neighbor drops son off from school. (I'll do something nice for her over the weekend.)

Home by 7:30 or 8 p.m.

Eat dinner together; thank God I prepared a few meals over the weekend.

We all clean the kitchen together.

Follow up on PTA and community commitments.

Check with my son on his homework.

My son gets ready for bed.

Talk with my son.

Say prayers with my son.

Check mail and e-mail.

Spend time with my husband.

What's a working mother at EMC? Busy!

Edward “Ted” Kempster

Customer Support Manager

USA

Father of three: two youths; one teenager

Ted Kempster “empathizes with, coordinates, and advocates for customers” both at work and home. But this atypical “working mother” adds one ingredient at home: love.



All appearances to the contrary, I'm not your typical, divorced, working mother.

My day starts at 5:30 a.m., when I get up and online to tackle my overnight e-mail and follow-up phone calls. My customers and field teams are global, so there's always something going on at that hour.

At 6 a.m. I wake up my fourteen-year-old son. He needs to be out the door and headed to school on his bicycle by 7:15. He has the typical "distractibility" of a teenager. Sometimes I realize around 6:30 that he's still in the shower and have to pound on the door to "encourage" him to hurry it up.

At 6:30, I wake up my nine-year-old daughter and eleven-year-old son. They need to be out the door by 7:30 (if the weather's fine), or I have to drop them off at school by 7:50.

At this point I'm in full "mother" mode ... reminding them about washing, brushing, combing, and homework. I make lunches (cheaper than buying), organize snacks for the day (no nuts allowed for my nine-year-old; her classmate is allergic), make breakfast (okay, usually cereal and juice, but sometimes eggs and biscuits, too), and make sure they're dressed appropriately, both for the weather and for school. It takes teamwork to make this happen successfully, and often I'm more the ringmaster while the children are doing the work.

After getting them on their bicycles or dropping them off, I'm racing to work for a full day of customer service account management. I listen to, empathize with, coordinate, and advocate for my customers, acting as their liaison with corporate support and management.

At 3 p.m. I'm out the door (thanks to flexible scheduling by my management and EMC) and on my way home to take care of my children after school. There are activities. Scouts, sports, friends, and homework. Sometimes these are interrupted for conference calls. The children have been trained to know when I need silence and to ask whether or not the phone is muted before they speak.

In the evenings I listen to, empathize with, coordinate, and advocate for my children. One major difference between how I handle my customers and how I handle my children is that I also make sure they are read to and played with and tucked into bed ... and most of all, loved.

Bedtime is 8:30 p.m. ... okay, maybe 9:00 ... all right, sometimes 9:30. Then I'm back online and catching up with e-mail from the afternoon (West Coast, Asia-Pac) until 11 p.m. or midnight, sometimes later.

At 5:30 a.m., it all starts again.

Do I sound like a typical, divorced, working mother? Pretty much so, except that I'm their dad.

Working mothers and working, single fathers are each presented with their own unique set of challenges and opportunities, but more and more I recognize our common experiences and see that we have a lot to learn from each other.

Wendy Kane

Global Accounts Program Manager

USA

Mother of two: two youths

“Doing it the hard way”—skillfully blending work and family lives—has its rewards. So Wendy Kane discovered one recent morning.



It always felt as though I was the only working mom my children knew. They would complain: “Why can’t you get us off the bus, Mom?” “Why can’t you be home in the afternoons like all our friends’ moms?”

Despite their complaints, I thought I was doing a great job of maintaining balance. Working full time never stopped me from taking on volunteer positions at school. I just made sure my responsibilities were more about independent contributions of writing, editing, and designing that I could tackle at 9 p.m., rather than leading the 9 a.m. committee meeting.

I also talk to my children on the phone, exchange text messages during the afternoons and, on occasion, have taken my lunch at 10:30 so I could be the guest reader for my son’s second-grade class. On those special days when I would visit the school, my son would look me up and down in the morning before we all left for school or work and cringe, “Is that what you’re wearing today, Mom?”

“Why, yes, Honey, why do you ask?” I’d wonder.

“Well, before you get to school today, could you please take off that suit jacket and be sure not to wear that badge? I’d like it better if you’d look like the other moms that come to school—you know, the stay-home moms,” he’d whisper.

And so I did. On the drive to school during my lunch break, I’d rearrange my clothing and maybe untuck my blouse or put on some flats in addition to removing my jacket and badge. Then he’d smile at me proudly when I entered his classroom.

My daughter used to do the same. Imagine my surprise when she reached fifth grade and I hosted a Friday morning cocoa café, where we drank cocoa and talked about current events from the newspaper. That morning she eyeballed my outfit and asked, “Mom, is that what you’re wearing today?”

“Why, yes, Honey. Why do you ask?” I replied, as so many times before.

“Well, can you please keep your suit jacket on today? Oh, and I’d like it if you wore your badge, too.”

“Oh, well, I suppose I can. Why Honey?” I responded, baffled.

“Well Mom, I’m really proud of you and what you do. I like that you’re a working mom.”

I calmly smiled and gave her a hug, all the while fighting the tears that were welling up and hoping she couldn’t feel my insides imploding during our embrace.

Melissa Duquette

Resource Manager

USA

Mother of three: three youths

Melissa Duquette delivers on her promises in life by skillfully setting expectations. Everyone (including the family dogs) has learned to live within the framework she's built.



My day is regimented similar to that in most households. By 7 a.m., lunches are packed and backpacks are lined up near the door. At 7:30, there are multiple reminders to “brush your teeth”—most of them to the same child. The dogs drop their food bowls near my feet at 8 a.m. sharp. And, as soon as my children’s feet hit the first step of the school bus, I jump into my minivan and head into the office.

The day progresses with a flurry of e-mails, meetings, and conference calls. At 6 p.m., I return home to figure out dinner, tackle homework, and battle with endless laundry.

Each day is jam-packed and does require a level of flexibility. But I manage each day using an important tool I discovered while working at EMC: setting expectations.

- By setting expectations with regard to my home/office schedule, I have been able to get the job done, while also accommodating my children’s schedules.
- Setting expectations has allowed me to focus on my job responsibilities and to assure I meet my deliverables consistently.
- By setting expectations, my kids understand they are responsible for their behavior, their homework, and their chores. This guides my family to work as a team to keep our home and household running smoothly.
- Setting expectations has helped my husband and me keep the family calendar running smoothly, while being sensitive to each other’s workload.
- Setting expectations helps me to deliver on my promises and holds me accountable for my actions.
- Setting expectations opens communication and helps to both foster relationships and build trust.

And setting expectations is exactly why the food bowl is dropped at my feet at 8 a.m. sharp every day.

Gayatri Juluru

Software Quality Manager

USA

Mother of one: one toddler

Gayatri Juluru skillfully copes with her pressure-cooker life by making room for family time and keeping her to-do list close at hand.



My son was born in November 2005, and I started working with EMC ten months later. Like most working mothers, I have a very tight schedule, especially in the morning. But I try to spend some time talking or reading books with my son before I get him ready for the day. As soon as he's ready, he goes off to the prayer room and says his prayers. Then he happily goes off to daycare.

I pick him up at 6 p.m., and we go home to cook dinner. He has a very good view of the neighborhood play area from our window and often says, "Everyone is playing there but me." So I tell him that as soon as the pressure cooker is done, I'll take him out to play.

My husband and I are both taking classes at night, so we can't always have dinner together. But, on the nights we're all home we make sure the three of us sit down to dinner and spend some time together in the evening; that's very important to us as a family. Our weekends are also busy, but we try to limit activities so we're sure we have time together as a family.

One thing I do to cope with stress is to keep a to-do list. That helps me deal with my pressure-cooker life.

Moira Sullivan

Senior Account Manager

USA

Mother of one: one infant

Moira Sullivan has found ways to deal with a working mother's constant companion—guilt—while learning to be happy and successful at home and work.



After spending three months at home with my six-week-premature daughter, I was not quite ready to kick into fifth gear and return to work full time. I reflected on the long hours, hard work, and dedication I had put into EMC over the last three-and-one-half years and knew that this was not something I would be able to return to with this new, awesome responsibility on my hands. I also knew I was not ready to give up my eight-year career in technology sales. I had built a solid foundation and skill set, made good money and connections, and was not ready to throw in the towel. After all, work had become part of me—something I defined myself by, took pride in, and got great satisfaction from.

I was nervous it would be all or nothing at EMC, but I was pleasantly surprised at my manager's willingness to work with and accommodate me. After a few conversations with HR, we came to agreement on the arrangement, and here I am five months later, grateful to my manager, local management team, and to EMC, for recognizing my value and adapting with me in this new chapter of my life.

I must admit, as a working mom, I spend a lot of time feeling guilty. Guilty because I am not home with my beautiful baby girl feeding her every meal and stimulating her development at every hour of every day; guilty because I did not get to the last three things on my "to-do" list today in the office; guilty because I have not reciprocated a "mommy and me" date; guilty because I am leaving work at 5 p.m. to get home to relieve the nanny. Maybe it's my Catholic upbringing or my desire to succeed, but guilt hits me quite a bit these days.

Having children and a career is a constant juggling act. If I could sum up the four things I try to do consistently to be successful in both aspects of my life (and sustain a little sanity along the way), they are: believe in yourself and your capabilities; ask for what you want (from your spouse, management, coworkers, family, and friends); set proper expectations with all of these people; and remember to do the things that make you happy as an individual outside of work as a mother.

In my short time wearing both hats, these things have worked for me.

Sonia Ali

Global Program Manager

USA

Mother of two: one infant; one toddler

The working mother's journey—along many bumpy and winding roads—takes skill and resourcefulness. According to Sonia Ali, EMC has proven a great traveling companion.



My journey as a working mother began just over three years ago, and, so far, it's been a good one at EMC. Now I am the mother of two toddlers.

As a program manager, I enjoy working with intelligent people on dynamic teams to deliver our products to market. Every program presents its own challenges that can only be addressed with influence and creativity. Working through these challenges is both fulfilling and fun.

As a mother, I enjoy loving my boys, caring for them, and making sure their basic needs are met. Nurturing my children and raising them well also requires my influence and creativity. This, too, is both fulfilling and fun.

EMC attempts to make balancing motherhood and work easier. For example, thanks to the mother's lounge in my building, I've been able to nurse both children. Additionally, my managers have worked out agreeable arrangements with me when my children have required care at home.

Maintaining inner balance is important to me. Finding pleasure in life with my children while also having a satisfying career offers me this balance. EMC finds ways to help.

Marisol Arroyave

Solutions Marketing Manager

USA

Mother of one: one infant

Marisol Arroyave's "greatest achievement"—becoming a mom—has been the spark igniting accomplishment in her professional life.



For a long time, I had been very focused on my career and professional life. I am the oldest of my siblings and the first one to graduate from school and to hold a Master's degree. It was very important to me to succeed as a professional Latina woman, so my career advancement was everything to me. When I learned I was going to be a mom, I was really, really happy but also scared. I was scared that my accomplishments were not going to count as much and scared that I was going to be seen as only a mom and not a professional by my colleagues.

I was often very upset when I was asked the million-dollar question: "Are you coming back to work?" Why would they assume I was going to stay at home? Why would they assume that I was going to leave my career behind because I was going to be a mother? I told them I did not want to be treated any differently because I was going to be a mom, and that I didn't want to miss any opportunities.

Then, my doctor told me that the baby's life was in danger, and she put me on bed rest. I asked her if I could work from home, and she said that would be okay. But I was afraid to ask my manager if I could work from home for two months. "What is he going to think? What are my colleagues going to think?" I asked myself.

It was such a nice surprise to hear my manager say, "Go ahead. Work from home. I will support you." No one in my department had worked from home for so long. So I worked and worked, even harder than before, to show everyone that I was really working and being productive. My manager sent me a couple of notes telling me to slow down; he said he could see that I was working too much. I then learned that even though it is not part of the EMC culture to work from home, I was helping to change the culture. I noticed that several other people started to work from home when they could not make it to the office.

When the baby came along, I was the happiest person alive. I learned that she was my greatest accomplishment. I also learned that I still cared deeply for my career. I learned that, because of her, I wanted to go further in my career advancement. I learned that I wanted to be a role model for her. I also learned that if I am going to be away from her all those hours each day, it had better be because I am doing something that I truly enjoy.

So I talked to my manager the same week I came back from my maternity leave. I told him that I wanted to do more challenging projects and to go to the next step in my position. He told me that he saw I was more focused and centered. I was glad to hear him say that, because I indeed came back more focused and centered. Thanks to my manager's support, I worked on a transition plan to do the things that would really make me happy and justify—to myself—the time I spend away from my daughter. I am happy to report that I transitioned from being a Product Manager to now being a Solutions Marketing Manager. I went after my true passion. I am very thankful to EMC for giving me such opportunity!

I am very blessed to be a mom, and to be a professional Latina woman. I will strive to do well in both and prioritize my needs and obligations.

Kelly St. Andre

Environmental Compliance Manager

USA

Mother of two: two youths

Kelly St. Andre has learned how to manage her multifaceted, “technicolor” life by resetting priorities and learning to love the whirlwind that is her life.



When EMC promised that I would work in “an energetic, innovative, empowering, inclusive, rewarding, and dynamic environment,” they weren’t kidding!

I started my EMC life in 2000. At the time, I had one child, a daughter, who was nine months old, some education, the stress of purchasing my first (and only) house, and a ten-year track record in IT managing people and projects.

I joined the IT Telecommunications team as a project manager. At that time, EMC was beginning to construct its buildings along South Street in Hopkinton, Massachusetts and the facility in Franklin, Massachusetts. My role was to be the IT advocate for all voice and data design to be implemented in the new facilities. I was quickly shoved into trailers with general, electrical, mechanical, and plumbing contractors, voice and data design engineers, and telecommunications carriers and town officials.

When my manager asked me to consider finishing my undergraduate degree, with the company providing the flexibility (and the money), I jumped at the chance. While finishing up my degree, I was also pregnant with my second child.

My son showed up in July, and I completed my degree in December; needless to say, it was a busy time.

After I’d been back from maternity leave for a few weeks, my equilibrium returned, and I saw the next challenge in front of me. I realized there were lots of telecomm projects that needed to be organized, tracked, and managed. So I attended seminars on portfolio management, exchanged information with the informal IT portfolio organization that had formed, and began to consider whether I should further my education or join a “mommy and me” class. True dilemmas! I coped by neatly packaging work and school into a jam-packed, nine-to-five job and compromised on “mommy and me” by finding a preschool for my daughter.

I was soon asked to manage all the infrastructure needs globally for the IT portfolio group, which proved to be one of the toughest jobs I’d ever had. At the same time, I had two small children under the age of four and was managing a household and finances.

I got everything done by understanding that, at any given moment in a day, priorities can change. I could wake up and the kids were number one and had to be taken to doctors’ appointments, or I’d have an overseas conference call or a 9 a.m. portfolio review with the CIO. Adapting to whatever or whoever screamed loudest became part of a finely honed skill set.

After managing the IT portfolio for about two years, I was beginning to feel the wear and tear and knew it was time to decide my next career and personal moves. The option that made the most sense was becoming part of the Engineering portfolio. I knew that I would enjoy the challenges of supporting a fast-growing, global Engineering group. I worked with the Engineering portfolio for two-and-a-half years, and it was an enriching and rewarding experience. Then, in March 2008, I took on the role of Environmental Compliance Manager for Hardware Engineering. I am now at the forefront of the “green” movement here at EMC.

The challenges are never-ending here at EMC, but so is the excitement, the energy, the innovation, and the opportunity. EMC has helped me grow my career, raise healthy and happy kids, be financially stable, and become highly educated. Thank you, EMC!

I’ve learned that life is to be lived in technicolor!

Kirsten Berntsen

Global Channel Sales Manager—Rainfinity

USA

Mother of one: one youth

For Kirsten Berntsen, seizing the moment means being there for all those special events that make up her son's life. Thanks to flexibility at work, she is able to be successful at both of her important jobs.



My five-year-old son asked me last night while I was working, “What does EMC do?” I tried to tell him in terms he could understand. I said, “EMC makes it possible for me to be your mommy and still accomplish what I need to at work.” I started to think about all the events that I could have missed: the Halloween parades, the Christmas show, and his fourth birthday celebration at school. I explained this to a coworker once, but it was finally really clear to me when I explained it to my son.

I like working for EMC because I can be successful at both of my jobs—as an employee and a mother. Of all the companies I have worked for, EMC best understands all of these special events I cannot get back. There is no recovery product that will allow you to recover missed events, and because time travel is not an option, there would only be regret. I don’t want to look back in five years and say that I missed these special moments and wonder how to explain it to my son.

I believe the best jobs allow you to balance your personal life with your company commitments.

Krista Palombo

Senior HR Generalist

USA

Mother of two: one infant; one youth

Krista Palombo shows how working mothers build well-rounded, aware (in this case, super-aware) offspring.



As a mother of a five-year-old daughter, I feel tremendous responsibility to make sure she has a good role model. I want her to see that she can be anything she wants to be. However, being a working mother isn't easy; there's a lot of juggling going on. There are piles of laundry and sometimes peanut butter and jelly sandwiches for dinner, but I'm okay with that because I feel my entire family gains something from my working.

My husband also works for EMC and has to juggle his workday around work and family schedules, too. My daughter knows that both Mommy and Daddy work for EMC, and every time we drive down South Street (in Hopkinton, Massachusetts) she can tell us which buildings we work in. She knows which building she took swimming lessons in as well.

My daughter is so in-tune with where we work she asked me one day, "How was your day at work?"

I answered honestly, "Busy. I had a lot of meetings today."

She responded, "Oh, so how'd the stock do?"

At first, I thought my husband put her up to it, but then I realized she came up with this on her own. She listens to my husband and me talk about our days, knows how important our jobs are, and wants to be part of the conversation. I answered her question about the stock, although I'm fairly certain it went over her head.

I feel my working has exposed my daughter to other things in the world. She knows I have conference calls with people in India and China, and I've shown her where they are located on a map. It's through these experiences that she begins to see there's a whole world out there with so much to learn.

She is still little, and I'm sure there will come a day when she asks why I'm not home like some mothers. In the meantime, I'll keep teaching her that I'm not just Mommy but Krista Palombo, wife, daughter, coworker, and employee. I play many roles and that makes me a well-rounded person. I want her to know she will have the same opportunities in life, too.

Tamara Hiles

Senior Account Manager

USA

Mother of one: one youth

Tamara Hiles has learned how to achieve goals and focus on customers in her job. But when she's on the golf links with her son, she focuses on her most important customer.



It's definitely a juggling act trying to stay on top of things in my life. I'm a single parent and one of the few women doing enterprise sales in the Northern California region, so I have a lot to live up to on a daily basis. But I actually think working in sales and IT has taught me how to set and achieve goals, something that's been really helpful in my life.

Another thing that's been really helpful is having a part-time nanny, who's been able to drop off and pick up my son at school and camp when I can't. She also can take him to extracurricular activities so he doesn't have to miss activities because of my work schedule.

One activity he really loves is golf; in fact, he's been playing since he was in diapers. When he was little, he used to sleep with his plastic clubs.

I'm up at five every morning to get my son and myself ready; then I drop him off at camp or school and make the commute into work. Of course, that's on a day when things are going predictably. The days when he wakes up not feeling well, I have to find a way to cover things at work so I can stay home with him. Luckily, my manager or my engineer can sometimes cover for me.

One day I had to take my son into work with me, and everyone was really great. At one point he went into my boss's office and asked him how to spell his name so he could make him a sign. My boss still has it on his wall.

I think the corporate environment has changed for working mothers, but I still get terse e-mails from people when I've had to rearrange my schedule to do something with my son. I've learned not to let that kind of thing bother me, to just step back and let it roll off me. In a male-dominated culture like this, you have to be especially careful not to become emotional.

Gardening is one thing that really helps me deal with stress. My great-grandfather had a greenhouse, so I learned early how much satisfaction you get from gardening. I think that too many people have lost their instinctive connection with simple pleasures, like growing things.

And on weekends, I like to golf with my son. When I do, I try not to look at my BlackBerry and give him my full attention. He deserves that.

Katie Guthrie

Enterprise Sales Associate, Inside Sales

USA

Mother of one: one infant

Katie Guthrie is learning to blend her deeply ingrained need to be successful at work with her desire to have a happy, healthy family. Having support at work makes that juggling act possible.



I joined EMC as a Sales Associate, part of a growing training program within Inside Sales. When we found out that I was pregnant with our first child, my husband and I were delighted. However, I was also a bit apprehensive about what this would mean for my developing sales career at EMC, especially because I would be the first pregnant woman in the program. However, I was relieved to hear from colleagues in other divisions that EMC has family-friendly policies, including great healthcare benefits and a generous maternity leave.

Knowing that I was the first woman in the Sales Associate program to go through a pregnancy, I was even more cognizant of my responsibility to set a standard for future working mothers. I didn't want to be treated differently from colleagues and wanted my work to show for itself. As part of my Chinese-American heritage, I've inherited a solid work ethic; diligence in my studies and profession are important to me. But I realized I needed to balance that drive with my need to take good care of the little life growing inside me. Fortunately, my little unborn baby was so wonderful and cooperative, making it possible to focus on my work.

We welcomed our daughter to this world on February 12, 2008. Now that I am back at work, I am thankful that EMC values working mothers, even through the pregnancy process. First-time motherhood is an amazing experience. However, knowing that as I transition back to work my management will be supportive, makes working at EMC even more fulfilling.

Dawn Masters

Senior Project Manager

USA

Mother of one: one toddler

Dawn Masters has found an effective way to deal with stresses working mothers face every day.



Okay, let's be honest. Being a working mom is not all it's cracked up to be. I'm not buying into the notion that we can do it all. Yes, you can work and have a family, but you can't do both one hundred percent. You need to accept "good enough" in your career and "good enough" at home and, for some of us over-achievers, that's hard. Really hard. I've had that conversation with some of my male colleagues and friends, and they agree that women are not alone in that. They also feel the same limitations.

The Power of Full Engagement

Neither is multi-tasking all it's cracked up to be. *The Power of Full Engagement: Managing Energy, Not Time, Is the Key to High Performance and Personal Renewal* is a book that was written by Jim Loehr, who presented at an EMC kickoff meeting. He believes that in order to be truly effective, we need to focus our energy on one task at time and that if our time is split between multiple tasks, we're not doing any of those tasks well. For me, I see this most when I am working from home and my son is at home with me; I tend to take out on him my work stress or the stress of trying to do too many things at once.

Applying the Power of Full Engagement at EMC

I can work from home when appropriate, so I do that two to three days a week. I make sure that my son is in daycare even though I'm home, because I don't believe you can be truly effective at two things at once, and I don't think it's fair to my son to expect him to play on his own while I work. I'd rather have him with a care provider who can lead him in fun and educational activities. I do take mini-breaks throughout the day to rotate the laundry through the washer and dryer, eat a healthy meal, or start dinner.

I have a relatively flexible schedule, so I can schedule time to take my son to swimming lessons or to the doctor and get my time in during other hours.

I have recently started an eighty percent workweek, taking one day off per week to either spend time with my son or just catch up on personal projects at home. It took me four years to gain approval, but it's well worth it. I also admit to working about two hours during my day off, but that's also worth it.

My new practice of being fully engaged is helping me cope with the high-stress life of a working mother.

Strength



Scaling Mountains of Challenges

Working mothers are faced with seemingly insurmountable obstacles every day of their frenzied lives. Somehow, they find the strength to “do the thing they think they cannot do,” going on to face the next mountain ahead.

The following are stories of women living life with no excuses, fearlessly facing whatever lay ahead for them and their families.

“You gain strength, courage, and confidence by every experience in which you really stop to look fear in the face. You are able to say to yourself, ‘I lived through this. I can take the next thing that comes along.’ . . . You must do the thing you think you cannot do.”

—Eleanor Roosevelt (1884-1962)
You Learn by Living (1960)

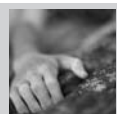
Leslie Schumann

Project Manager

USA

Mother of four: one infant; three toddlers

Despite her fierce commitment to her four children, Leslie Schumann finds ways to exceed expectations at work by thinking creatively.



We have four children, and our oldest is four. That statement alone should tell you something about how busy the Schumann household is. We are lucky enough to have a pair of two-year-old boys—and the newest member of the family, a ten-month-old girl. Our oldest three children are adopted, with the youngest—our biological baby—a happy surprise.

It's a daily balancing act to live up to all my responsibilities, but the understanding of my manager and coworkers has made it possible to keep all the balls in the air. One tool my manager and I decided to try to keep all the balls in the air was telecommuting.

In transitioning to telecommuting, I've found that honesty is definitely the best policy. I've talked openly with customers about my work life, often sparking conversations around parenting issues. Those honest, personal conversations actually go a long way toward building rapport—with both women and men. A lot of men are juggling work and parenting responsibilities these days.

After becoming a mom, I realized my days of pulling all-nighters doing data migrations at large enterprise accounts were over, so my manager now gives me smaller projects—but lots of them. In fact, in a recent conversation my manager said, “You've proven all along that you can be a powerful contributor, even though your attention is divided.”

When we first brought the boys home last year, they were sick a lot. That meant there were some days when I had to concentrate on just being a mom. But whenever that happened, I was able to make up the time at night. When you're a working mom and your kids need you during the day, your workday is sometimes 9 p.m. to 3 a.m.

Of course, there are times when you really do have to live by someone else's schedule. Shortly after my youngest daughter was born, there were several big meetings I absolutely had to attend. I was nursing her, and she wouldn't take a bottle, so during each of the meetings she and the nanny spent the day in a room next to the meeting room. I was able to duck out and feed her when I needed to.

The fact that I had to take our nanny with me left us with a gap at home. We got the coverage we needed from a backup childcare service EMC offers. Access to that service has been invaluable to us.

As I've learned how to keep the balancing act going, I've tried to educate people I work with; I think that's one of our roles as working mothers. And I'm finding that my male coworkers are incredibly receptive.

It's not financially possible for me to be a stay-at-home mom. So I've had to find a way to work and make a good income, while taking good care of my children. EMC has stood by me and allowed me to do just that. And that makes our life possible.

Hairong Chen

Senior Software Quality Engineer

USA

Mother of two: two youths

Like her employer, Hairong Chen is a survivor—and more. She has overcome incredible challenges to thrive.



I came alone to the United States of America twelve years ago as a student from China. I was young, single, energetic, and full of dreams. Twelve years later, I'm a working mother of two and a senior software engineer. Four years ago, my husband lost his job and a year later relocated to Nevada. Since then, I have been the sole breadwinner for the family and have had to take care of the kids single-handedly while working at EMC.

I have been working on three different projects since I joined EMC in 2001, and each project has had very demanding release deadlines. Oftentimes, I have worked days, nights, and weekends to get things done right away. From day one, my current group—Invista—has been built up along with the Bangalore team in India, so early morning meetings and late night e-mail communications are part of my daily work routine.

I'm also a member of the Hopkinton-based Asian Circle*, and I teach Chinese at a local school on weekends.

During my six years at EMC, both the company and I have been through ups and downs. I like to think we've both come through the down times stronger.

*The Asian Circle is an EMC-sponsored organization that provides a support network and knowledge base for Asian and Asian-American employees at EMC. All EMC employees are welcome to join.

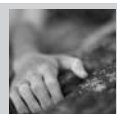
Dhvani Kortua

Senior Technical Writer

USA

Mother of one: one youth

Dhvani Kortua is another working mother who uses creative thinking to build balance into her frenetic life.



I'm a mom and also a senior technical writer at EMC.

There are so many things to juggle each day.

Making breakfast; packing lunch for my son and getting him to school; driving on the highway during rush hour; working hard on my deliverables; making sure I'm on track for my individual/career development; picking up my son from after-school care in the evening and taking him to sports practices; doing his homework with him; making dinner; grocery shopping; laundry; figuring out daycare or camps for school vacation weeks so that I can still be in the office for business hours; taking him to the doctor or dentist; making sure we're both healthy; paying the bills; carving out time for myself and a social life.

The list goes on and on.

Luckily, EMC encourages innovative problem-solving. I can work from home on snow days, when last-minute childcare isn't an option. Last summer, I was delayed getting to work until 9 a.m. because I had to drop off my son for day camp. Then I left work at 3 p.m. to pick him up but worked from home for a few hours in the evening. Also, EMC is a globally dispersed organization, and this creates opportunities to improve work-life balance. For example, the occasional 6 a.m. conference call gives me the opportunity to work early morning hours, which frees up time later in the day to hit the gym or go out to lunch with coworkers.

There are certainly days when I feel tired, stressed, and overwhelmed with just about everything. Sometimes it feels like there's just too much to do and not enough time. In general, though, being creative and resourceful seems to resolve conflicts, get the job done, and breed success—not just as an employee or mom, but for myself.

Ciaran Long

Director, International Product Operations

Ireland

Mother of two: two teenagers

Living life with no excuses has made Ciaran Long's life something of a rollercoaster ride, but she believes women are well-equipped to handle the "thrills and spills" of a working mother's life.



As I enter my sixteenth year as a working mother and my twentieth year at EMC in Ireland, it's interesting to think about how different life might have been for me and for my children if they hadn't lived their whole lives thus far against the backdrop of their mother working in a company as challenging as EMC is. And when I do reflect on that, I'd have to say that although it has always been a rollercoaster ride with plenty of thrills and spills for both them and me, the pluses far outweigh the minuses.

EMC has been so much a part of my life that my children have grown up being very familiar with aspects of my work. For example, they understand that the term EOQ (End of Quarter) means that I disappear off the home radar every thirteenth week, and they are well inured to the cycle now. But, as they get older, they also better understand the relationship between the sometimes-difficult situations that having me work here involves, balanced against the tangible benefits to them materially. This is an important life lesson for them.

Having a really great support system in place has been a key factor as we've moved through the years; my child-minder is really like a second mother to my kids (and I always gratefully acknowledge both to her and them the role she plays), and her children are like siblings to them. This has made life much richer for my two children and allowed me to know they are in hands as safe as my own. It has allowed me to move onto increasingly challenging roles as EMC grows, by eliminating any worry about their safety. While it's not a simple thing to achieve, my advice to new working mothers is to really work hard to put solid support and backup in place. The time and effort you invest at the outset will really pay off as you move forward in your career and your children grow.

Equally important, I think, is having a realistic perspective about the two-way street between you as an employee and EMC as a business. My own experience with EMC has been that if you flex with the company's needs they will invariably meet you halfway in flexing with your needs at different stages as a working mother, but you have to remain mindful of keeping the right balance so that you are, in a way, setting the company up to facilitate you.

I think it's true that, in many ways, women have to work smarter and perhaps faster than their male colleagues to make that next career jump. But, let's face it, women pretty much have to do that in all aspects of life, and we have the brains, skills, and emotional intelligence to take both ourselves, and any company that's lucky enough to have us, to new heights.

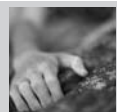
Oana Piperova

Partner Account Manager

Bulgaria

Mother of two: one infant; one youth

One morning, while driving one of her “princesses” to school, Oana Piperova had an important lesson in career satisfaction.



In our family, girls are the majority and it's pretty hard to talk about democracy. Like any other princesses, my daughters have huge requirements. So sometimes my job at EMC seems very easy to me, compared to what awaits me at home.

My husband and I travel quite a lot, especially lately, so when we're home we try to maintain some rituals we established when the girls were babies. For instance, my oldest daughter needs Mom or Dad to read two or three stories before falling asleep, and my youngest loves to play with shampoo bubbles while bathing with her beloved friends, penguins.

My youngest daughter is still small and doesn't always understand what's happening around her. But my oldest is aware of everything. Every morning as I drive her to the kindergarten, we discuss all sorts of things. When I'm about to travel, the main subject is my job.

In one of these discussions, my daughter asked me something that made me think. "Mom, why do you go to work?"

How should I respond to a five-year-old princess, especially when I've never thought about it seriously? I've always known that I need to be a working woman/mother, but is this the only answer? I answered that, besides the material part, I go to work because I want to prove to others and myself that I'm capable of achieving results, and that I can build a career while continuing to be a good mother.

My daughter was confused. She looked at me for a while trying to digest what I'd said, then replied in a very serious tone, "Mom I don't understand why you go to work, but I go to kindergarten because *I LIKE IT.*"

I was pleasantly surprised and proud of my princess. She'd discovered early something important; she'd learned that it's much easier to overcome obstacles in life when you're doing something that makes you happy.

It's the same for a working mother. When you love your job and are surrounded by love at home, problems don't seem too serious. I have never seen children as an obstacle to my career; on the contrary, when I get back home and two smiling faces are waiting for me, everything seems much easier to me.

Oana Piperova

Manager Parteneri

Bulgaria

Mama a doua fete: bebe si prescolar

In una din diminetile cand ducea una din “printesele” ei la gradinita, Oana Piperova a avut parte de o lectie importanta legata de satisfacerea in cariera.



In familia noastra fetele sunt “majoritare” si e destul de greu sa vorbim despre democratie. Cele doua printese au patru ani si jumătate cea mare, respective un an si jumătate cea mica si ca orice printese pretentiile sunt imense. Din aceasta cauza pozitia de PAM la EMC Bulgaria mi se pare cateodata “floare la ureche” in comparatie cu ce ma asteapta acasa.

Pentru ca atat eu cat si sotul calatorim destul de mult, mai ales in ultimul timp, incercam sa pastram acasa, ritualurile stabilite inca de cand erau mici: cea mare nu adoarme inainte ca mama sau tata sa citeasca doua trei povesti, iar lui bebe ii place foarte mult baia cu baloanele de sampon si cu mult iubirii prieteni, pinguinii.

Bebe inca mica si nu intelege tot ce se intampla, dar cu cea mare e un pic mai dificil. In fiecare dimineata in drum spre gradinitza discutam tot felul de lucruri, iar cand se intampla sa calatoresc mai mult, tema principala e serviciul meu.

In una din aceste discutii fata cea mare m-a intrebat ceva care m-a pus pe ganduri: “Mama de ce mergi la serviciu?”

Mmmm cum sa-i raspund unei printese de nici cinci ani, cand niciodata nu m-am gandit serios la asta. Intotdeauna am stiut ca nu sunt genul de casnica, dar poate fi asta unicul argument? In afara de aspectele materiale, i-am raspuns ca merg la serviciu pentru ca: doresc sa imi dovedesc mie dar si celorlalti ca sunt capabila si pot obtine rezultate, ca pot construi o cariera continuand sa fiu o mama buna, si asa mai departe.

Sa fiu sincera a fost un raspuns destul de incalzit, nu am fost pregatita pentru aceasta intrebare.

Fetita mea a stat ceva pe ganduri, s-a incrunat si intr-un final mi-a spus:

“Mama nu am inteles de ce mergi tu la serviciu, dar iti pot spune ca eu merg la gradinita in primul rand pentru ca IMI PLACE, pentru ca invat o gramada de lucruri si am multi prieteni cu care ma joc in fiecare zi.”

Am fost placut surprinsa si mandra de printesa mea. A descoperit la o varsta frageda ceva important si anume ca atunci cand faci ceva cu placere e mult mai usor sa depasesti obstacolele care apar in viata.

E la fel si pentru o mama lucratoare. Cand iti place serviciul pe care il ai, cand esti inconjurata acasa de dragoste lucrurile nu par atat de grele pe cat sunt in realitate.

Niciodata nu am considerat copiii ca pe o piedica in calea carierii, din contra, cand ma intorc acasa si doua fete zambitoare te asteapta la usa, totul mi se pare mult mai usor.

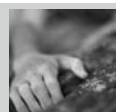
Erin Bellomo

Senior Systems Engineer

USA

Mother of two: one infant; one toddler

Erin Bellomo has learned to overcome the challenges of “the earthquake that is motherhood,” thanks in part to the company’s focus on families.



I started working remotely prior to having kids. So when the earthquake that is motherhood struck, I was at least comfortable and disciplined with my job! Being a working mom has made me become more disciplined and adept in my roles. I can switch hats and ramp up to performance level better than ever.

Working for EMC, I have a wonderful position that keeps me intellectually stimulated and constantly challenged, and there is a focus on prioritizing family that comes from the top down. Also, I am fortunate to have a team of moms in my group who understand the day-to-day challenges with kids in the equation. This team roots for one another and helps tie loose ends and pull up the slack when one of those unexpected “mom days” happens. Without these friends/supermoms to vent to, emulate, and commiserate with, I would be lost. I wouldn’t have the sounding board that I need, and the comfort of knowing someone else can relate.

At first, I had a nanny in my home. It started wonderfully, but quickly became challenging when my daughter knew I was upstairs in my office. She would crawl over and sit at the bottom of the stairs and yell “mama” over and over and over again. I hated having to ignore her to focus on the job I get paid for. Now she and her sister spend their days at the sitter’s. They enjoy going to June’s, and I am very confident in her care. It is much easier to enjoy my job when I am not hearing their cries or laughter.

I am so glad to be a mother at this time, when I don’t have to choose between career and motherhood. Sure, there are glitches, like figuring out at 5 a.m. which parent will be home for the day if the kids are sick, juggling my schedule when a sudden stomach virus hits, or stressing to get the kids out of the house so I can be back and prepared for the 9 a.m. meeting. Being a mother is stressful in itself; being a working mom has its own challenges. The added stress of being an employee. The demands. The deadlines. The delivery.

I constantly reassure myself that it is quality versus quantity time spent with my kids that is important. I like to think my kids have a better mom because of it. I may not be with them the entire day—and if I am the phone will continue to ring—but when I am with them, I realize what a gift it is.

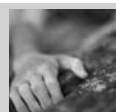
Laurence Peghaire

Marcom Program Manager

France

Mother of two: two toddlers

Like many working mothers, Laurence Peghaire often feels she is running a marathon, just to make it through the day.



6:30 a.m.: The alarm sounds ... the beginning of my first job.

7:15 a.m.: I leave home. Dad is there to watch the girls, who are still sleeping. I cannot even kiss them goodbye. I run so I don't miss my train, which is at 7:36 a.m.

8 a.m.: I arrive at the marketing department at EMC France.

8:15 a.m. – 5:15 p.m.: An intense day at EMC without many breaks, I rush to make sure I finish all of the activities to complete and finalize my quarterly MBOs. Is that not the main objective behind all of this? Simply being a successful working girl and earning a living.

5:15 p.m.: The day ends on the first job, and the second job begins. Fortunately, my colleagues are all very understanding, so I never get, "Oh, you are taking half a day off?" I run so I don't miss the bus that will take me to the station; then I catch the train and finally I get my car and go pick up my younger child at daycare.

6:10 p.m.: I pick her up, always a magical moment, and quickly discuss the events of the day with the nannies.

6:20 p.m.: I run (or rather drive faster) to pick up my elder daughter at school, which is of course in a different part of town. Quotation from a civil servant working in the local Welfare Services: "But Madame, you're already very fortunate to have a spot in daycare. More than one hundred mothers are on the waiting list ... so getting one in your area would be a miracle!"

6:30 p.m.: Arrive at the school, my cell phone rings. It's a Sales Rep calling me who wants to organize an event. I put my working girl outfit back on and respond that I will help him with pleasure, but because I am not at the office right now, I will be back in touch with him tomorrow.

6:35 p.m.: I rush to pick up one daughter, the other in my arms, as I go to the school daycare room on the first floor. My eldest is whining; she's tired and wants me to help her put on her coat and hold her hand. Help! I only have two hands!!

6:40 p.m.: Whew—I've got my two little cuties, and here I am—arriving at my second office. A colleague calls and wants to know if he can have a seat in the EMC box at the Stade de France. I am in the kitchen, very, very far away from this EMC box. ... I have a spoon in one hand that I'm using to feed the baby, and I'm making wild gestures to the elder child so that she stays quiet.

7:45 p.m.: Third business call. A Sales Rep calls, and I switch roles once again ... but I almost cannot fit in my working outfit.

8:30 p.m.: I put the kids to bed, read them a story, and shower them with kisses.

9:15 p.m.: After cleaning the kitchen, folding the laundry, and taking care of some administrative things, I finally sit down ... it's been almost fifteen hours since I started.

10:45 p.m.: Lights out, because one thing surely will not leave me in peace tomorrow morning—my alarm clock at 6:30!

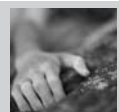
Laurence Peghaire

Responsable Marketing & Communication

France

Maman de deux: deux petites filles

Comme beaucoup de mères actives, Laurence Peghaire a parfois l'impression que chaque journée ressemble a un marathon.



6h30: Le réveil sonne ... début de ma première journée

7h15: Je quitte la maison, mais le papa est là pour s'occuper des filles qui dorment encore. Je ne peux même pas les embrasser pour dire au revoir. Je cours afin de ne pas manquer mon train de 7h36.

8h00: J'arrive au service Marketing d'EMC France.

8h15 – 17h15: Une intense journée à EMC m'attend et il y aura peu de répit. Je me dépêche de terminer différentes activités afin d'atteindre mes MBO trimestriels. ... Car c'est bien le principal objectif n'est-ce pas? Etre une successful working girl qui gagne et empoche son chèque à la fin du mois.

17h15: Ma première journée se termine, et la deuxième commence.... Heureusement, mes collègues sont très compréhensifs, et je n'ai pas droit aux réflexions du type: "Ah, mais tu prends ton après-midi?" Je cours afin de ne pas manquer le bus qui m'emmène à la gare; puis j'attrape mon train et je prends enfin ma voiture pour aller chercher la cadette de mes filles à la crèche.

18h10: Je la récupère enfin, moment toujours magique ... puis je discute rapidement de ses péripéties avec les nounous.

18h20: Je cours (ou plutôt, j'appuie sur l'accélérateur) récupérer mon ainée à l'école, bien entendu dans un tout autre quartier de la ville. A ce propos, voici le commentaire d'un fonctionnaire travaillant au service de la petite enfance de ma ville; je cite: "Mais Madame, vous avez déjà beaucoup de chance d'avoir une place en crèche, plus d'une centaine de mamans sont sur liste d'attente ... alors pour ce qui est d'obtenir une place en crèche dans votre quartier!"

18h30: Arrivée à l'école, mon téléphone sonne, un commercial m'appelle; il souhaite organiser un événement client ... je reprends donc mon déguisement de working girl et je lui réponds que je l'aiderai avec plaisir, mais n'étant pas au bureau actuellement, je le recontacterai demain seulement.

18h35: Je cours pour récupérer Clara, Jade dans mes bras car le centre aéré est au premier étage. Clara pleurniche, elle est fatiguée et souhaiterait que je l'aide à s'habiller et que je lui tiens la main. Help! Je n'ai que deux mains!!

18h40: Ouf—J'ai récupéré mes deux minettes et me voici enfin arrivée—sur mon deuxième lieu de travail: ma maison. Un collègue m'appelle ... il veut savoir si j'ai encore des places dans la loge EMC du Stade de France. Je suis dans ma cuisine, bien, bien loin de cette loge. J'ai une cuillère à la main pour nourrir mon grand bébé, et en même temps, je fais de grands gestes pour demander à mon ainée de se taire.

19h45: Troisième coup de fil professionnel: Un commercial m'appelle et je change de déguisement une fois encore ... mais plus difficilement cette fois-ci.

20h30: Je couche les filles, leur raconte une histoire, et les couvre de bisous.

21h15: Après avoir rangé la cuisine, plié le linge propre, géré quelques tâches administratives, je m'assois enfin ... cela faisait presque quinze heures que j'étais au taquet.

20h45: Extinction des feux, car il y en a un qui ne m'oubliera jamais le matin—mon réveil, réglé à 6h30!

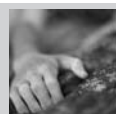
Christine Saunders

Area Sales Process Manager

USA

Mother of three: three adults

Chris Saunders has had to face and overcome challenges that most people can only imagine. But she has had an ally in scaling the mountains in front of her.



I am so thankful I'm a working mother at EMC. It's been a lifesaver to work for a company that understands that parenthood doesn't end the day a child turns eighteen.

Two years ago my twenty-year-old son's boss called me at work and asked me to come to his office immediately. When I arrived at my son's workplace, his boss was patiently sitting with Craig keeping him calm, listening to him talk about things that made absolutely no sense.

I had seen this before. Three years earlier, my daughter suffered a psychotic break that lasted almost three weeks before doctors found the right combination of medications to stabilize her.

I drove him to the local hospital where, after a medical examination, the staff informed me that he would be transferred to the state-run mental-health facility, due to his lack of insurance coverage. Being over eighteen and not a full-time student, my son didn't qualify for care under my medical insurance and had no coverage of his own. And, being a single mother already supporting one child with a major mental illness, I could not commit to paying the bill for his care at the facility of my choice. So I watched as a pair of policemen shackled my already confused son's hands and feet so they could transport him to Georgia Regional Mental Hospital. My son thought he was being arrested and sent to prison!

When I visited him at the hospital each night, I was not allowed into the facility, which was particularly disturbing because the local paper had recently uncovered abuses in the state system, so I was worried about what conditions he was living under. He was brought out to me through a locked door into a foyer for visits. Despite the questionable quality of care he was receiving, the antipsychotic medications administered to him worked and he was able to come home after five days at the hospital. But he was by no means completely stable. He had not even been given a diagnosis and had no idea what he was up against, much less any direction on how to overcome it.

In August 2007, my prayers were answered when I received word that EMC had added the Expanded Dependent Child benefit to my health insurance plan. I put my son in an outpatient program at the best mental health facility I could find. He has been diagnosed with schizophrenia, has been educated about his illness, and is getting therapy to help him cope with his symptoms, which have decreased markedly.

Thank you, EMC.

Roxane Mody

Manager, Marketing Programs

USA

Mother of one: one toddler

“Breathe.” That’s Roxane Mody’s creative and “incredibly effective” approach to stress relief.



My son is really teaching me the meaning of the “Terrible Twos.” I always said, “This will never happen to me; my son will never go through a stage like this.” Well, he sure is. He loves to throw things and says “no” all the time. Of course, he does say it in such a cute way.

I’m finding time management is absolutely critical to staying on track, especially in the morning. Mornings can be a real struggle.

Before I get out of bed, I try to work out an agenda in my head. I’m now managing a group in India, so that means I have to be online with them by 5 or 5:30 a.m., to make them feel I’m giving them some time and attention. Then I get my son up, and we relax and talk through breakfast.

Then I start getting him ready for the day, and that’s when the Terrible Twos kicks in. When he brushes his teeth, he wants to brush everything—his skin, his hair—and, at that point, I’ve got a clock going in my head.

Luckily, my boss has two kids—one of them is my son’s age, so he really understands what I’m going through. His attitude is, “Do what you need to do, just as long as you get your work done.” That’s been tremendously helpful.

Another big help is onsite daycare.* It’s a great benefit to us working mothers.

One of the things I do to help deal with stress is breathe. It sounds really simple, but it’s incredibly effective to just relax for a few minutes, close your eyes, and breathe deeply. I started doing this when my son was born. I was a first-time mom, and we didn’t have any family here (my family lives in India), so I needed a way to deal with the stress. I had read an article about new moms who’d used deep breathing for stress relief. I tried it, and it worked really well.

I think it’s also really important to set expectations—even with your managers. For example, if you have a daycare commitment, you need to let your manager know right away, so he understands when you are and aren’t available. That can eliminate a lot of stress down the line.

I never thought I’d stay at a job for more than five years, but I’ve now been at EMC for more than eight. I’ve never had it so good!

*Onsite daycare is available at some EMC locations.

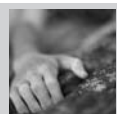
Carol Elstien

Regional Practice Lead, Managed Availability Services

USA

Mother of two: two teenagers

Living life with no excuses is never easy—especially in a performance-focused culture like EMC's. But Carol Elstien has learned that setting priorities can help her meet challenges at home and work.



I had interacted as a partner with EMC for a long time and understood its driven culture. Based on that initial impression; I was reluctant to join EMC. Luckily I investigated deeper, and found that EMC was able to meet my desire to balance work and family commitments.

As a working mom, the most valuable tool I have is a sense of what my priorities are at any given point. I took some coaching sessions for executives, and they helped me identify my core values. When confronted with the dizzying number of things to do on a daily basis, I do the things that reflect my core values first.

I make work a priority within business hours and after 9 p.m., when my kids' activities are over and I have time to catch up. If my kids have an important event, even if it is during the day, I make time for it and schedule it on my calendar. I guard time with my kids as closely as I would a work meeting. I have learned to set expectations with people at work and with my kids. When I say I will have something done, I do it. When I say I will be at an event, I am. One example is that before I was hired, I let the people whom I would be working with know that I coached soccer. They were very supportive of the fact that on some days I would need to leave work to coach but that I would make up the time later in the day. For the past four years at EMC, this has been working. I am able to consistently exceed expectations at work and maintain a close relationship with my kids.

I have found managers and the people I work with every day at EMC to be very supportive of time with my family. Everyone at EMC is still driven to perform; however, once inside, I found that EMCers are equally driven to support family commitments.

Barbara “Bobbi” Newman

Senior Software Engineer

USA

Mother of one: one youth

Bobbi Newman has made her daughter her copilot in life, a creative solution to a problem every working mother faces: an almost total lack of free time.



One of the hardest things for me, as a single working parent, is making sure my daughter is able to be involved in the extracurricular activities she loves, including Brownies, gymnastics, and soccer. Luckily, EMC gives me the flexibility I need to take her to some of her activities. And my mother is retired, so she's able to be a big help.

Because my time is so limited, it's not always easy to balance my life. I want to focus on her as much as possible, but I also have interests of my own, like climbing and flying. One thing that's helped is getting her involved in the things I like. For instance, I might do a shorter and easier-than-usual hike and take her along. And I try to be sure we have a healthy diet, so I do a lot of cooking at home and involve her in the process.

Recently, she showed me how much it means to her to be included in the things I do. My boyfriend and I took her Brownie troop out to the airfield to see the planes we fly. We let them sit in the planes and talked about what it was like to be a pilot. Before we went out to the field, we met with the girls to talk about safety issues. I hardly got a word in edgewise; my daughter kept raising her hand to explain one point or another.

I'm not always sure if I'm doing the right thing by including her in some of my activities rather than focusing strictly on her in our free time. I guess I have my answer.

Toby Zeldin Yaakov

Senior Technical Writer—RSA Security

Israel

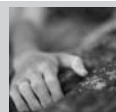
Mother of two: two youths

Everyone needs a recipe for success—especially a working mother. Toby Zeldin Yaakov has a few to offer.

Recipes from a Working Mom

The following recipes are best suited to a hot Mediterranean country. Recommended side dishes include a long vacation and a sports club membership for stress relief.

Fried Goal Sheet Giblets
Vegetarian eLearning Lasagna
Holy Land Soufflé
Coffee-'n-Crisis Chocolate Cupcakes
Multi-tasking Fruit Trifle
Upside-Down Double-Deadline Layer Cake
MBO Muffins



Ingredients (Substitute with your own life's ingredients.)

2 bilingual, Canadian/Israeli daughters with endless energy
1 Israeli husband, computer-illiterate and happy that way
1 extended family in Canada (my side)
1 very extended family in Israel (his side)
1 elderly dog
1 persistent cat
Assortment of farmyard animals
2 daily commutes on congested roads
1 moshav (Israeli cooperative agricultural village)
1 demanding workload
1 patient team leader

Equipment

High-speed wireless connection at home
Laptop
Cell phone
Car
1 shady yard, private getaway, or personal creative space

What You Need

Sense of humor (without that ... well, it's tougher)
Open mind (closing it isn't going to help)
Flexible cultural perspective (an "I'm-not-the-center-of-the-universe" attitude)
Ability to pick up languages (or at least get by and not embarrass yourself)
Patience (it's a virtue for a reason)
Sufficient sleep (when available)

Preparation

We can never be well enough prepared but we can try.

Becoming a Working Mother

Does any woman actually dream of being a working mother? It's a 24/7 smorgasbord of personal and work challenges all rolled into one. And for me, the icing on the cake is that I'm a working mother in the Middle East. I could never have imagined the swirled topping of ups, downs, and inside-outs of this working-mother's life I lead: I'm a city girl from Toronto living in a far-away, out-of-the-way Yemen-Israeli community named Moshav Tnuvot, a former screenwriter now writing API documentation, employed by a U.S. corporation and working in the Israeli high-tech industry, and the English-speaking mother of two girls who speak Hebrew.

The Proof is in the Pudding

Recently, I asked my girls what they think of the fact that I'm a working mother, much like poking a toothpick into the center of the cake-of-life to see if it comes out clean. When my little one, now aged ten, frowned slightly, I guessed what she might have been thinking. At previous jobs, I've not always managed the role of working mother with efficiency, often coming home late from work. On those nights "Abba" (Dad in Hebrew) would try to make dinner and tuck her into bed instead of me.

My elder daughter, age twelve, piped in and said with great maturity, "We're proud of you, Mom. We're happy that you keep our house healthy. You make sure we have everything we need."

And with that reality check to reflect on and to support me, I continue to work, along with my husband, to raise my girls to adulthood. Along the way, I'm always looking for that perfect recipe to improve my working mother's journey, for my family *AND* me.

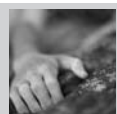
Ann Gagliano

Project Coordinator

USA

Mother of two

Flexibility—at work and home—helps Ann Gagliano overcome challenges and turn in winning performances at home and work.



As any working mom will tell you, you have a lot of balls in the air at all times and juggling becomes your primary survival tool. In order to be successful in both her career and home life, a working mom needs the people around her to be flexible. At every step of my journey through motherhood and career, EMC has given me that flexibility.

It was when I got pregnant that I realized what a great group of people I worked with. My first child was born in January 2002, so I was pregnant for most of 2001. In those days, there were very few women in the NY/NJ office. I believe I was the first woman to be pregnant in the office. Almost from the beginning, everyone had to get used to me behaving differently—most notably, breaking out the snacks in the middle of customer sales calls. Finally, toward the end of my pregnancy, the only thing that was comfortable to wear was a jean skirt and sneakers. People laughed at me, but every time I walked into a meeting, someone was there with a chair for my feet or to get me some water.

Coming back to work after having my daughter was really hard. One of my biggest challenges was deciding how to handle nursing. Most women will understand that means pumping at work, and that posed a challenge for me. I had no reasonable place to store. I had to gather up my courage and talk to my manager about it. I am sure he was a bit uncomfortable, but his solution was simple: I bought a small refrigerator and expensed it.

While on my second maternity leave, the guys in my team sent me a gift certificate that I used to purchase a double stroller. When was the last time you heard of a group of men taking up a collection for a baby gift?

Having two kids at home meant that I needed even more flexibility, and of course, both of my managers gave it to me. So I began working from home or the Long Island office more frequently. However, after a while, it was clear to me that no amount of flexibility was going to allow me to be able to pull off the job the way EMC wanted it and home life the way I wanted it. One of our project coordinators had resigned, and I asked if I could have the position. It meant a big step back in terms of responsibility and salary, but they let me have what I needed (again) without hesitation.

The project coordinator position is the perfect role for me. With the reduced responsibility, I am less stressed and freer to perform the way I would like in both of my jobs.

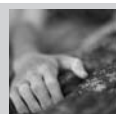
Angela “Angie” Diette

Principal Financial Analyst

USA

Mother of two: one toddler; one youth

With both her husband and daughter on the DL (disabled list), Angie Diette needed all the strength she could muster to keep up her game. Support from her team at work helped.



I had a lot of upheaval at home over a year ago. Everyone is healthy now, but my husband was hospitalized for a week in December 2006. Then, not quite six months later, my daughter fell in the backyard and broke her thighbone, ending up in a full-body cast for five weeks. Needless to say, she couldn't go to daycare, and I had to take a leave of absence while she was in the cast and then for a few weeks longer until she learned to walk again. NOT FUN.

During these rough periods, my manager and her manager were incredibly supportive and told me to first concentrate on my family. As my husband and daughter recovered, and we were all out of crisis mode, I was able to stay connected by working part time from home. I could still contribute by checking e-mails, working on projects that did not require face-to-face interaction, and providing updates. Our team maintained communication and was very adaptable. I'm proud of the way we worked together and how I was welcomed back with no reservations about my ability to do my job.

P.S. Spread the word that if anyone else has a child who ends up in a spica cast, I have lots of advice for how to cope.

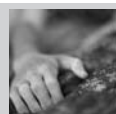
Rachel Koh

Senior Director, Strategic Initiatives

USA

Mother of two: one toddler; one youth

One morning, Rachel Koh had to really think creatively to give her son the attention he needed AND get through an important call.



On the morning of an important meeting, I received a call from daycare as I pulled into the EMC parking lot. My daycare provider said my nine-month-old had a fever and needed to be picked up immediately. Although this was a low-grade, teething-induced fever, I needed to turn around and get him. Since the day had already begun for my husband hours before, he could not “cover.” Therefore, I headed back to get my son. Unfortunately, I also needed to be in the building in order to send a presentation and participate in the meeting.

After some thinking, I decided to bring my son into my office and call in to the meeting. This would also allow me to e-mail my presentation in time. After all, it was time for his morning nap, and he should sleep if I turned out the light. I was in such a rush to get to the building, that I forgot the diaper bag. Of course, he took advantage of the situation, giving me a big surprise in his diaper. This kept him from wanting to nap and so I started the “baby dance.” Remember, the jiggling, rocking, swaying, bouncing dance to get babies to sleep or to stop crying? So, there I was, presentation e-mailed, phone muted, lights off, dancing to the sweet stink while trying to gracefully answer questions in between “shhs” and “hushes.”

I committed to that meeting and got through it successfully. Balance, right?

Patricia Florissi, Ph.D.

Chief Technology Officer—Resource Management Software Group

USA

Mother of two: two youths

Brazilian Patricia Florissi has had to learn to cope with the challenges of a working mother of twins, usually without the help of family.



I am the Chief Technical Officer (CTO) for the Resource Management Software Group (RMSG) at EMC. I joined EMC in February of 2005 via the SMARTS acquisition, where I had worked for the previous eight years. I have twin daughters who turned twelve in July. We are all from Brazil and have no family here, which makes it that much harder to cope with the challenges of being a working mother. My mother-in-law does come to stay with us and help out for six months at a time. But, most of the time, we are on our own.

So I really understand the concept of juggling.

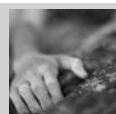
Tamara Thornhill

Divisional Sales Process Coordinator

USA

Mother of one: one youth

Tamara Thornhill has learned that it takes strength—and unfailing support from people around her—to raise her daughter alone.



I am a single parent and have been raising my daughter alone since she was born. When I came to EMC, she was three years old and, due to complications from her birth, I was constantly running her back and forth to the hospital.

I thought to myself, “Tamara, this company is going to let you go if you can’t keep up with the work schedule.”

But here I am seven years later, and I could not have asked for a better company to work for. I always ask people, “Who has a job these days that they don’t complain about?” I am in that one percent. The management team and employees I have been blessed to work with are the best of the best. I couldn’t imagine raising a child and working anywhere else. EMC cherishes its employees; they make you and your family feel a part of a strong family unit.

Thank you, EMC, from my daughter and me. We appreciate you.

Leigh-Anne Goldie

Senior Administrative Assistant

South Africa

Mother of two: two teenagers

Working mothers “complete what they say they are going to” at work and home. Leigh-Anne Goldie is a good example.



Being a working mother has its fair share of stress.

There are so many things to worry and feel guilty about.

Kids get sick and have to stay home. Afternoon sports events take place and one cannot always be there to lend support.

School holidays—one worries about what the kids are getting into.

Getting home to assist with homework and projects, after a long day at the office, certainly takes its toll on you.

Being the primary breadwinner, knowing you are working to support the children that you have brought into the world.

Avia Banks

Senior Project Manager

USA

Mother of two: one youth; one teenager

Hard work is a refuge for Avia Banks, who has had to find the strength to cope with her daughter's chronic illness.



I'm a single parent, and sometimes at the beginning of the week I look at everything I have to do and wonder how on earth I'm going to get it all done. In fact, we've had many teary Sunday nights when I realize that the girls can't do everything they'd like. We live in a community where many of the mothers stay at home, so it's sometimes hard for my girls to understand why they can't do everything. One of the ways I deal with that is by having them join in deciding what we can and can't do and how we're going to work it all out.

My older daughter is a competitive swimmer, so she attends lots of meets and practices. My younger daughter has a chronic illness that prevents her body from producing enough blood platelets, which can cause spontaneous bleeding. She has had several serious complications and often gets nosebleeds. When that happens, I have to drop everything and get her into the hospital. At one point, she was in the hospital every three weeks for treatment.

I do have a support system in the children's father, family, and friends, but I recently had to hire a part-time nanny to help with some of the driving to and from activities.

Another thing that helps is working for a company that understands when my daughter is sick and I have to take time off or rearrange my schedule. One of the reasons I wanted to contribute to this book was to say just what a great organization EMC is to work for.

Believe it or not, one of the things I do when I'm really stressed is to work harder. It's actually something I can control—unlike my daughter's illness—so it sometimes helps to work really hard and get lost in the detail. It's a good distraction.

My other outlet is gardening. I just like to get my hands in the dirt, dig around, and work out my stress. It doesn't make it all disappear, just a little easier to deal with.

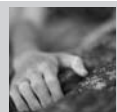
Mary Jane Fitzpatrick

Executive Assistant/Project & Program Coordinator

USA

Mother of one: one youth

As Mary Jane Fitzpatrick's story shows, creative thinking can be required to put out the fires in a working mother's life—literally, in this case.



I recall a time when I had to work late for about a week straight, getting me home at 7:00 to 7:30 each evening.

When I finally got home one night, I parked my car in the garage, opened the door, and walked into the house. The smell of something burning filled the air. I rushed up the stairs to find my three year old sitting in the middle of our bed with the ceiling fan on watching TV. As I walked through the door, he jumped up, ran across the bed, and threw himself into my arms saying, “Mom I’m so glad you’re home; I was afraid.” I asked him why, and he said, “Daddy is cooking.”

Just then, the smoke detector went off, and my husband came running down the hall with a dishtowel, waving it in the air in the direction of the smoke detector. I could feel my son’s grip tighten around me even more.

Moments later, we heard a bellow from the kitchen announcing that dinner was ready and to come and get it. My son didn’t want to go into the kitchen, so I held his hand and we walked together. We sat down at the dinner table, where my husband proceeded to serve us each a plate of food. We were having hamburgers, mashed potatoes, and corn—yummy. At least, that’s what it was supposed to be. I was trying to set a good example for my son, so I cut and stabbed a piece of hamburger and put it in my mouth.

Holy cow! No pun intended. What a strange texture; didn’t taste like beef. Good grief, how would I ever eat the rest of this?

Trying as hard as I could to keep my facial expressions in check, I looked over at my husband, who looked back at me and asked, “So how does it taste?”

I answered, “It’s great!”

At that moment, the three of us burst into laughter. My husband said he would leave the cooking to me from now on. From that day on, I’ve made sure I am at home to prepare dinner and, if by chance I can’t, they order pizza.

Commitment



Dedication to Customers, Coworkers,
Family, and Community

A working mother's life demands "dedication" to work and family and "determination" to succeed in building satisfying personal and professional lives. Her commitment to her career and home is buoyed by the myriad relationships she has nurtured along the way.

The following snapshots depict the commitment, to themselves and others, that helps working mothers achieve their ultimate goal—satisfying and vital work and family lives.

“The glory of sport comes from dedication, determination, and desire. Achieving success and personal glory in athletics has less to do with wins and losses than it does with learning how to prepare yourself so that at the end of the day, whether on the track or in the office, you know that there was nothing more you could have done to reach your ultimate goal.”

—Jackie Joyner-Kersey, Olympic Athlete (1962-)

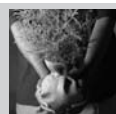
Deb Fragoza

Principal Hardware Engineer

USA

Mother of two: two teenagers

Deb Fragoza and her daughters are committed to spending time together. And sometimes they're able to blend in a commitment to something bigger than themselves.



My transition from at-home mom to career-woman-with-kids has not been easy, especially being a single parent. EMC has made it easier and made my daughters and me feel part of something bigger.

My older daughter and I are on the EMC Making Strides Team, and this will be our third year walking together to support breast cancer research. It is a walk that puts our personal challenges in perspective. Relaxing in warm sunshine, we watch sailboats or airplanes, and I listen to my daughter's dreams for the future. We share other moments, silently absorbing the smiling woman's face on the back of a young girl's pink t-shirt and the words, "Walking in memory of my mom (1962-2007)." This is a gift, not only to be able to spend the day supporting a valuable cause, but also to spend time with my smiling sixteen year old, walking arm-in-arm with me in public.

My younger daughter and I are part of the EMC Canoe Club. This year we were able to experience the Moonlight Trip. The team, with a mix of more kids than adults, set sail at dusk and paddled until dark. After roasting hot dogs and marshmallows by campfire, the group returned downstream by the eerie light of an almost-full moon. The overhanging trees cast dark shadows, hiding approaching boats and surrounding landmarks. We were glad to be in the double kayak, so my daughter could grip the flashlight with both hands while I paddled.

As I am writing this, I have become aware of the message board above my laptop. Right between the schedule dates and design dimensions, I can see the two small balloon-shaped hearts drawn in red marker, one from each daughter. It is a clear reminder, a reply to that reoccurring question about balancing kids and career. Yes, it is possible, and EMC offered that opportunity, supported that possibility, and then provided me with ways to take care of my kids and career and be happy and successful with both.

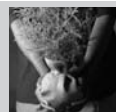
Catherine Herbert

Director—Content Management and Archiving
Partner System Engineering

USA

Mother of four: one toddler; two youths; one teenager

One of Cathy Herbert's secrets for managing a life that includes four children and a demanding job is building a great support team. That is helping her deal with "the two stages of parenting."



As a director, an EMC value that has contributed to my success is the ability to create and develop high-performance teams. Over the past fourteen years, my husband and I have developed our own team, consisting of three boys and a girl.

You might ask the obvious question: Is it possible to balance being a mother of four and having a career at EMC? I believe it is if you assemble the right support team, which in my case begins with my husband and includes a nanny, grandparents, and close friends. As a mom who occasionally travels, I have to trust my team.

I don't want to oversimplify the daily challenges we all face as parents with demanding careers. My husband and I have learned the importance of over-communicating our schedules. Every Sunday we review the coming week's schedule to make sure our game plan is set.

We also try to over-communicate with the kids to ensure everyone is comfortable with the game plan. If not, we call a family meeting and make adjustments. Technology has made communicating with teenagers easier than ever. My twelve- and fourteen-year-old children have taught me that there are lots of ways to say "I love you" in a text message. My all-time favorite, which took me a minute to decode, was "i<3u."

One of my favorite customers is a CIO whose organization supports U.S. revenue attainment of nearly \$10 billion and an employee base of 30,000. He has six children and lots of great stories and has provided interesting insights on parenting. One day he commented that there are two phases of parenting, the physical stage and the mental stage, and that the mental stage is much harder. We are doing our best to manage through both stages at the moment.

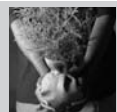
Meg Domanico Hood

Business Development Manager

USA

Mother of two: one toddler; one youth

Meg Domanico Hood learned from her parents how to “lead by example” and build a support team that helps her excel as a working mother.



Based in Philadelphia, I have been at EMC for more than two years and am a business development, software sales professional mom to two amazing children, and wife to an incredible dad and husband.

I learned by watching my hard-working parents that a great parent is one who can successfully balance work, family, and one's well being. I was truly inspired by my mom, who is kind, strong, and hard working. It wasn't easy for her. It took an army of babysitters, aunts, uncles, and older siblings to care for five young children, while both parents were working full time. In the mid-1970s, my family members emigrated from Italy and France to the United States to provide their children a better quality of life and good education.

From them, I learned that success in life takes determination; perseverance; good, strong work ethics; and, of course, balance at home and at work. It also takes a great husband and support team. It is extremely important to have a team that can help you be efficient at your job and a great mother at home. One important member of our team is our full-time daycare provider, who cares for our children in our home.

What makes our family unique is that both my husband and I are from big families. My husband is the seventh of eight siblings, and I am the fifth of five. We both understand the value of family and work and that balancing the two can be a challenge. There are days when I will work late or he will work late; we trade off and help each other out during those busy work periods.

If you are considering a career at EMC, my advice is simple: Take advantage of your career opportunities and work smart. Agendas are important to a successful meeting and so is planning your evenings and weekends with your family. While I don't live by a script, I've found that planning is at the core of every successful meeting and family event.

I believe that I am a better person today because I am a working mother and—like my mother—lead by example in paving my children's future.

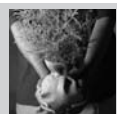
Alejandra Galetto

Mexico Finance and Operations Director

Mexico

Mother of two: one youth; one teenager

Alejandra Galetto and her family have created a winning team by working together and believing in themselves.



To be a mother, wife, and daughter and to work, requires development on many levels, along with great organization.

At home, we often employ the philosophy of Vince Lombardi, one of the most successful coaches in the history of football.

- If you believe that you are defeated, you are; if you think that you can't dare (to do something), you won't.
- If you like to win, but think that you cannot, it's almost a fact that you will lose.
- If you believe that you will lose, you are already lost; because in this world we find that success begins in the will of a man and that it lives on in his attitude.
- If you think you are inferior, you are; you have to think big to elevate yourself; you must be sure of yourself before you can reach the top.
- Battles are not always won by the strongest or the fastest; sooner or later, the one who wins is the one who believed he could win.

My husband, daughter, son, and I form a great team, in which we never feel defeated or tired. Instead, it is truly the opposite; we feel secure because we know that we can make things happen. In our minds, the word "loser" doesn't exist. We like to win and be successful in everything we do, but the key elements that help us as a family are: communication, working as a team, and being highly competitive at all times.

Like any team, we have our staff, who have been collaborating with us for a long time. They include my children's nanny, Katy, who helps out around the house and also coordinates the afternoon schedules and activities of the children, and Albert, who picks up the kids at school and brings them, in the afternoon, to various cultural activities, appointments, and meetings with their friends.

I always try to create balance in my life, applying the same philosophy to personal and professional sides of life: "Ensuring equilibrium at all times." I have never been on a losing team, and I don't plan to start now. If that time ever comes, I will make the necessary adjustments so everyone wins. "Winning is not a sometime thing; it's an all-time thing. You do not win once in a while; you do not do things right once in a while; you do them right all the time. Winning is a habit."

Day-to-day at EMC, I try to produce high-quality work and be efficient at all times, and when I leave the office, I leave with this same attitude, bringing it home to my husband and children. Although distance and traffic are not my best allies, no matter how tired I am or how complicated my day ends up being, I try to arrive home as early as possible so I can spend some time with my family before everyone goes to bed.

The best moment of all is when one of my kids tells me, "Mom, when I grow up I want to be like you. When you want, I will take care of you and help you as you have done for us. And most of all, I want to be a winner, like you and Dad."

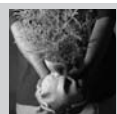
Alejandra Galetto

Finance and Operation México Director

México

Mama de dos hijos: un preadolescente y un adolescente

Alejandra Galetto y su familia, han creado un equipo de ganadores, trabajando juntos y creyendo en ellos mismos.



Ser madre, esposa, hija y trabajar fuera de casa requiere desarrollar muchas facetas y una gran organización.

En casa utilizamos mucho la filosofía de Vince Lombardi, uno de los entrenadores más exitosos en la historia del fútbol americano.

- Si tú crees que estás derrotado, lo estás; si no te atreves a intentar, no lo lograrás.
- Si te gusta ganar, pero crees que no puedes vencer, es casi un hecho que vas a perder.
- Si tú crees que vas a perder, estás perdido; porque en este mundo encontramos que el éxito empieza con la voluntad del hombre, y permanece vivo con su actitud personal.
- Si tú crees que eres inferior, lo eres; tienes que pensar en grande para elevarte, tienes que estar seguro de ti mismo antes de poder alcanzar la cumbre.
- Las batallas no siempre las gana el más fuerte, o el más veloz, tarde o temprano el hombre que triunfa es aquél que cree que puede triunfar.

Mi esposo, hijos, y yo formamos un gran equipo en donde nunca nos sentimos derrotados o cansados sino todo lo contrario, nos sentimos seguros por que sabemos que podemos lograr que las cosas sucedan. En nuestra mente no existe la palabra “perdedor”. Nos gusta triunfar y tener éxito en todo lo que hacemos, y los elementos clave que nos ayudan como familia son: la comunicación, trabajo en equipo y buscamos en todo momento ser altamente competitivos.

Como todo equipo, contamos con nuestro “staff”, integrado por miembros que han colaborado con nosotros desde hace mucho tiempo atrás. Ellos son: La nana de mis hijos, Katy, quién nos ayuda en la casa y a coordinar las actividades de las tardes incluyendo la tarea de los hijos y, el señor Don Alberto, quién nos ayuda a recoger a los hijos de la escuela y por las tardes los lleva a hacer diversas actividades culturales, tareas y compromisos que lleguen a tener con sus amigos.

Busco siempre crear un balance en mi vida donde en un lado tengo la parte profesional y en el otro lado la personal, pero siempre con una misma filosofía: “Asegurar en todo momento un equilibrio”. Nunca he estado en un equipo perdedor, señores, y no tengo la intención de empezar uno ahora. Si algún día tengo que trabajar en algún equipo que vaya perdiendo, entonces haré los ajustes necesarios para que todos los integrantes del equipo podamos ganar. “Ser triunfador no es algo ocasional; es algo que se tiene que hacer todo el tiempo. No se gana de vez en cuando; las cosas no se hacen bien de vez en cuando; las cosas se tienen que hacer bien todo el tiempo. Ser triunfador es un habito”.

Día a día en EMC, trato en lo posible de entregar calidad y eficiencia en todo momento, y cuando salgo de la oficina, esa misma entrega y dedicación, son reflejadas con mi esposo e hijos cuando llego a mi casa. Aunque las distancias y tráfico no son mis mejores aliados, trato en lo posible de llegar a casa temprano y así poder compartir con mi familia alguno minutos por la tarde noche, antes de que se vayan todos a la cama, por mas cansado y complicado que llegue a resultar mi día.

El mejor momento es cuando tus hijos te dicen, “Mamá, cuando sea grande quiero ser como tú. Cuando me lo pidas, quiero cuidarte y ayudarte como lo haz hecho con nosotros hasta ahora.” Y lo mejor de todo, “Quiero ser un ganador como tú y mi papá”.

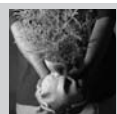
Becky DiSorbo

Director of Communications

Singapore

Mother of two: one toddler; one youth

Becky DiSorbo has supportive teams at work and home that help her reach professional and personal fulfillment. One key member of her home team is a panda named Teddy.



The panda bear is worn and the bamboo leaf resting in his arms droops; on his arm is a band-aid almost worn away from so many washings. The story of this panda bear reminds me of the wonderful and ever-changing experience of working and traveling throughout Asia Pacific & Japan.

When my son was about six months old, I left for a business trip to Hong Kong. This was my first business trip as a first-time mother, and I felt a lot of anxiety leaving my son behind. So, to make myself feel better, I purchased a panda bear at the airport gift shop in Hong Kong. It was my son's first teddy bear, and he ignored it until he was three. Then the bear, lovingly called Teddy, became my son's beloved nighttime companion.

This journey of the panda bear—starting as a new, ignored toy in my son's room and eventually becoming a full-time companion at night—reminds me of the dynamics of change and relationships in life. It also reminds me of how they function in my life as a parent and in my work at EMC in Asia Pacific & Japan (APJ). It takes time, understanding, patience, and trust to nurture your family and, likewise, to form new relationships in life and at EMC.

Once you've formed the right relationships, you become part of a "One EMC" team that is powerful. EMC is an agile organization that moves quickly in response to changing market dynamics and customer requirements, in part, because of the strong relationships that so many of us form and that serve as our foundation.

In my experience over the past several years at EMC, I have found that change is a constant. For me, as a communications professional responsible for both internal and external communications across APJ, the global transformation of EMC offers so many new stories to tell. So, while the pace of change at EMC and in the IT industry may seem fast, it is that very change that holds my interest and makes my job in communications interesting and stimulating. The dynamics of change and relationships at EMC, together with the opportunity to make significant contributions, make time spent away from my family feel worthwhile.

As a member of the leadership team in Asia Pacific & Japan, frequent travel is required, and that leads to time away from the family. Yet many of my colleagues share a common commitment to time with the family. That commitment is reflected not just in words, but in actions made possible through strong relationships and teamwork, together with the support of a spouse.

For example, the other night my daughter seemed ill. My husband was away. I had an important meeting with my manager the next day. How would I take my daughter to see the doctor in the morning if necessary? I felt anxious for just a moment, but then remembered my teammate could manage the meeting without me. I could now rest easy knowing that I could meet my daughter's AND my manager's needs.

Achieving a balance of both professional and personal fulfillment is not always simple as a working mother, but I have found it can be done at EMC, with its ever-changing workplace, foundation of solid relationships, and support from an empowered manager and team.

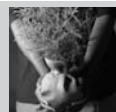
Cheryl Hayes

Group Commodity Manager, Third-Party Products

USA

Mother of two: two adults

Thanks to family, friends, and good managers—along with takeout and prepackaged snacks—Cheryl Hayes has managed an all-but-impossible feat for a working mother: she has stayed sane.



I fell madly in love on February 15, 1982, the day my son was born. I couldn't believe this beautiful, perfect little boy was mine. A few months later, I watched my husband leave to take him to daycare. I cried my eyes out and decided at that moment that I was going to have to call my office and tell them that I could never, ever, go back there again. I couldn't bear leaving my son.

But I somehow managed to get in the car, drive to work and actually work, and I even did it again the next day. I was fortunate that I was able to work out a three-day arrangement and realized that this worked very well; I was able to do the work I enjoyed, but had the majority of the week at home with my precious baby.

Six years later, I was blessed with a baby girl. I made a different decision this time; I decided to "retire." My retirement lasted ten years, and during this time I became a single parent. I was extremely fortunate and grateful that I was able to spend those years with my children, but I also knew that my ex-husband's court-ordered generosity would end one day, so I needed to reestablish myself in the work world. I was terrified.

But I overcame my fears and started working part time. Soon, I found that I really enjoyed my work and was thrilled that my children were starting to see Mom as someone who could manage a job, house, and family.

In May 2000, EMC offered me a job. I was ecstatic but, once again, terrified. My youngest was twelve, and I was afraid that I would lose that balance that I had enjoyed. I was told that EMC had a pretty demanding culture. But I was pleasantly surprised and, over time, the culture has become more and more flexible. As the culture has changed, my children have seen the difference in my behavior; I have become less anxious, a change I attribute to working for good managers. I believe that a good manager knows the value of happy employees.

Another benefit as a working mom at EMC is the company's commitment to community service. It makes me feel good that my children know I work for a company dedicated to service.

As a single parent, it's not always easy to do it all. But, with a little help from dining out, takeout, prepackaged snacks, and of course family and friends, I've managed to do my version of it and stay somewhat sane.

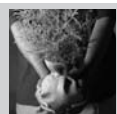
Joanna Pelc

Commercial Channel Manager

Poland

Mother of one: one youth

Joanna Pelc's winning team includes her nanny, Jola, who is like a trusted member of the family.



I have always raised my daughter myself. This is how my life turned out; I've had to deal with my work and raising a kid at the same time. Thankfully, I am lucky to be a mother to a wise and understanding daughter. Credit for this goes not only to me, but also to our nanny, Jola. If it were not for her, I would not be able to work. But I must say it is not easy to reconcile my job and my household duties. Every hour of every day is carefully planned. Otherwise, we would not make it. There are many things to remember: shopping, all the official matters, or preparing my daughter for school.

Every morning I drive her to school and make sure I have time for her after work. Once, I realized that I spend only four hours a day with her, so I think the time I spend at home should be devoted to my family; otherwise I will miss the most important thing in my life. I do not have time for exercise and other pastimes—my day would have to stretch to forty-eight hours to fit them in.

Sometimes stress eats me up, but I try to forget about it when I am spending time with my daughter. I remember that some time ago I found that, because of stress caused by work, I was irritable with my daughter. One day I told myself: "This is enough, what are you doing?" I learned to control it and now, after stepping into my home, I stop thinking about work—or at least I try.

My female colleagues often ask how I manage all of this, or what I do when I have to travel. My answer is always the same: It is no trouble whatsoever. Since my daughter was very small, she has always stayed with Jola, whom I trust completely, during my business trips. It is funny to see her packing her suitcase herself and hauling it bravely to the car. She goes to her nanny and I go away on a business trip. I prepare her for each of my trips by telling her exactly where I am going, why, and how many days I will be away. I sometimes feel remorseful, but unfortunately we do not have any other choice.

I am overjoyed that, in spite of so many everyday problems that we face, my daughter and I have made it through the last seven years together. I am thirty-three, I have a child and a great job.

Warmest regards to all working moms.

Joanna Pelc

Commercial Channel Manager

Polska

Mama pewnej młodej damy

Joanna Pelc tworzy zgrany zespół z nianią, Jolą, którą traktuje niczym zaufanego członka rodziny



Od samego początku moja córka wychowuję sama. Tak potoczyło się moje życie. Znalazłam się w sytuacji, w której musiałam zajmować się jednocześnie pracą i dzieckiem. Na szczęście, jestem mamą bardzo mądrej i wyrozumiałej córeczki. Niestety nie mogę sobie przypisywać całej zasługi za te cechy – wielkie uznanie należy się także mojej niani, Joli. Gdyby nie ona, nie byłabym w stanie pracować. Chociaż muszę przyznać, że niełatwo jest godzić pracę z obowiązkami domowymi. Każda godzina każdego dnia jest zaplanowana z dużą dozą rozważli. Inaczej nie dałybyśmy sobie rady. Trzeba pamiętać o wielu rzeczach: zakupach, sprawach formalnych, wyprawieniu maiej do szkoły.

Codziennie rano odwożę ją na zajęcia; dbam również o to, żeby mieć dla niej wolny czas po pracy. Pewnego dnia, gdy zdałam sobie sprawę, że przebywam z córką raptem cztery godziny dziennie, postanowiłam, że czas spędzany w domu będzie poświęcony wyłącznie rodzinie; inaczej straciłabym najcenniejszą rzecz w życiu, nie widziałabym, jak córka dorasta. Nie mam czasu na fitness ani inne zajęcia – moja doba musiałaby się rozciągnąć do 48 godzin!

Czasami zżera mnie stres, ale staram się o tym nie myśleć, kiedy spędzam czas z córką. Pamiętam, jak jakiś czas temu odkryłam, że przez napięcia, którym podlegam w pracy, wyładowuję się na córce, łatwo się irytuję. Powiedziałam wtedy sobie: „Dość tego, co ty wyrabiasz?” Nauczyłam się, jak sobie z tym radzić i od tamtej pory, kiedy przekraczam próg domu, zostawiam wszystkie rzeczy związane z pracą za sobą – przynajmniej się staram.

Moje koleżanki często dopytują się, jak sobie radzę z tym wszystkim, albo, co robię, kiedy muszę wyjechać. Zawsze odpowiadam tak samo: to żaden problem. Od kiedy moja córka była bardzo mała, zawsze zostawała na czas moich wyjazdów z Jolą, której ufam bezgranicznie. Zabawnie patrzeć, jak mała sama się pakuję i dzielnie niesie walizeczkę do samochodu – ona jedzie do swojej niani, a ja na wyjazd służbowy. Przygotowuję ją na każdy mój wyjazd opowiadając jej, gdzie dokładnie się wybieram, dlaczego, po co, i ile czasu mnie nie będzie. Czasem mam wyrzuty sumienia, ale przecież nie mamy innego wyboru.

Jestem niesamowicie szczęśliwa, że pomimo problemów, którym codziennie stawiamy czoła, tak dobrze sobie z córką radzimy, już od siedmiu lat. Mam trzydzieści trzy lata, dziecko i wspaniałą pracę.

Serdeczne pozdrowienia dla wszystkich pracujących mam!

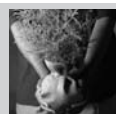
Laura Burns

HR Communications Specialist

USA

Mother of two: one infant; one toodler

Laura Burns's commitment to having fun with her family makes it easier to live up to demands at work.



It's 7:30 a.m. on a Thursday, and I need to get to the office in a half hour. I'm behind in my work, projects are piling up, and I really don't want to work the weekend playing catch-up.

One, two, three ... I head to the door, car keys in hand. I have the door open, my foot literally out the door, when ...

"Mommy," begins my two-and-a-half-year-old son. "Where are you going? Play with me."

Now, I ask you, what kind of a mom would I be if I didn't feel the strings pulling at my heart?

So, here I am, face to face with one of the loves of my life (my daughter being the other), who looks cuter than I can say.

I begin, "Baby, Mommy has to go to work. I can play with you when I get home tonight, OK?"

"Oh Kaaaay," he says in a disappointed tone. He looks up with a smile and runs over to hug me goodbye.

Pulling on the heartstrings again. ...

I give him one of my biggest smiles and start to giggle ... my signal to him that I'm melting (and he's getting his way).

I throw off my heels (they hurt anyway), scoop my kids into my arms, and head outside to go on the swings.

We have a ball ... we're giggling and laughing ... and singing "Don't sit underneath the apple tree with anyone else but Mommy" (from *It's A Wonderful Life*).

The thirty minutes I spent with my children that morning made me (and them) so happy. When I told the kids I had to leave for work, they were fine with it. My son said, "See you when you get home, Mommy," and my daughter smiled that grin of hers and waved.

I drove to work with a smile plastered on my face! When I got here, I was so energized, I worked in double-time mode and was able to leave the office feeling confident that I got enough done so I wouldn't have to work the weekend.

LESSON LEARNED: Your family is EVERYTHING. ... Your children are the most important people in your life. ... Spend as much time with them while they are young so you can build the ties that bond.

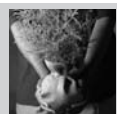
Bonnie Bryce

Senior Manager, Strategic Programs

USA

Mother of one: one teenager

Life has taught Bonnie Bryce that it's true friends who are there through the darkest hours in a mother's life.



Life teaches us that true friends are the ones who are there in our darkest moments. My true friends turned out to be my EMC family.

Unfortunately, it sometimes takes a jolt in life to make you appreciate what you have. At a time when EMC was soaring and reaching new heights, my world was crumbling around me. My son was diagnosed with significant developmental disabilities, and my marriage was falling apart. If not for the understanding, compassion, and flexibility of all my managers and coworkers, I would not have survived. I shudder at the thought of how things may have turned out given a different set of circumstances.

As often as people say we are a tough company—a necessity to succeed in such a competitive market—we are also very human. Our skins may need to be thick on the outside, but on the inside we are kind, compassionate, and understand the importance of family. A tricky balance you may think; EMC has mastered it. It's part of the EMC DNA.

I will be forever indebted to my EMC family for allowing me to take care of my personal life while still enjoying a successful career through that difficult period. I was allowed to work from home when necessary—which was an enormous help in the balancing act of home life and work. In fact, my assignments provided a great chance for me to focus on something other than the more heart-breaking issues at home. I survived this troubled time by immersing myself in my work, which made me feel healthy and alive. I am by nature a driven person, and my desire to perform well at EMC grew because of the accommodating climate around me.

It was during this time I was able to hone the skills we call our values.

Embracing the EMC values helped me in all aspects of my life, including advocating for my son. I learned to be results-driven, have a sense of urgency, become a better problem solver, communicate effectively, and adapt to change. I will never give up, never lose focus, negotiate wisely, pick my battles, hold people accountable, communicate effectively, thrive in a team environment and, most of all, always act with integrity.

My son has benefited tremendously from my ability to adhere to these values.

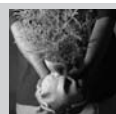
Heidi Ryan

Executive Assistant

USA

Mother of two: one toddler; one youth

Heidi Ryan sees working moms as jugglers/magicians whose greatest feat is maintaining commitments both at work and home.



I have been a full-time working mom since both of my sons were nine weeks old, so I am a daily juggler. Interestingly, the definition of “juggler” is very similar to “magician”; both definitions hold true in the lives of working moms. We make things happen and keep balls in the air at work, at home, and in our family lives.

We not only have personal obligations to our work and company, but very strong commitments to our families. Maintaining commitments on both fronts and on a daily basis is real magic. As with any great juggler or magician, there are times when the magic trick doesn't work or a ball has fallen. It is then when you decide which ball needs to take the lead and you start over again. At times, your family ball will take the lead, followed by work and marriage. At certain times in your life, these balls need to be redirected, whether by force or by choice. Changing the balls' formation is key to the success of this constant juggling act.

I have a strong appreciation for all areas of my life. I feel working moms have an immense appreciation of family because we know our time with our family is limited, so we are forced to make any time quality time.

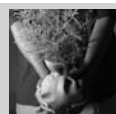
Christina Schmit

HR Manager

USA

Mother of two: one infant; one toddler

Christina Schmit has learned the importance of building a support team and finding a work schedule that helps her create balance.



I currently have two sons, a two year old and a four month old. I work thirty-five hours, and the children attend a daycare-learning program three days a week. Being a mommy is the most rewarding and challenging job I have ever had. It is a real balance to perform to high standards at work while proving I can do my job on a reduced/flexible schedule. It is important to me to work because it helps me maintain self-confidence; it gives me the chance to socialize with adults, make important contributions at work, and contribute to the family income. And, by working a reduced schedule, I can spend time with my boys.

Like most working moms, I do deal with a number of struggles, including:

- My son's asthma. I often wonder if he would have the same problems and be so susceptible to colds if I were home with him.
- Staying in the moment. I work on it, and I am not where I want to be. I want to remember these years with my children, and I want to be there with them when I am home.
- Guilt for not being at the right place at the right time—either as a mom, wife, or professional.
- Exhaustion. I am often completely wiped out by the end of the day.

How it works for me:

It's all about a balance—and it works for me because of the support people around me. My husband is a very involved father, sharing responsibilities at home. In addition, my boss has been supportive of my work arrangement. My boss understands my desire to be with my children, while I still feel rewarded by contributing professionally. The ability to work for someone who is supportive of flextime is key to my success.

It's not easy, but with the right balance and schedule for my family, it works.

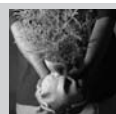
Elenore Theron

Contract Administrator

South Africa

Mother of three: one youth; two teenagers

Elenore Theron has found an arrangement that helps her really be there for her kids.



When I used to work full time, I would be constantly faced with the daily choice of what to miss at home and what to cut at work. Every time I made the choice, I felt I was always shortchanging somebody. While working full time can be rewarding, you have to be able to live with the limitations it places on family life.

Now, I feel fortunate to work only half time and spend quality time with my kids. Of course, even this schedule can be hectic at times; the kids are always running around to activities, which means I'm in the car most of my day. And then there's the fact that I can't buy them everything they want. Still, I feel this arrangement allows me to establish a better bond with my kids. When I worked full time, my involvement with them was at a minimum. Being there with them is so rewarding.

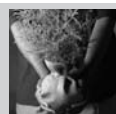
Annette Cormier

Manager, Engineering

USA

Mother of two: one youth; one teenager

Annette Cormier discovered the real meaning of support as she tried to keep life on track during her dad's serious illness.



A very tough period in my life started the day my dad, who is allergic to most medications, went in for a routine stress test. One of the technicians didn't like what was happening during the test, so he stopped it and gave my dad a nitro pill, which sent him into cardiac arrest.

During the next month, he was in intensive care most of that time, eventually had cardiac surgery, and he had a pacemaker implanted. During that time, he "coded" two more times, resulting in multiple complications. This was a very difficult time for me, during which I learned just how supportive my group at EMC could be.

While my dad was in the hospital, I would start my day at 5 a.m. working at home; go into the office for a couple of hours; leave to pick up my mother and bring her to the hospital; wait for my sister to come in the afternoon; leave them and come back to the office; leave for home, finally finishing my workday after the kids went to bed. My group was completely supportive at this time, with coworkers pitching in to help me get things done.

I feel very lucky to work with the group of people that I do and, after my experience through my dad's illness, feel even more dedicated to them.

Catherine McGregor

Marketing Program Manager

Australia

Mother of three: two youths; one teenager

For Cathy McGregor and her children, integrity is one of the building blocks of daily life.



Like most mums, I guess, my three children are the center of my life, and I try to let them know that. For example, when I'm traveling, I always show them on a map where I'm going. Then, while I'm gone, I call every day to say good morning and good night. And I try to bring back special gifts from wherever I've been. I hope those things let them know they're with me no matter where I am.

My kids are very responsible, and that helps a good deal. They're good at school and sports and great about helping with chores around the house. We like to pitch in and get the chores done so we can all go out and do something together. And, sometime around mid-week, we spend time planning the weekend, with everyone taking a turn at planning a special day. If my son wants a pajama day, we'll spend the day in pajamas playing board games.

The biggest challenge is finding the right balance between work and home. It helps that I have a great team at work and wonderful relatives who can help out with the children. I also feel lucky that I was able to ease back into the work world after having the children; I was one of those mums able to work part time at first. That let me be all the things I wanted to be as a mum, while developing a sense of identity as a professional.

When I think about EMC's values, the most important to me is integrity. I've worked hard to pass it on to my kids and can see it clearly reflected in each of their lives. Needless to say, I'm very proud of them.

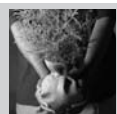
Roynan Jones

Senior Director/General Manager, Global External Manufacturing

USA

Mother of two: two teenagers

Roynan Jones's children are learning that success takes hard work and dedication. Thanks to this lesson, "they are headed in the right direction," she says.



Being a working mom is not easy, and there are tradeoffs that we have to make. However, the flexibility that EMC is able to provide allows working mothers to attend school functions or take care of a sick child.

I joined EMC in 1999 with the Data General acquisition. Both of my children have seen the benefits of my working at EMC, including travel and what they call the “cool stuff” I use for work. As they’ve grown up, they’ve also seen me take care of business at night or on vacations. They know it takes hard work and dedication to succeed, but in return we are able to do things and have options other families may not. They have learned from my life that they have to take responsibility for their own actions and have to make choices and tradeoffs. I know these are life lessons that will help them be successful.

One of my happiest moments was when my son told me that he hopes to marry an intelligent woman who has a great job. Likewise, my daughter knows she can do anything she wants; it’s up to her. It’s clear they are headed in the right direction.

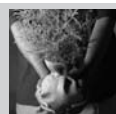
Susie Gilfix

Commercial Law Counsel

USA

Mother of three: two youths; one teenager

Susie Gilfix has finally found at EMC the role models that prove it's possible to be committed to both work and family.



My friends are intrigued when I answer in genuine response to the oft-asked questions: “How’s your job? How do you manage it all, working full time with three kids?”

I answer, “I love my job. I’m ten minutes from home and my kids’ schools, I have flexibility as long as my work gets done, and I have the respect of my kids, who see me thriving in a challenging and meaningful job.”

When I came to EMC, my sons were ten and eight, and my daughter was five. My first thought was, “Why didn’t I find this place years ago?”

I had commuted into the city for years when my babies were young, and through every ride on the Pike (Massachusetts Turnpike) I felt further from their lives. Then there was the guilt. Was I doing the right thing? How could I make sure I’d have an impact on my kids?

Then I started working part time, so I could be that “stay-at-home” mom at least one or two days a week. But that also created a professional problem. How could I get where I wanted to be professionally working part time? And, by the way, where were the role models—the women who were doing it all and pulling it all off? I read about those superstars in *Working Mother* magazine, but somehow I never met anyone whom I aspired to be.

I truly feel that I solved those riddles by finding my position at EMC.

Like my fellow EMCers, I live by our values of being driven and wanting to follow through to accomplish my daily goals with a sense of urgency and customer-first focus. When my kids are at school and in their activities focused on their stuff, that’s when I focus on my tasks for the day. If something doesn’t get done, it waits until the kids are asleep.

The BlackBerry, while maybe a curse to some, gives me the advantage of being highly responsive and on top of all my e-mails, while also attending the kids’ baseball games, tennis matches, or drum lessons. I have loved that my son thanks me for cheering him on as he crosses the finish line of a track meet at 3 p.m. on a Wednesday. (I’m back at my desk by 3:30.) What he remembers is that I was physically there; he’s not concerned with how I make it happen. I just do. It works for me; I don’t miss a beat, either at work or at home. I’m a multitasker, and I’m a hard worker.

EMC lets me thrive by giving me flexibility and trusting me to get it all done. And I really feel that I do.

As for role models, I really lucked out. Not only are there many successful working mothers at EMC who make the balance work, but I have a superstar manager who has been at EMC for more than fifteen years. She has made me realize that I’m not unique and that this is the place I belong.

My older son recently wrote a poem entitled “Where I’m From.” He wrote, “I’m from my mom’s and dad’s love and care, always cheering for me at my sports events, driving me where I need to go, helping me with my homework, and supporting me in everything I do.”

That’s enough for me. I’m glad I’m here.

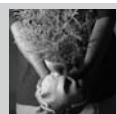
Odette Holmes

Project Manager

USA

Mother of one: one teenager

For Odette Holmes, one of the roles of a working mother is to pass on important values—like commitment to work and family—to her child.



When I started at EMC twenty-one years ago, I wasn't married and neither was anyone else in the office. Within seven months I had a husband, and then a baby within three years. When I found out I was pregnant, the little voice inside me said, "I can do this because I am in control of my destiny. I can be a great employee giving 110 percent, a great wife, and a great mom. I just have to learn how to balance my life and figure out what is important at different stages; then I can have it all."

I'm not saying it has always been a piece of cake trying to balance my life. But, for the most part, I have been able to take that love and enthusiasm I feel for my work and apply it to day-to-day life at home. I have learned during my career here that if you ask others for help, they will help you. And, if you set goals that you can attain and reward yourself along the way, you will be happy. I love the feeling of waking up and wanting to come to work here. Not many people can say that they love their jobs; I am one of the lucky few who can.

Looking back, there isn't much I would do differently. While I have missed some important events in my child's life, I have always been a mother whom he admires. He grew up coming into my office where people would tell him how important I was to this company. I think that always helped him see that I could be more than just his mother and understand that my work gave me a lot of happiness and pride.

I believe that my husband and I passed on to him a strong work ethic and sense of self. When he was growing up, his teachers would say he was too headstrong and independent, and I would think that was great, that he was learning to survive. We have always taught him that nothing comes easy, that you have to "want it" to "have it." Working at EMC is something that I want; in fact, I am ecstatic to say it's my dream come true!

My husband always says, "If Mom isn't happy, no one is happy." I think that's very true. I'm very proud that our son has learned it is okay for a woman to work and be independent, smart, and strong. In fact, he says he's looking for a girlfriend/wife like me: someone who is optimistic, dedicated, and loyal and enjoys doing things for others. I hope he finds her.

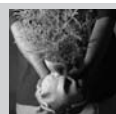
Lisa Bucchino

Executive Assistant

USA

Mother of two: one teenager; one adult

Creative approaches to achieving work/life balance have led Lisa Bucchino and her two children to a life filled with satisfaction.



When I started at EMC ten years ago, my children were nine and three years old. As a single parent, being a stay-at-home mom has never been an option for me, but I had always worked in smaller organizations. The thought of working at EMC was exciting and scary all at once; I knew this job was going to require more hours, so I needed to organize my time so that my children knew I would always be there for them.

It isn't easy to balance work and family, but EMC is one company that tries to help. My children attended a school where many of the kids had stay-at-home moms, but that never bothered my kids. I would always make the time to volunteer as a chaperone at the school for back-to-school nights, fundraisers, and field trips. My children always knew I was there for them and understood that my working did not mean that I could not be involved in their lives.

And as for my own life, being a working mom here at EMC has fulfilled me intellectually, financially, and socially.

Kerry Mahoney

Principal Technical Program Manager

USA

Godmother of two: one toddler; one youth

While Kerry Mahoney has yet to become a working mother, she's already assembling a team of experts to help her deal with this massive life change.



I hope to be a working mom in the not-too-distant future. Right now I just can't imagine how that life change is going to fit into my life. I'm curious how others handle their jobs as moms and EMC employees, so I attend all of the work/life balance sessions offered by the Women's Leadership Forum (WLF), along with external events like the Simmons Leadership Conference or Society of Women Engineers meetings or conferences.

After attending many events, I've decided that there is no magic answer, but asking others how they do it and getting an idea of their unique situation can spark ideas that might work for me someday. I've come to the realization that, although I like to plan as much as I can, this will be a life experience that I will be jumping into and figuring out as I go. I am comforted by the knowledge that, through the WLF, I have a network of amazing women to consult for best practices, advice, and support.

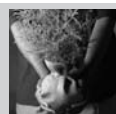
Kathryn “Katie” Keita

Senior Manager, Investor Relations

USA

Mother of one: one infant

Katie Keita has found support in unexpected places for the “exciting and challenging adventure” of being a working mother.



After having my first child six months ago, it is interesting to think about what EMC stands for in the context of motherhood.

Customers first—that's a given. I think we know who the customer is. (Here's a hint: As a mom, I'm finding that I am never the customer.) Sense of urgency: this goes right along with that demanding customer. Results-driven/accountability: What better testament to your time and effort raising a child than the ultimate result—a healthy, happy, well-adjusted human being? It wasn't until I put working and mothering together that I realized these values really are a part of EMC.

One value particularly stands out: Teamwork. My boss and coworkers were excited and happy about the news of my pregnancy. Unfortunately, that's not something you can always expect, especially when you're relatively new on the job as I was, so it was a relief. As I became more obviously pregnant, people I'd only talked to about work before, or with whom I'd never interacted at all, greeted me and asked when the baby was coming, clearly sincere in their interest. I felt like I was part of an even larger team, one that included those outside my department.

In my job, I occasionally work with executives at the highest levels, and it's on these occasions that I try to be most professional. I couldn't easily hide the fact that I was due to have a baby in the near future, but I shouldn't have worried. Even among senior management, it was a source of positive conversation. I guess this shouldn't have been a surprise, since everyone else's cues are taken from senior management.

So it was icing on the cake when even a member of EMC's Board of Directors voiced a happy truth about working motherhood. Gail Deegan, a member of EMC's Board of Directors, presented on the topic of success professionally and as a mother, and I was inclined to trust her on the subject. After all, isn't she living proof that you can succeed at both? During her presentation, she said, "Titles and salaries can't touch the reward of helping others achieve things they would otherwise not have been able to."

Hearing this correct ranking of priorities from someone who helps shape the strategy of EMC, and seeing her prove that both priorities can still receive ample time and attention, convinced me that I can succeed at both. With this encouragement in both word and deed, I embarked on the exciting and challenging adventure that being a working mom is.

My experience so far is proving to be interesting, surprising, and certainly not easy, but as they say, nothing worth having in life ever is.

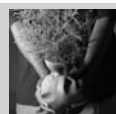
Jennifer Cornelssen

IT Program Manager

USA

Mother of three: one toddler; one teenager; one adult

Jennifer Cornelssen had heard about the tough, results-oriented side of EMC before she joined the company. Then, after saying “yes” to an EMC recruiter, she saw that “business first” philosophy reflected in EMC’s family-friendly policies.



When I came to EMC in the fall of 1998, I was a single mom familiar with the company's reputation for being less-than-family-friendly. I checked with other women who worked or had worked at EMC and decided that it was no less family-friendly than the other places I had worked. But I really had no idea how wrong external perceptions of the company really were.

Essentially, EMC was becoming smart enough to understand, even before I did, that being family-friendly isn't something you do because it sounds good—it's just plain old good business. My goal in writing this story is to help other working moms and EMC leadership understand just how beneficial EMC's policies are to employees and the bottom line alike.

When I was interviewing at EMC the hiring manager said, "Of course we are family-friendly, we are building a day-care." At the time, it sounded like just a PR pitch. However, now that I have a two year old, I realize what a GREAT business decision this was. From EMC's perspective, onsite daycare allows mothers like me to arrive at work earlier and leave later. And it benefits me by giving me more time with my son. (How many little boys get to see so many beloved trucks and buses every day, while leisurely eating breakfast en route?)

Mother's lounges have proven another great benefit for both EMC and me. The privacy of the lounge allowed me to continue nursing for a full year, which meant fewer days of missed work because my child had fewer colds. And the networking I was able to do with other nursing moms helped me with working-mom challenges as well as work-related issues.

Finally, telecommuting/technology has enabled me to more seamlessly merge my work and home life—a benefit to my family, my career, AND EMC. I think telecommuting is custom-made for EMC; this is a place that values results, not the time you spend at your desk.

There are so many examples of the benefits of telecommuting. For example, when I was on maternity leave, I was able to catch up on e-mail before that first day back. Then, when I was still doing nighttime feedings, I'd often glance by my laptop and see an opportunity to help fix a problem in Cork. And now, when I need to attend a mid-morning school function, it's easy to do so because I can be current on e-mail before and after and dial into a conference call on my way into work.

So, while I came to EMC apprehensive about how I would balance an interesting job with the demands of being a single parent, people at EMC have actually been wise enough to find ways to make it easier for working mothers like me, while also making us more productive. That is how EMC is able to "Say what we do and do what we say"—because what we are doing is just plain GOOD business, and we don't waste our time with window dressing that doesn't have any true, bottom-line benefit.

In the spirit of true disclosure, I can no longer claim that I am roughing it as a single mom. An additional benefit of EMC is that I've met a lot of great people who are kindred spirits, including my husband of six years.

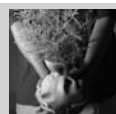
Karen O'Sullivan

Senior Controller, Finance and Accounting

Ireland

Mother of two: two youths

Karen O'Sullivan shuns guilt and the notion she has to be a supermom. Instead, she builds effective teams at home and work and is working hard to beat her BlackBerry addiction.



When I started at EMC Ireland twenty years ago, we were a manufacturing group of twenty-five or twenty-six people. Now we've branched into a number of different areas—we're one of the Centers of Excellence—and we've grown to more than sixteen hundred. I manage a great team of forty, and I feel like we've grown together. I also try to be a role model for other working mothers in our group.

I actually feel great about my life as a working mother, and I don't even mind the stress. I think stress is okay, as long as you don't let it overrun your life. One way I deal with stress is by delegating—both at home and work. I'm not one of those supermoms. You know the type: super women who feel they have to come home from a long day of work, cook dinner, and do the housework. My husband cooks dinner and my husband, kids, and I do the housework on the weekend. At work, I have a great team of experienced professionals, and that allows me to delegate with confidence.

It's also absolutely vital to have good, reliable childcare. That kind of backup is indispensable.

And, I think it's really important not to allow yourself to feel guilty. If you feel guilty going to work every day, you probably shouldn't be doing it. I don't feel guilty, even when I'm traveling, because I know my kids are with my husband and parents. (If only I could let go of my BlackBerry as easily—then I might be able to let go of all my guilt. And I wouldn't have to listen to my kids' constant cry, "Mum, put that BlackBerry down!")

But, my BlackBerry addiction aside, I feel I have the best of every world!

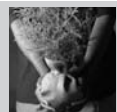
Ruchali Dodderi

Senior Manager, India Center of Excellence

India

Mother of one: one teenager

Ruchali Dodderi has had to learn how to juggle her commitment to her daughter and her career. She's also learned that, by reaching out for help, she can create a flow of positive energy.



I've worked in technology for eighteen years, and I have been a working mother for the last thirteen. Now the workforce in the Indian IT industry is becoming pretty evenly split between men and women, but when I first started working, I was definitely part of a minority. So, because I wanted to grow into different roles, I had to work really hard to prove my technical prowess AND leadership and networking abilities.

As my daughter has gotten older, I've been able to spend more time developing my career, so that I am now the only woman in senior management at the India COE (Center of Excellence). But when she was younger, I had to make some difficult decisions about what should come first.

For instance, one of my career goals was to continue on a technical path as an enterprise architect; I really love enterprise architecture. But, when my daughter was young, I realized it would take a lot of time to achieve that goal—time away from her when she really needed me. Instead, I chose to work as a program manager and to work a flexible schedule. I worked in the office for five hours while she was in school, then finished my work at home after she'd gone to bed.

I've found that, as a working mother, you have to constantly reassess priorities. I've also learned to ask for help when I need it, giving back in one way or another. I think that creates a flow of positive energy through my life.

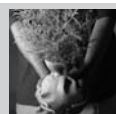
Derby Fatima Ohonbamu

Technical Engineer

Ireland

Mother of three: one youth; one teenager; one adult

It hasn't always been easy, but Derby Fatima Ohonbamu's children have learned to support her in her very demanding life. That makes the family a winning team.



Being a single mother and working full time means being able to multitask, place your personal life on hold, and sometimes overindulge the kids because you feel guilty about the time you spend away from them.

After the birth of my son, I had to stay home because he was a premature baby (ten weeks early) and placed on monitors until he was two years old. During the time at home, I decided to go into a different profession (IT) after having built my first PC.

After an additional year at home, I decided to go to school full time for two-and-a-half years. The problem was getting a daycare for both kids and having the heart to entrust them into another's care. I had to weigh the pros and cons of my decision. The first problem cropped up when my son, who usually has an amiable disposition, became aggressive, fighting other kids in the kinder garden (European term for kindergarten). We had to go see a professional counselor and, after three to four sessions, the counselor told me he felt neglected and that was the reason for his aggression.

My problem was not only going to school full time, but having to learn in a foreign language, having emigrated to Germany in 1990. I had to work harder to make the required grades and ended up spending more time learning and less time with the kids. Following my professor's advice, I dropped programming and turned to a different course, which would not require so much time on the PC.

I had to learn to talk to and treat my kids as adults, explaining my reasons for certain decisions (not living with their dad or spending less time with them). During this whole experience, I had to put my personal life on hold, and now I hardly know how to start a relationship without making the kids feel neglected. However, my kids, who are independent and fully supportive of my working full time, are telling me to get a life outside of work and caring for them.

I hope this story helps other mothers out there.

SunHwa “Grace” Kang

Localization Quality Manager

South Korea

Mother of two: one youth; one teenager

Thanks to her “wonderful managers”—along with a little help from her notebook computer and the Seoul Metro—SunHwa Kang has built a work schedule that works for her family.



The most challenging thing that working moms have to do is balance their work and home lives. Whenever major events like entrance ceremonies and graduations, parents' days, open school days, and sports days are drawing near, the brains and hearts of working moms get busier, too. With deadlines, pending work assignments, conference calls, and meetings, it's sometimes an uphill struggle to squeeze in these events. At times like these, our heads are churning with activities and get dizzy at the end of the day. But the worst time is when moms have to go to the office leaving feverish and aching kids at home. When that happens, and it feels like the whole world is collapsing, most moms feel it would be better if they got sick.

But, thanks to the wonderful managers who understand my true work volume and style, I can be with my kids when they need me the most. I work from home two or three times a month, so I can attend their events. On those days, I also work during the two hours I would otherwise be commuting. This alternative work schedule allows me to meet my deadlines, while being there for my kids. This couldn't be done without the trust of my wonderful managers.

The other major factor that makes working from home possible is modern technology, with our wonderful VPN system a good example. While it is not easy to carry my heavy notebook computer in the jam-packed Seoul Metro, it works wonders when I work at home. Like magic, I can access all the designated e-rooms, Powerlink, Channel EMC, and network drives around the world. I think technology is a friend to working mothers around the world.

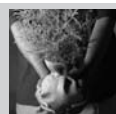
Ángeles Grupeli

Executive Assistant to Spain and Portugal Country Manager

Spain

Mother of two: one teenager; one adult

It's never easy for a working mother to blend her commitment to her work and family. But Ángeles Grupeli found a way one day in the Christmas season—and in the process she made her life “a beautiful adventure.”



The women of my generation are the first in Spain, as a whole, who did not stay home after marriage and after having children. At the time I had my eldest, the general opinion in Spain was that if mothers did not stay home, they alone had to deal with the challenge of working and raising children. Companies did not want to know anything about us being mothers, and, in order to advance our careers, we were required to do more and achieve more than our male counterparts. If we were absent one day, the reason for the absence was scrutinized. Bosses understood perfectly if you were late because of a flat tire, but not if you had to bring your son to the doctor for an urgent problem. Because of this, the majority of professional women in my generation chose not to have families.

I think it's wonderful that society has advanced and begun to consider that children are the future; that it's in the best interest of all that they are born and raised in the best manner possible. Companies like EMC are now finding ways to make professional work compatible with the work that comes with being a mother. It is also excellent that technology now allows for us to work at home or to work from home part time, so that, when necessary, parents can care for their children without neglecting their professional responsibilities.

Although in Spain we usually have a nanny at home or a grandmother who can lend a hand, our children need their parents. We need to raise them to be both personally and socially balanced, and that is truly the life's work of a parent. At EMC, I have always felt free, for example, to leave in the afternoon to see my daughter's concert at her school and return to the office and continue working until I finish all that needs to be done.

One problem that occurs with children when they graduate from nursery school and start their academic life, is synchronizing their schedules with ours as parents. In Spain, the last day of classes before school vacation finishes at mid-day, which presents a problem for parents because someone needs to go pick up the children at a time when both parents are working. The year my daughter was nine, no one could pick her up from school on the day we had planned a Christmas toast at work. So I picked her up, brought her to the office, spent a bit of time socializing with colleagues, then sat her at a desk near mine so I could finish my work. I gave her some paper and markers, and she made me some drawings while I finished my work. When I finished, I hung her drawings over my desk and we left to go eat together.

I still have one of them with a note I attached, "Made at EMC." From that day on she would always ask, "When are we going back to Mommy's office?"

To be a working mother is an adventure, many times exhausting, but it's always a beautiful adventure.

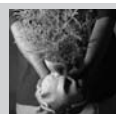
Ángeles Grupeli

Secretaria Ejecutiva

España

Madre de dos hijos: una adolescente y un joven

Se dice que nunca es fácil para una madre que trabaja el poder combinar las responsabilidades laborales con las familiares. Sin embargo, Ángeles Grupeli encontró la manera de hacerlo un día durante la temporada navideña y en el proceso, su vida se vio enriquecida.



Las mujeres de mi generación somos las primeras en España que, en su conjunto, no se quedaron en casa después de casadas, ni después de tener hijos, por lo que cuando yo tuve a mi hijo mayor la sociedad española opinaba que si las madres no nos quedábamos en casa, era nuestro problema exclusivamente el sacar adelante a nuestros hijos, las empresas no querían saber nada de que éramos madres, y se nos exigía cumplir más y mejor que los hombres para poder aspirar a un puesto de trabajo. Se miraba con lupa si faltábamos al trabajo y por qué. Los jefes entendían perfectamente que faltaras porque se te había pinchado la rueda del coche pero no que llegaras tarde por haber llevado a tu hijo al médico por un problema urgente. De ahí que gran número de mujeres profesionales de mi generación eligiera no formar familias.

Me parece un maravilloso avance que actualmente la sociedad empiece a considerar que los niños son la base de la sociedad futura, que es interés de todos el que nazcan y se críen del modo más adecuado posible, y que empresas como EMC contemplen medidas que hagan compatible el trabajo con el cuidado de los hijos. Es también estupendo que las nuevas tecnologías permitan quedarse en casa trabajando, o completar parte del horario laboral en casa, de modo que los padres podamos cuidar a nuestros hijos sin descuidar nuestras responsabilidades laborales cuando es necesario.

Aunque en España casi siempre tenemos una cuidadora en casa, o una abuela que echa una mano, nuestros hijos necesitan a sus padres. Necesitamos criar personas equilibradas social y personalmente, y en ello tiene un gran papel el entorno laboral de los padres. Yo en EMC siempre me he sentido libre de, por ejemplo, salir a ver cantar a mi hija en el coro de su colegio por la tarde y luego regresar y seguir trabajando hasta terminar lo que tenga que hacer.

Un problema que se plantea con los niños en edad escolar es compatibilizar sus horarios, más restringidos que los de las escuelas infantiles, con los de los padres. En España, el último día de clase antes de las vacaciones la jornada escolar acaba a mediodía, lo que representa un problema para los padres, porque alguien tiene que recoger a los hijos a una hora en la que normalmente ambos padres están trabajando. Una Navidad, cuando mi hija tenía nueve años, no conseguí a nadie para que la recogiera de la escuela. En el trabajo teníamos programada una copa de Navidad justo más o menos a la hora que salía mi hija del colegio, así que en vez de bajar a la copa, me fui a buscarla, la traje a la oficina, pasamos a socializar un poco con los compañeros de trabajo, y como yo no me podía ir pronto con ella porque aún tenía trabajo por hacer, la senté en una mesa libre cercana a la mía, le di papeles en blanco y rotuladores, y ella me estuvo haciendo dibujos mientras yo acababa de trabajar. Cuando acabé, colgué sus dibujos en mi mesa y nos fuimos las dos a comer juntas.

Aún conservo uno de ellos, con una nota mía adjunta, “Fabricado en EMC”. Desde aquél día, ella siempre me pregunta, “Cuándo podemos volver a la oficina de mamá?”

Ser madre trabajadora es una aventura, muchas veces agotadora, pero siempre una hermosa aventura.

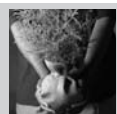
Jean Weintraub

Practice Manager

USA

Mother of two: one youth; one teenager

Jean Weintraub learned the hard way that it doesn't always pay to be a superwoman.



As a practice manager in the NY/NJ division, I often take phone calls after working hours. One evening I was on a conference call brainstorming with my team members who had been trying to resolve a customer's backup issues while I was running around with my children. I dropped my son off at his basketball game, my daughter off at her basketball practice, and then went off to my daughter's parent-teacher conference.

I wasn't looking forward to this conference. Since the beginning of the school year, my daughter would complain about the amount of homework she would get. She would especially complain about her reading homework.

I walked into my scheduled conference at 8:10, right on time, still in a suit from work and still on the phone. The teacher commented that I must be in the IT field since I was still working. She then went on to tell me that her husband takes calls at night. He works for Network Appliance, she said with pride.

I told her proudly that I worked for EMC.

Since that evening, my daughter's teacher has given me nightly reading homework. My daughter has to read two chapters out loud to me each night. I have to record her reading in a log and hand it in to her teacher each Friday. I guess my daughter's teacher thought that because I work for EMC, I was a superwoman and would have no trouble handling one more thing on my plate.

Which only goes to show where bragging will get you.

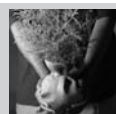
Catherine McKeithan

Principal System Test Technician

USA

Mother of five: two teenagers; three adults

For working mother Cathy McKeithan and her five children, “life is a feast.”



Changing careers at forty can be scary and going back to school even scarier, but that is exactly what I did when I came to EMC ten years ago. At the time, my oldest son had just graduated from college, and I had two others still in college. I also had a son in second grade, with my youngest in the first grade.

As a matter of fact, my baby got a great kick out of us going to school together. I remember that we all had matching Barney lunch bags. With so much going on, it didn't take us long to realize that we needed some discipline to keep up with the schedule. So we all pitched in to do housework, and family time became study time.

The schedule worked so well that I was actually able to double major. Upon reflection, it just doesn't seem like it's been ten years since I came to EMC. In that time, I've come to realize that EMC's values are a reflection of my own family values, values that have become second nature after years of practicing and nurturing. I realize that the people in my family are my greatest and best customers, and keeping them happy is very satisfying.

My husband and I have always stressed strong family values for our five children. We've taught them that good manners, honesty, and hard work are essential to building a good life. We've promoted teamwork and responsibility with our children through daily chores and employment in the family business. And we've stressed the importance of good grades and striving to achieve your best. Consequently, we're proud to have three who have graduated from college, one preparing for college, and one who entered the Marine Corps in September '08.

I've learned a great deal during my employment with EMC. Nothing could replace the things I've learned from working with such a diverse group of people. I've traveled all over the world through the eyes and lives of coworkers and experienced foods from around the world. Now I truly understand the phrase, "Life is a feast."

Perseverance



The Road to Satisfaction

Perseverance is the main ingredient in every working mother's recipe for getting through the day. She knows she must keep going and, above all, have confidence in herself. She also knows she must be willow-like, remaining flexible in the storms that surround her.

The following are stories about how working mothers persevere through life's big and little trials, eventually attaining seemingly impossible goals, both at work and home.

“Life is not easy for any of us. But what of that? We must have perseverance and above all confidence in ourselves. We must believe that we are gifted for something and that this thing must be attained.”

—Marie Curie (1867-1934)

Wendy Bertino

Pre-sales Services Manager

USA

Mother of two: two teenagers

Wendy Bertino has found the solution to working mothers' stress—she's looking for a wife.



I need a wife. This sounds even odder when I proclaim it to my all-male staff. They look at me like I have three heads. Then I explain.

“You know all those things that your wife takes care of for you while you’re at work. Well, I’m at work too.”

Then I continue to explain.

The Dry Cleaners. Many times my clothes are at the dry cleaners for weeks. Hanging there. Abandoned. I can see them from the window. I just can’t get there in time to parole them.

The Bank. Certainly, there is a large electronic component to this one these days. Still, sometimes you just need to go wait in line at the bank. There is the twenty-five-pound bag of spare change that my daughters keep trading for my lightweight bills. God forbid they pull out eight quarters in the lunch line, but the girls think I’ve got plenty of time to go to physical therapy for the unnatural bend in my spine from said change. I could go on Saturday and wait with the rest of the working world that can only get there on that day. But my back is too sore to stand in line that long.

Chemicals for the Pool. I have never found a pool-supply place that is open more than nine to five Monday through Friday and a few hours on Saturday. I could try to go on Saturday, but there is the bank line to consider. Besides, I’d much rather get rid of this change than clear up my pool from green to blue. Green is a nice color, I decide.

The Post Office. Ben Franklin never anticipated that I would need a twenty-four-hour post office, but sometimes I do. ... My girls are at camp, and I need to send them a package. Nothing important, but it has to be there by Friday. No problem, it’s only Monday. Then Tuesday. Then Wednesday, and one thing or another at work has kept me from getting to the post office—any post office—by the time the counter closes. So I call FedEx and spend four times as much to send the package that has been rolling around my car for days.

Birthday Presents. “So and So’s birthday is Saturday morning (Ugh! I have to be at the bank, pool store, or the dry cleaners!), and I need to get her a present, Mom!” Notice the choice of pronouns. “I” translates to me; I know that by now. It’s only Friday after all. Still plenty of time.

Photos. Call me old-fashioned, but I still like the tactile experience of flipping through a photo album. So, while I take pictures with a digital camera and upload them to an online service, I still have them printed and shipped to me so they can sit in a pile near my computer and grow old while awaiting their spot in an album.

Pot Luck at Work. I have always worked in groups that are mostly men. Every time I have ever been to these bring-a-dish events, I always knew that while I was up late the night before making my dish, the other folks in my group, the ones with wives, have had their dishes prepared and presented to them with instructions on how to reheat.

There are maybe a million other wifely chores I could use help with. But, rather than listing them, I think my time would be better spent looking for a wife.

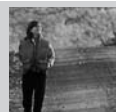
Michelle Lavoie

Principal Program Manager

USA

Mother of three: three adults

Michelle Lavoie calls mothering “a life-long work in progress.” Most working mothers would agree.



Do you think that being a mom ends when your child graduates from high school? Many parents and employers do. I'm here to tell you that being a mom is a life-long work in progress.

My oldest son is thirty-three years old, married with two children, runs his own business, owns two homes, a car, and a cat. When I visited him in Pennsylvania a few weeks ago, I told him to help his wife carry a heavy grocery bag. He said, "Mom, I'm thirty-three years old." And I replied, "And, I guess I didn't do such a great job in teaching you how to offer help." My daughter-in-law beamed, and we grew even closer.

My twins, both thirty years old, often suffer the same fate. I still call to check if they've filed their federal taxes; I still offer unsolicited advice about their child-rearing or their choice of clothing. I just can't help myself; a mom is always a mom.

Being a grandmother is a whole other story. It's the best thing a mom could ever hope for. You get to spend quality time with children that you love, feed them whatever you want (as long as your children and their partners approve of the free-wheeling grandmotherly type), and bring them home when you get too tired or overwhelmed to give them your undivided attention.

Spending time with grandchildren, for me, has been such a blessing. Now, as my grandchildren get older, there are times where they turn to me for advice. And, of course, there will always be times when my children still need me. I am thankful that EMC provides the flexibility for me to always be there doing my most important job, being a mom.

Raquel Abizanda

Iberia Marketing Manager

Spain

Mother of four: two infants; one toddler; one youth

Day after day, Raquel Abizanda somehow manages to keep all the plates in her life in the air. It's a feat worthy of the finest circus juggler.



Hmmm ... I thought that I would never be able to write this article, as it has been truly difficult to find some peace and quiet!

Sometimes I imagine that I am in a circus, and I don't say this because I have a new flea that I have to train ... more because, at times, I truly feel like a professional juggler. Imagine a heap of plates spinning on a thin pole and the juggler moving here and there trying to make sure that the plates don't come crashing to the floor. There's no time; you have to be witty and decisive, but most of all you need a million eyes, because one false move and the plates begin to fall—one after the other.

Well, this is how I feel; there are reds and blues. The reds are the work plates: the presentation of a new product, the case study of the elusive customer, the churn of press releases. The blues are the motherhood plates: pediatricians, buying brushes, and food for tomorrow. It's an intense life and, above all, multi-faceted, very multi-faceted.

Sometimes I think women are living in a false world. I'm referring to the Women's Liberation Movement, which, without a doubt, had to have been invented by a man. It makes me smile when someone says, "You work because you like it." Well, the truth is that I do, but what I really love is sitting by the sea and listening to the tide coming and going or sleeping soundly until one in the afternoon ... this, this is what I like.

It's different when they say, "But you work in a field that you like." In this way, I am very fortunate, as EMC has afforded me the opportunity to dedicate myself to what interests me, and I am truly enjoying my work. I can, and should, consider myself fortunate to be able to dedicate all these hours of my life to something that I enjoy and motivates me. With all that I do each morning and the stress and problems that come with all of my responsibilities, I arrive at EMC, and I feel fulfilled.

I am very satisfied with my personal life and professional life. I believe I am one of the few executives of a large multinational corporation with four children and, moreover, that I am valued in my work and that I don't have to make sacrifices in my professional life to be a mother also. The other day I read a very interesting article in a Spanish newspaper that said, "Companies don't discriminate against women; they do it against mothers." This is definitely not my case. On the other hand, I won't paint a picture of Utopia. My level of stress, on occasion, is extremely high. In fact, between my personal and professional lives I have a twenty-four-hour-a-day job. I don't deny that it's a challenge.

Uh, oh, I'll leave you now, because out of the corner of my eye I can see a plate is about to fall!

Raquel Abizanda

Iberia Marketing Manager

España

Madre de cuatro: dos niñas y mellizos

Día tras día y de alguna manera, Raquel Abizanda se las arregla para mantener en el aire todos los platos de su vida. Es toda una hazaña digna del mejor malabarista de circo.



Uff, pensé que al final no iba a poder escribir estas líneas, resulta muy difícil encontrar un minuto de paz.

A veces me imagino a mi misma en un circo, y no lo digo porque tenga una pulga recién llegada a la que adiestrar... que también, sino porque en ocasiones me siento como una verdadera malabarista. Imaginaos, un montón de platos girando sobre un fino palito y el malabarista dándole un poco de impulso aquí, un poco allá para evitar que se le vayan al suelo. No hay mucho tiempo, hay que ser avispada y decidida, y sobre todo hay que tener mil ojos, porque un descuido y los platos empezarán a caer uno tras otro.

Pues así me siento yo, los hay rojos y azules. Los rojos son los del trabajo: la presentación del nuevo producto, el caso práctico del cliente esquivo, la rueda de prensa de resultados ... y los azules, los de la faceta de mamá: pediatra, compra de pañales, la comida de mañana. ... Una vida intensa y sobre todo polifacética, muy polifacética.

¿Nunca os habéis planteado que a las mujeres nos han engañado? Me refiero a que esto de la liberación de la mujer, debe haber sido sin duda un invento de hombres. Me hace gracia cuando alguien me dice eso de “tu trabajas porque te gusta” ... pues la verdad es que lo cierto, es que a mi lo que me gusta es sentarme a la orilla del mar a escuchar el ir y venir de las olas o dormir a pierna suelta hasta la una ... eso, eso es lo que me gusta.

Distinto es que me dijeran “pero tú trabajas en lo que te gusta”... ahí sí tengo mucha suerte porque EMC me ofrece la oportunidad de dedicarme a lo que me interesa y de pasármelo bien en mi trabajo. Puedo y debo considerarme afortunada porque dedico todas esas horas de mi vida a algo que me divierte y me motiva. Eso hace que cada mañana, a pesar del estrés y los problemas de mis responsabilidades, llegue a EMC y me sienta útil.

Me siento muy satisfecha, con mi vida personal y con mi faceta profesional. Creo ser una de las pocas ejecutivas de una gran multinacional con 4 niños, ... total nada, que además de considerarse valorada en su trabajo, siente que no se le ponen trabas en su vida profesional por el hecho de ser madre. El otro día leí un artículo muy interesante en un periódico español en el que se decía “las empresas no discriminan a las mujeres sino a las madres”... definitivamente ese no es mi caso. Tampoco voy a pintar un cuadro de la Utopía, mi nivel de estrés es en ocasiones alto, muy alto. De hecho, la conciliación entre mi vida laboral y mi vida personal se convierte en una tarea de 24 horas al día ... no me negareis que es todo un reto.

Os dejo, por el rabillo del ojo veo un plato a punto de caerse.

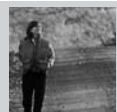
Marisa Rothmann

Regional Sales Administrator

South Africa

Mother of one: one teenager

Like an expert juggler, Marisa Rothmann has discovered that she can keep all the balls in her life in the air—and avoid getting burned—by maintaining balance.



Being a working mother feels much like the artist in the circus who has five flaming balls in the air, juggling them, and trying to avoid getting burned.

You're getting up at the crack of dawn and packing lunches while doing your makeup and feeding the dog. And, amidst the havoc, you are trying to convince your teenage daughter that her hair is, in fact, just as pretty as yesterday and no one at school will even notice the little zit that decided to make an appearance on her face overnight.

Then it's off to your "other family" where you have to deal with one hundred colleagues, customers, and partners, all demanding attention. By 6 p.m., you drag yourself out of the office, to be met with a giggling daughter who can't wait to tell you about the fantastic day she had after it started so bad. You spend time together while cooking dinner, discussing her next assignment. By the time you go to bed, you are so exhausted that you fall asleep almost immediately, just to start the vicious cycle again the next day.

The question is, "Why do I do this?" The answer is simple: I wouldn't change it for the world. I know that time is precious and life is a gift; so I grab every day's challenge and opportunity with both hands, making the most of every minute and doing the best I can, always. The extreme satisfaction I feel when I have done something well, whether it be producing a good report, making the numbers at the end of a quarter, or seeing my daughter's happy face when I come home much earlier than expected, make this all worth the effort.

If you prioritize and keep a balance, keeping the flaming balls in the air is much easier than it appears.

Rajeshwari “Raji” Mandanarvanda

Manager, Software Quality Engineering

India

Mother of one: one youth

Raji Mandanarvanda has a mantra that helps her get through even the hardest day: “The tough days are not here to stay.” It helps her get through those rough patches working mothers know all too well.



I had a working mom and mom-in-law, and I am grateful for all that they have done for me; they will remain a source of inspiration to keep pursuing my career.

My day begins at 5 a.m., when I wake up to get things ready for my son's school, take quick stock of my office e-mails, and finish my daily yoga session before my son wakes up. Then comes the toughest job for me: to wake my son and my hubby and get ready for work at the same time.

At the office, time flies by, and in the evening I have to think about my son's homework, groceries required for home, and catch up on calls with U.S. folks.

When my son was young, it was painful for me to leave him at daycare; there were days when I used to drive to work with tears in my eyes. Now that he is growing up and understands, I find it much easier. He says goodbye to me with a smile, which gives me all the strength and peace of mind I need to concentrate on my work. Flextime at EMC has helped me manage critical situations at home, as well as working toward my projects' success.

At times, my son compares me with his friends' mothers who are at home and feels I should stay at home, and sometimes he agrees that I should work (probably when I force him to study or impose discipline). I am sure he will understand when he grows up that what I am doing is for his better future.

Because my hubby also works in the software industry, travel abroad becomes a mandate. When my hubby is traveling, I play the role of both father and mother, and my hubby plays the role of father and mother when I travel. Some days I go crazy managing work and home and feel that I should call it quits, but then I think of my education, my passion to work, and also how my mom managed with three kids. That keeps me charged up and going.

On weekends or holidays, we connect with the rest of my family so that my son gets quality time to spend with his aunts and uncles and paternal and maternal cousins. We train our child to show respect to elders by treating our own elders with the utmost respect.

Indian culture is rich and diverse, and as a result, unique in its own way. The rich values we receive from our culture are deeply rooted within our hearts, mind, body, and soul. In a family, a child learns a sense of harmony, interdependence, and concern for others.

Back at the office, I have a great team to work with at EMC. Now and then, there are days when I feel I just can't get it all done—at home and at work. But, when all is said and done, the tough days are not here to stay, right? I console myself with that reality, and thanks to the support and encouragement from people around me, I soon have the enthusiasm I need to balance both home and work.

A woman smiles in trouble, gathers strength from distress, and grows brave through prayer. I am proud to be a woman.

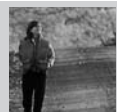
Elizabeth “Betsey” Pashayan

Director, Marketing Programs and Operations
EMC Americas Field Marketing

USA

Mother of two: two youths

One Purple Slinky Friday, Betsey Pashayan found a powerful symbol of working mothers' dedication and perseverance.



There is a special, magical time of the week for most working moms. It's the time when you feel the knot evaporate from the back of your neck; the time when you actually hear the words of the song on the radio and not the droning of your own voice making yet another checklist of "to dos" in your head. It's the precious Friday evening drive home.

I felt the spring in my step walking into the after-school program to collect my kids. I was at peace trying to decide between pizza or going out. I could tell the instant that I walked in that my kids and I would need to engage in a little priority alignment. I was met by my then seven-year-old daughter, and wasn't sure if she was mad, sad, or all the above. "My slinky was new ... took without asking ... purple ... Mrs. C ... didn't even tell them they could ... all tangled ... junky thing ... special to me. ..."

Quick—re-engage and translate.

First and foremost, how did she come across a new toy in the middle of the school day? She had been having what educators euphemistically call a "tough week" (read: the kind of week where mom/dad are met at pickup and the teacher/sitter/program supervisor says oh-so-much in a long drawn-out sigh. ...) What wonderful news to hear that the week ended with such good cooperation that she was able to draw a prize from the coveted prize bag.

But somehow, a pint-sized tormentor had wrestled the prize away and by the time she rescued it, it had morphed into a tangled ball of disappointment that was mine to fix. She immediately handed it to me. I twisted a little here, pulled chunk A through chunk B. Now, it was my turn to give that long, drawn-out sigh. I deflected saying, "Let's get home and I'll deal with it." I knew this was a disaster—over a twenty-nine-cent piece of plastic. Tomorrow we'd go to the party store and replace it.

Then I realized that it was her reward, a trophy, and it mattered. I told her I was proud of the slinky and of her. And I promised to fix it. That mass of plastic said so much to me. It was the forty-column, ten-worksheet spreadsheet with the broken formula somewhere—that was due to finance before 9 a.m. It was the strategy document yet-to-be-conceived, let alone written, that would define the direction we would take for the rest of the year.

When we got home, I knew if I took one step into the house the vortex would engulf me and ten other things would jump in front of me to derail my progress. So I sat there, on the bumper of the car, twisting, turning, bending, threading ... for fifty minutes on my Friday night ... until it was back to normal.

I walked in and handed it to her. She hugged me and said, "Thank you, thank you, thank you. It was very special to me, and I was sad." She then ran away and threw it on the shelf, where it's been ever since.

I look at that slinky every day on my way to work and remember what it stands for. Like our company, our families depend on us to fix things, to make things work, and to do it when we need to, not when we want to. And it reminds me that, however odious a task, when it's done, you've earned your Friday night. And the magic, though delayed, can still be reclaimed.

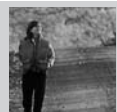
Jeannene Austin

HR Operations Manager/Program Manager

USA

Mother of two: one toddler; one youth; one infant on the way

Jeannene Austin persevered through one of the most difficult periods any mother faces. In the process, she found help and support close at hand.



Many people say it takes a village to raise a child. But some of us realize it can also take a village to help conceive a child.

My husband and I have been blessed with two beautiful children. They are the loves of my life, and being a mother is the greatest joy I've ever known. However, parenthood does not always come easily. This story is dedicated to everyone who has beaten infertility and—perhaps more importantly—those who have not.

Although we faced fertility issues the first time around, we were able to conceive our son without any help. When we tried to have another child, we faced secondary infertility. It was a time of hope and desperation. I often felt very alone, and the impact of the hormones did not help my state of mind. Throughout, I tried to be optimistic, but deep inside I felt guilty because I was the one with the fertility issue. My husband was an angel through it all and never blamed me. Sometimes I felt I had no right to complain—we already had one child. But our little boy kept asking me for a sister. Every time a friend or coworker got pregnant I was truly happy for her, but it was always a reminder of what we could not have.

Working full time at EMC and going through this process had its ups and downs as well. Some managers were supportive through my miscarriages and allowed me to take necessary time off, while other managers were not quite as understanding.

We were told it would take a miracle to have another baby, and that is exactly what occurred. I did get pregnant, but I had a difficult pregnancy and at one point we feared our child might have Trisomy 18, a genetic disorder with an almost non-existent survival rate. But I'm happy to say that our daughter is a healthy and beautiful two year old with an adoring big brother. I often wonder why we were so blessed and why we beat the odds. We met so many others who would make amazing parents, and I wonder why it happened for us and not them. I have no answers, and my heart goes out to them every day.

Working at EMC, there are days when I feel like a bad mother, days when I feel like a bad employee, and days when I feel like both. At those times, it's other women and mothers at EMC who get me through each day. There is an extraordinary kinship among us. In fact, several women at EMC helped me get through the challenges of infertility.

There are days when we arrive at work with spit up on our clothes and days when we struggle to stay awake after being up all night with a sick child. Many of us have spent the first day back from maternity leave in the bathroom crying, and many of us have consoled each other that first day back. We make choices and sacrifices every day, and we wonder if they are the right choices. Some of us would rather be home with our children, and some of us are better mothers because we work. But we are all moms, and we know that motherhood changes us, becomes part of us, and impacts everything we do.

Some of us had great role models, and some of us are role models. The important thing to remember is that we share a common bond and can count on each other. We are there to share in each others' successes and triumphs, and we are there to offer support and comfort and catch each other when we struggle or fall.

Chantal vanlede Lyon

Managing Counsel, Business Law Group

USA

Mother of three: three teenagers

When Chantal vanlede Lyon turned her office into a nursery, she was only doing what comes naturally to working mothers: blending work and home lives into one sometimes-not-so-cohesive whole.



I came to EMC through the acquisition of Epoch Systems in August of 1993. I was Epoch's sole in-house counsel at the time and was the only one who could assist in the legal/contracts due diligence phase of the acquisition throughout the summer. I had just given birth to my son on June 28 and was on maternity leave.

Well, the majority of that maternity leave was spent in the office with my newborn, while my other two little ones were at home with a hastily hired nanny. My office was turned into a nursery and my desk a changing table. I brought in a little basinet, blankets, diaper bag, and my precious baby monitor—turned up high (so I could go down the hall with my listening device for brief due diligence meetings in the boardroom).

Fortunately, I was pretty confident toting my third child around with me. I smile when I recall that several empathizing mothers (secretaries to engineers) volunteered to check in on him in the nursery when I was unable to be with him. Every once in a while, though, he would get hungry, and I was the only one who could help him solve that problem. I will admit to bringing him with me into a meeting on one occasion and sitting back in a corner nursing him under a blanket.

For the past fifteen years, the needs of my kids (such as doctors' appointments, parent-teacher meetings, school plays, and snow days) have often come into conflict with the needs of the company. Time spent at home took away from time at work, and time spent at work after hours and on weekends took away from time spent with my kids. Fortunately, I have had very supportive management throughout my tenure at EMC. Such support has allowed me to have the flexibility I need to be a devoted working mother and a dedicated, hard-working employee.

Caren Boroshok

Senior Software Engineer

USA

Mother of two: two youths

A flexible work schedule has helped Caren Boroshok spend a little less time longing for the “easy days.”



When I dropped off my ten-week-old daughter at her first day of daycare nine years ago, it wasn't nearly as bad as I had anticipated. I have to admit, I was a bit relieved to be returning to a job where I felt competent again, rather than dealing with an infant whose schedule and whims defied all logic (at least to this engineer).

It helped that the daycare I had chosen was fantastic. Their expertise in all facets of childrearing helped me with schedules, food choices, potty training, etc. I enrolled my second child there when he was ten weeks old as well. Everyone I met was another working mom juggling work and home.

Little did I realize that these would be the easy days. As the children grew, my daycare center offered onsite extras like tumbling classes, karate, and even a computer lab. I could drop off my children at 8 a.m. every day and pick them up at 5 p.m., winter and summer, with all their needs met, and actually enjoy some time with them in the evening.

Then, the real world of public school presented itself. An endless list of curriculum days, half-days, and holidays had to be dealt with. An after-school program that wasn't nearly as good as the daycare's left me feeling guilty. Gymnastics, karate, ice-skating—that had to be crammed into the weekend. Family time, what was that? Does homework count?

My children are now in first and third grade and, with school class sizes at twenty-four, the teachers are begging for help. I finally admitted that something had to give. I was afraid it might have to be work. After speaking with my supervisor, we have worked out a thirty-hour schedule (one full day off and one early day), which allows time for volunteering in classrooms, chaperoning field trips, and shuttling kids to after-school activities.

I don't know what the future brings as my children take on more and more responsibilities, but for now this is working for our family. I still look back on those early daycare days and remember that those were the easy days.

Saira Banu

Manager, Quality Assurance

India

Mother of one: one youth

In a culture where working mothers are expected to be supermoms, Saira Banu perseveres, finding ways to live harmoniously.



In India, where women have to assume many roles, all mothers are working mothers. But if a mother also happens to go to the office or run a business, she is forced to become a supermom.

The cultural challenges in our country are quite different from other parts of the world. In the majority of married couples, men do the breadwinning, while women contribute a supplemental income. The kitchen work and childrearing remain mostly the woman's territory. A woman is always expected to be a loyal wife, doting mother, and of course, a dutiful daughter-in-law. However, with changing times, such role demarcations are getting blurred.

The fast-paced life that we are leading can often be stressful. Managing work and home has never been an easy task. Doing it successfully is all about delegation and prioritization. And it's always necessary to multi-task, which can be extremely demanding. Cooking, wiping a child's tears, listening to your husband's office woes for the day, fixing that button on your dress, helping with some homework. All this means your brain has to keep switching on and off from one task to another. This may result in exhaustion or stress. And sometimes it brings on a flood of unexplained tears.

Sometimes, the need to live up to so many responsibilities can make you feel miserable. For instance, I was sick the other day and decided to take a day off from work and stay back home. My nine-year-old son returned from school in the afternoon and was so happy to see me at home. He said, "Mom, I know you are sick today and that's why you stayed back home. But I am extremely happy to see you at home. I wish you were always sick."

While he didn't really want me to be sick, he thought that was the only way his mom could stay at home. The guilt that you are not spending enough time with your child can make life more difficult for a working mother.

At my previous job, I was expected to be at work for more than fourteen hours a day. The days were very tiring, with multiple meetings and conference calls with U.S. counterparts. The job was very taxing, so I decided to pursue an opportunity at EMC.

My son asked me the reason for the change, and I explained that I was not able to spend much time with him in the previous job and that this one would allow me to spend more time with him. He was very happy.

I enjoy working at EMC; my job has given me a sense of satisfaction professionally and allowed me to manage work and life harmoniously.

Stacy Schaeffer

Director, Lean Six Sigma

USA

Mother of two: one toddler; one youth

Stacy Schaeffer passed on some important lessons the day she took her son to work—and learned a few things herself.



I remember the first time my dad brought me to work. It was a rainy Saturday morning during tax season, and I begged to accompany him to his job rather than be stuck in the house all day. I was seven or eight at the time, and it was my first glimpse of the adult working world. I sat on his swivel chair and spun as fast as I could. I pretended to be a cashier as I played with his calculator with the tape feed. I didn't know what I wanted to be when I grew up, but I didn't doubt that I would work.

Recently I was reminded of this experience when I took my own five-year-old son to work for the first time. The situation was not quite the same.

On Thursday at 4 p.m., I received the dreaded call. "Your son has a one-hundred-two-degree fever. Please come pick him up. And he won't be able to come back in until Monday."

That night my husband Rich (who also works at EMC) and I debated who would stay home with our son. We both had important meetings scheduled, and grandparents were not a babysitting option; our parents are three-and-a-half and five-and-a-half hours away. And, having only moved to the area a couple of years ago, we had not yet built a trusted support network.

We worked out a schedule. I would bring him in; Rich would pick him up at 11:00 for my meeting. I'd collect him at 11:30 when Rich had to present at the All Hands meeting, then bring him to my Women's Leadership Forum (WLF) luncheon in Southborough. Crisis averted, we hoped.

On Friday morning, I took him to the cafeteria, where he picked out a sugary treat as people commented, "EMC is hiring them younger and younger" and "I know I am getting old when these employees look so young." We went back to my office through the lab, where my son stared in awe at the EMC storage, and I tried to explain what EMC does to a five year old. That was challenging.

My manager stopped by to introduce himself to my son, who said, "My mommy talks about you at home." I mumbled that I needed to meet my husband, as I tried to remember if I had ever complained about my boss at home.

Luckily, Rich picked him up as scheduled, and I had my important meeting. At 11:28, I apologized and said to my executive sponsors that I really needed to run. I'm sure they wondered what could possibly be more important than meeting with them! I got to the conference room where my husband was presenting to the All Hands just in time. I retrieved my son from his seat in the back of the room where he was coloring quietly, as Rich gave me an annoyed look for being late. We quickly drove to the WLF luncheon, where he said quite innocently, "Mommy, this is funny; I am the only boy here."

On our way home after his day at work, he chatted away with me about his day at "Mommy's work."

"When I grow up, I am going to go to work," he said.

I realized that I had given him a lesson by giving him a positive impression of work AND an unforgettable experience with Mom that he still talks about today.

Anonymous

This working mother found the help she needed to turn an “emotional rollercoaster” into a life filled with joy.



When I came to EMC in 1997, I was already in the midst of trying to have kids. I was determined to do whatever was necessary to have children while also maintaining my career. I had surgeries, rounds of in-vitro, and finally we had success; our son was born in 2000. During that time, my manager was very supportive of my needs to leave the office for the testing and other procedures the in-vitro entailed. I felt very fortunate to be able to handle work and health challenges by working remotely when needed, and my coworkers were unbelievably supportive of my situation. I often worked harder because I felt so indebted to those who were supportive of me. I never missed a deadline or goal and was often recognized for initiatives in my publications area.

After we had our first son, we decided to go through in-vitro for a second and final child. Many unsuccessful in-vitro attempts later, we were referred to a fertility clinic in Colorado that specialized in harder cases involving older women. My health insurance wouldn't pay for the specialized treatment, which cost close to \$20,000.

I was sitting in the cafeteria one day and saw our HR benefits person. I decided to approach him about what to do about reimbursement for the treatment. Bob was amazingly helpful and knowledgeable. He pitched a case to the health carrier that they should fund this treatment, and won. When the time came, my manager let me work remotely from Colorado for two weeks, while I started tests and prepped for the procedure. It was such an emotional roller-coaster but, in the end, one in-vitro session gave us our second son (two weeks shy of my fortieth birthday).

I have found an incredible number of caring and supportive people at EMC and that has made me a dedicated employee. I am so thankful to be able to spend my free time with my eight-year-old and four-year-old sons. And I have been able to provide my support to a few others at EMC who have experienced challenges in having children. My life seems so much simpler now, even with the challenge of balancing my sons' needs and my career. My sons are wonderful and love to visit my office.

I am very glad that I work at EMC.

Rhonda Thompson

Receptionist

USA

Mother of three: one teenager; two adults

Rhonda Thompson has found that maintaining “overall well-being” helps her balance the busy life of a working mother. She’s also found an ally in that pursuit.



In addition to working as the receptionist for the EMC Customer Support Center in Duluth, Georgia, I am also a single parent and currently enrolled in school. I realize that defining values helps me prioritize and allows me to balance my work and family life.

I have to adapt by using stress and time-management techniques to help manage my busy schedule. Taking time to truly relax, mentally and physically, is very important; it allows me to rejuvenate and handle all my responsibilities with a fresh perspective.

It's important to have energy and professional demeanor when greeting and assisting EMC employees and visitors daily. Being rested and well balanced is important to being productive personally and professionally. EMC's benefits program provides offerings that promote overall well-being of its employees. I really appreciate that.

Kimberly Stewart

Inventory Analyst

USA

Mother of one: one youth

For Kimberly Stewart, perseverance resulted in the job of her dreams—a narrow escape from a career with the dreaded Internal Revenue Service.



My path to EMC began about ten years ago and started out a bit differently than most. I was what I consider a “late bloomer.” Free-spirited and uneducated, I was perfectly happy with my profitable, easy-going job slinging cocktails at a local nightclub. Life was flexible and responsibility-free, leaving lots of time to explore the wide, wonderful world and interact and learn from a slew of interesting people. I was quickly approaching thirty, when, quite suddenly, a restless, burning desire for a different, more grown-up experience struck. I was finally ready for a challenge, and looking for the path that would lead me to the next stage of my life.

I look back now at the unlikely pairing of my burning desire with a career in technology, and I’m quite sure someone all-knowing led me to that recruiter’s office at a small IT college. You see, I was hard-pressed to even locate the power button on a computer, much less imagine myself working for a large technology corporation. I was shooting in the dark to see if a light came on. And, did it ever! Three weeks after I followed my gut, signed a mountain of student loan paperwork, and made the first real commitment of my life, I discovered I was pregnant with my first child.

I was both elated and scared about all the new beginnings. I needed to provide the best life possible for my child, which meant I needed to find the best job possible that didn’t involve wearing a cute, little uniform. Despite aggravating episodes of diminished brain power during my pregnancy, sometimes making it tricky to grasp complicated, electronic concepts, I forged forward, determined to be the top of my class.

There were just a few companies in my area well known for positive work environments, flexible hours, and abundant opportunities, namely EMC and SAS. But, for the life of me, I couldn’t get in to interview with either of them—despite having graduated with a 4.0 average. After several months of working nights, and job-hunting during the day, I finally succumbed to the incessant drum beating in my head telling me to “JUST TAKE SOMETHING!”

I had no sooner accepted the offer, signed the paperwork, and plucked a hair sample for a job with the IRS (yuk!), when my job placement counselor called. She had lined up an interview for me with EMC! I was absolutely jubilant, literally jumping for joy at this last-minute opportunity. Everything moved rapidly, and within twenty-hours I’d begun my new career in Asset Management at the RTP (Research Triangle Park) Engineering facility. I was downright giddy to call the IRS back and say, “Thanks, but, NO THANKS!” And, what a blessing it has been.

As it turned out, I ended up going it alone on the parenting front, and my son was later diagnosed with ADHD and identified as having learning disabilities. It has not been an easy road with all the doctor appointments, IEP (Individualized Education Plan) meetings, counseling sessions, and tutoring. However, EMC has made a tremendous difference in our lives, providing the support I needed to be both an up-and-coming career woman, and single parent to a child with special needs. I am grateful every day. My determination to work for a company that works to promote my family and allows me the flexibility I need has been one of the smartest moves I’ve made in my life.

Thank you, EMC!

TeaKee Mclendon

Systems Test Technician

USA

Mother of two: one youth; one adult

Prayer is one of the tools TeaKee Mclendon uses to help her press on through the challenges in her life.



I have been divorced for one year and am the mother of two. My son, who is now thirty-one, is in the Navy and my daughter is nine.

I work as a technician for EMC here in Apex, North Carolina, where there is always lots of work, sometimes requiring me to work weekends, especially at EOQ, the end of the quarter. It can be very hard at times trying to fit in quality time with my daughter, while at the same time trying to keep up with housework, her homework, and my work as PTA member; in a nutshell, there are a lot of life challenges for a working mother. I often deal with my struggles and the need to juggle SO many things.

I am sure I am not alone when it comes to sometimes feeling stretched to the max, so to speak. But, like most working mothers, I've learned that—with a little juggling and a lot of praying—it really IS possible to make it all work.

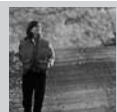
Maria Garzona

Senior Account Manager

USA

Mother of two: one youth; one teenager

It's adaptability that allows Maria Garzona to have a satisfying work and home life.



As a working mother, the most challenging aspect of making a decision to join EMC was confronting the fear of working in a male-dominated company. Previously, I worked more than twenty-two years for a company that understood my family requirements, and the thought of change was terrifying.

Surprisingly, the EMC I work for is quite different from the EMC that I had often heard about. I can attest that EMC is a company that strongly supports women and understands the balancing act of family and work.

From the beginning, eating dinner with my family daily has been a priority—I am amazed at how connected you can be with family around the dinner table. The flexibility in my work schedule allows me to be home to cook and do homework with my children; and when they were little, I was able to bathe and dress them for bed.

When I became a working mother, I changed from being a night person to an early bird. I get up at 4:45 a.m. to make certain I am there for all of the important parts of life. I have a strong work ethic and strive to get everything done the first time. I have learned to become creative with my work and family schedule.

As a working mother, the best skill to fine-tune is adaptability. On a minute's notice, you have to be able to find new solutions, collaborate with friends and neighbors, compromise, and embrace change. I have learned that raising children and having a career are lifelong journeys. As long as you prioritize and understand what the end game is, you will find a way to have both.

Rachel Paulo

Legal Counsel

Singapore

Mother of two: two toddlers

Rachel Paulo has learned that it takes adaptability to manage both her work and home lives. She's also learned that her "customers" at home are a lot like those at work.



I joined EMC more than eight years ago, and I have seen the organization evolve and change from a one-product company catering to only enterprise customers to the multi-product giant it is today, targeting customers in different market segments. During that time, I was initially part of the Sales Contract team, which eventually merged into the Legal Department in 2004. While the responsibilities have grown and the hours have stretched, my husband Patrick and I walked into parenthood with our eyes wide open.

Patrick works off oil rigs through most of the year, where he is a commercial diver responsible for ensuring safety and equipment continuity for underwater rigs. This requires him to be away from home for extended periods, meaning that the best way to describe me would be as a “part-time single mom.” My mother is an invaluable source of support for me—whether it is reassuring me when things look bleak or volunteering to pick up the children at the last minute when I have a critical phone call late in the evening.

Part of the challenge of being the Legal Counsel for South Asia is that I am responsible for EMC’s risk management and EMC employee compliance for seven countries across three time zones. Legal counsel also is often the source of last resort for many of our teams. As an organizational function that is here to support our sales team, my internal customers often come to me when the deadline is breathing down their necks or when our partners are unable to do exactly what we need them to. My availability has an impact on the organization’s ability to close important deals in a manner that does not leave the company at risk.

Therefore, it is fitting that a lot of what I do—whether in the office or in our home—embodies three of EMC’s qualities: “sense of urgency,” “flexibility,” and “customers first.” It is remarkable how much like my two-year-old many of our sales reps can be—they need it now, they need it right, and they often don’t understand how they reached their current predicament!

My biggest fear is that I will disappoint my kids, and disappointment can be crushing when you are four. Being a working mom at EMC means that I often have to decide which hurts the least—disappointing myself, disappointing my colleagues, or disappointing my customers (both internal and external). If asked what it takes to meet the demands of being a working mum at EMC, I would say it requires a great deal of understanding of the business, good time-management skills, and imaginative scheduling. What is clear to me too, however, is that disappointing EMC’s customers is not an option—we are all here because we believe that customers must come first.

In summary, balancing priorities, all of which mean a great deal to you, is never easy—whether you are a working mum or a working dad. You need to surround yourself with Plan Bs. But the reason that we do it—and I speak from four years of experience—is that the results are definitely worth it. My best days are when I can close the deal that brings in millions of dollars of revenue for EMC and see my kids at home by six for my very special hug!

Lisken Lewis

Advisory Technical Consultant

USA

Mother of one: one toddler

In both her personal and professional lives, organization and planning make it possible for Lisken Lewis to have it all.



Being a working mom at EMC has been great.

I have found my biggest supporters to be my husband, family, boss, coworkers, and friends. I have a position that requires a lot of travel. I have a child under two and travel extensively. That has been a challenge, but one I have taken on and enjoyed.

My success in balancing work and motherhood is partly due to the fact that I have been able to bring my child on most of my trips. Fortunately, I have family in many of the locations I travel to, and my relatives have been more than willing to take care of my child during my business meetings. I also have had great meetings with customers who brought their families to dinners and have been invited to several of my customers' family gatherings. When I have not had family near my meetings, I have either a friend or my more-than-capable husband care for our child.

I was fortunate that right after I'd returned from maternity leave and was still nursing, our district manager hired a female sales rep to cover my territory. She and I worked together perfectly. We were able to prepare for meetings or conduct debriefs of meetings while I pumped in bathrooms or rental cars. Talk about multi-tasking!

It has taken a great deal of planning and organization to make my life work out successfully. But, after all, could EMC have a disorganized Advisory Technical Consultant onboard?

Natalie Corridan-Gregg

Principal Product Manager; Six-time Women's Leadership Forum (WLF) President and Current Advisor

USA

Mother of one: one toddler

A consummate planner, Natalie Corridan-Gregg has learned that not every aspect of a working mother's life can be charted in Excel.



I admit it. I am a compulsive planner. In my job as a product manager for the Enterprise Storage Division, as well as my role as wife and mother; just about everything I do takes on the shape of a product lifecycle document. I have flowcharts for household chores and spreadsheets for family health and household finances.

It may seem extreme, but my obsession with organization makes being a working mother possible. It has helped me give 110 percent to my EMC job and still spend quality time with our two-year-old son.

My son is my joy—a miracle that was meant to happen. Because I have Interstitial Cystitis, CPP—Chronic Pelvic Pain, I was warned that getting pregnant could leave me disabled. Getting pregnant also meant the end of pain medication for my illness. I found comfort in my analysis that if the worst should come, my husband and I were prepared.

My penchant for documentation actually proved invaluable in my son's first three months. Back then, he did nothing but scream except when held upright. While our pediatrician said he had colic, despite her calming words, I knew it was something more. I kept a spreadsheet on what he ate and his episodes of discomfort. It was the only way I knew how to confine what I couldn't control.

When I presented my Excel diary to a gastrointestinal specialist, he initially thought I was a psycho. After reading it, he then agreed with me that the issue was more than simple colic. My son had acid reflux and, once it was treated, the screaming stopped. Suddenly he was a happy baby.

Going back to work after maternity leave was a challenge at first. I have a full schedule, and I am chronically sleep-deprived. When my son goes to bed in the evening, like many others at EMC, I go back to my work until midnight. This is the life for me, and I wouldn't have it any other way. I love my job, the people I work with, the Women's Leadership Forum, and the process of solving problems. I am not stay-at-home mom material. This way, my son gets the best of both worlds: loving caregivers who can teach him things I can't, and a mother who is enriched by the mental stimulation of her work.

I knew my son would change my life. I did an extensive analysis on the impact he would have on things like my work life and finances. However, it is his impact on the non-chartable part of my life that is the greatest surprise. I am completely different now. I like myself so much more. It was like there was a piece missing from the whole puzzle for me. I cherish the time I spend with him. We read, build things with blocks, sing, and dance.

The precious time I have spent with my son has taught me the limitations of planning while life is happening. He has made me a more compassionate and caring person. No meeting is as important as having breakfast with my son, and making him laugh at least once a day is the true measure of success.

If I have any advice on achieving work/life balance, it's this simple: Know where your boundaries are, and don't let anyone step on them.

I still use timelines for the mundane parts of my life. But I've resisted planning out his whole life. I'm trying to let him take the lead, which is a whole new space for me.

I just want him to be happy and hope he accepts his incredibly planning-centric mom.

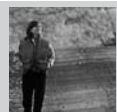
Karina Arnaez

Senior Diversity Manager

USA

Mother of one: one toddler

Karina Arnaez has learned that “adapting as circumstances change” makes a working mother’s life manageable.



My current job is very dynamic, fast moving, and demanding. I am constantly managing programs that have pressing deadlines, and I have to answer questions in a timely fashion. I take my laptop home every day and will log on at least once or twice a week to catch up on work that I couldn't get done during the day. Ideally, I wait until my two-year-old daughter is asleep. However, when she was an infant, there were times when she wasn't asleep and my husband wasn't home to entertain her, so I had to hold her as I typed. This was really difficult and shows just how hard it can be to blend working and mothering.

I realize that, like my customers at work, my child is also my customer, and it is important to treat her with respect so she knows how to treat others with respect as she grows up. In just two years, I've learned more about the real meaning of respect than I could ever learn at work.

For me, it is very important to be adaptable and have a sense of urgency. Having a baby increased my appreciation and practice of these two values because I realize how little extra time I have in my "mom" schedule. For example, before I could run errands without a time limit on time to get back home. Having a baby changes all that, so I've learned to be adaptable. For one thing, I've learned not to be too picky when I'm shopping. Last weekend, for example, I needed to get yellow and green wrapping paper. I couldn't find any, so instead I replaced it with yellow and green tissue paper. Although it wasn't what I had in mind, it made the presents look very original. While I realize this seems like a minor incident, it symbolizes the kind of flexibility I'm learning to weave into my life.

My daughter has definitely given me a better understanding of the meaning of adaptability and sense of urgency.

Delores Fields Long

Principal Software Engineer

USA

Mother of two: one youth; one teenager

Delores Fields Long has learned that the key to success as a working mother is making her family her first priority.



As a working mother, I contribute to both EMC and my household. It is good to know that my children understand that Mommy works to provide for them, and that EMC knows that I am dedicated to contributing to the company's success.

My children are now at an age when they can be on their own for a couple of hours if I have to work late. When we decided my children could let themselves into the house after school, we went to the hardware store and bought special keys. My son chose a New England Patriots logo key and his sister chose a princess key. That small gesture went a long way toward showing them that, even if Mommy has to work late, they are no less a priority. And, by dedicating myself to my work while I'm on the job, I demonstrate that, even if I have to leave early to take care of my children, I will meet my responsibilities to EMC.

Tips and Best Practices

Along with the ideas, wisdom, and laughter we hope you gleaned from our working mothers' stories, here are some tips shared at the Working Mother Book Project Symposium held in October 2007 in Hopkinton, Massachusetts. This was the event that helped kick off the book project, demonstrating that there was indeed an interest—and appetite—for building this book.

If you don't ask, you don't get

Find a job/manager that manages by deliverables. This allows flexibility of schedule and work conditions. It helps develop a trusting relationship with your manager.

Let coworkers know you're a working mom. They can be flexible with meetings and work projects.

Ask for help if you need it!

Ask your manager if you need a flexible schedule. You may be surprised at the answer.

Don't assume your manager can read your mind. Speak up! Tell him or her your idea and chances are it will happen.

Be honest with your manager.

Guilty as charged: Work or life

Don't feel guilty when you need to leave work for your children. Family comes first.

You can keep dinners simple: waffles, cereal, fruit.

Get the best childcare you can.

Outsource anything you can—cooking, cleaning, etc.

You can stay connected

Add notes to your child's lunch to feel connected to your kids at lunchtime.

While cooking dinner, have your child sit with you and help and talk about his/her day.

When your kids get older, communicate with them over the phone. Learn to love texting.

Coffee: A necessary “food group”

Learn to love coffee!

Get a coffeepot with a timer. Set it up the night before.

Get up before the kids and enjoy that cup of coffee.

Take care of yourself

Take care of yourself with a healthy diet, exercise, meditation, and attention to your spirituality.

Even when you don't think you have time, participate: join groups.

Take the opportunities available at EMC—the onsite gym, Women's Leadership Forum (WLF), walks, and clubs.

Streamline your life

Let your children “help themselves.” When your children reach an appropriate age, let them get themselves something to eat. Put food where they can reach it.

Give your children a routine, but teach them the importance and fun of being flexible. We all need to learn to roll with change.

Try to organize your week on Sunday.

Plan out your meals; check flyers for sales and make a shopping list to speed grocery shopping.

Do whatever you can in advance: pack bags and lunches the night before; cook two dinners on Sunday so that one is also ready for Monday.

Let your children pick out their clothes the night before. Make a “clothes man” or a “clothes girl.” Create it on their bedroom floor. Underwear becomes the head, socks the feet (even if they don't match).

Put leftovers in a Ziploc bag. It's easy to get rid of them when they are not eaten.

Use a crockpot to set up dinner for the evening.

Have a “launch pad” in your entryway to streamline the ritual of leaving for the day.

Look at your calendar the night before to know what is in store for the next day—both home and work calendars. And make sure that your calendar at home matches your calendar at work. Keep a copy with you!

Take advantage of pre-packaged, pre-washed foods for convenience.

Planning is key. You can do more than you think. Make a “to-do” list and use it.

Establish a very good support system at home and at work.

Your priorities and boundaries

Always know your priorities for the day.

Operate your home with a sense of urgency.

It’s all about attitude. You can always stress yourself out or you can take it easy. Everything will work out—eventually!

Remember that the days are long and the years are fast.

Enable yourself with flexibility and resources.

Know when to switch priorities. Be adaptable and be able to turn on a dime.

There is always a tidal wave coming at you at EMC. Accept the nature of the work environment, and do your best.

When you walk in the door and have a million things to do, you put off questions with your kids because you have to make dinner, etc. If you’ve put them off two or three times with “in a minute,” *Stop*. Talk to them.

Or another thought ...

Ask the children, your husband, or significant other to give you fifteen minutes alone after you walk through the door before they hit you with the barrage of questions and demands. It gives you a chance to shift gears from office to home.

You are the only person who knows your boundaries. It is your responsibility to define that to the business. If that is clear, working can be fun.

Looking out for you

Understand that sometimes you are (or feel like) a great employee/bad mom. Other times you are (or feel like) a great mom/bad employee.

Realize that you can't be perfect all the time—no one can. This is important so that you can reduce stress and avoid burnout.

Model the behavior your manager models. And if he/she doesn't demonstrate a positive work/life balance—you be the model for others.

Keep a good attitude and you can get through it all.

Watch the trends and strategies in the business to create career opportunities for yourself.

Leverage your technical and/or managerial skills as well as your personal skills to find the right job for you.

Network with other women. Ask them what you need to try.

Reach out to other moms for advice. There are lots of us here.

Don't try to do it all. You need to let go of the small stuff.

Delegate.

Keep complaints about your kids and schedule to a minimum at work. If you arrive late in the morning, don't reveal that you were up all night because one of the kids was sick.

Share highlights of your workday with your kids.

Take care of yourself so you can take care of others.

Take your vacation time. It is important for you, for the kids, for the family, for the company.

Stay close with friends! You need "woman time" and someone to bounce things off of or just to vent.

Do first, ask for forgiveness later.

Flexibility

It takes time and work to find a balance between work and your life. But it is your life!

Conference calls and VPN access can help you strike a balance at home.

You, the children, and school

Put the children's appointments on your calendar, with reminders to pop up the day before.

Many schools have e-mail bulletins and can e-mail the daily announcements. The children never tell you what's going on or give you the notices they stuff in their backpacks. Subscribe!

Don't worry about baking everything. Buy the cupcakes!

Make plans early for kids' activities. This will make it easier for you to schedule your work.

Take time to volunteer at the kids' school. It keeps you connected, and it makes your children feel good that you are visible.

Focus on your children when you are home with them at night. Work will wait. (It really will.)

Things a working mother can teach her children ... and family.

We are creative problem-solvers who bring that creativity to our lives—at work and at home.

It is okay to ask and accept help. People are willing to help you.

It's about teamwork.

Let some things go.

Keep a good sense of humor.

Be good at time management.

Be open to suggestions and areas of improvement.

You can be passionate about it all. Just not all at the same time.

Job security

Remember. At the end of the day, they will always know who Mommy is.

Make a point to eat one meal with your children. Think outside the (cereal) box. Breakfast is a meal too and it might work out better for your schedule, particularly if you are traveling.

No matter what “it” is, if it’s important, you can manage it.

It doesn’t get any sweeter than this ...

From one working mom: “If you see stickers on me (Superman or princess) when I get to the office that’s the reward my kids have given me because I’m a working mom and I take good care of them.”

And here are a few final tips from EMC working mother Toby Zeldin Yaakov.

Packed bag will travel

Before I had kids and worked in a regular job, time was my own to waste. I could spend hours looking for something like my glasses or my keys. Now, with a tight schedule for my children and me, there’s no time for that kind of luxury. My strong little knapsack and my laptop bag are ready to go at all times.

A note each day keeps the worries away

Life is hectic. There are days when my memory simply bites the biscuit under the stress. Forgetting something like my daughter’s orthodontist appointment or my turn at carpooling to a dance rehearsal could spoil the broth for days. So each night before bed, I place my personal to-do list for the next day under my cell phone (or alarm clock) where I won’t forget to read it. In the morning, I tuck the note in my pocket and prop it up on my desk to remind me that I do have a personal life.

The early bird gets it

Until I became a working mother, I didn’t like getting up early in the morning. Not that I much like it now, but waking up early gives me time on my own. Quiet time. My mother, who returned to the workforce in her fifties after a break of more than thirty years to raise her six children, got up at 4 a.m. every day. I’m rarely that dedicated but, before my husband is out of the house on his early delivery route to the Israeli south, and before the children have to wake up, I’m already walking the dog around the giant eucalyptus tree and through our back fields of fruit trees and grapevines. At the kitchen table, to the view and sound of the morning birds, I cut the edge off the stress of my day by doing the easy stuff: opening e-mails, booking meetings, cleaning up files. I thank modern technology and my wireless high-speed connection for that morning work tranquility.

Beat the traffic and the clock

Beating the crazy Israeli traffic is a significant ingredient of every day. I actually save time and gas by leaving home after the worst of the rush hour is over. I'm able to see my girls off to school, keep my stress levels down by driving on relatively clear roads with less hot-headed drivers, and arrive at work at the same time as I would have if I'd braved the traffic.

Seek the parking spot of least resistance

Instead of taking the time to try to find a parking space on the popular upper floors near the elevator, I drive directly to the lowest parking level, where there's always a free space by the elevator.

Log in, then coffee

When I arrive at work, instead of waiting while my computer starts up and programs load, I get my coffee and breakfast from the well-stocked office kitchen and say good morning to co-workers along the way. Because I've already opened most of my e-mails at home and made my to-do list for the day, I'm ready to dive right into the real work when I get back to my desk.

No weekends

Many Israelis work six days per week, Sunday to Friday, which doesn't leave much time for relaxation. Those, like myself, who are lucky enough to work five days per week, still end up with a lot of personal errands to run on Friday, when the stores close in the early afternoon. From about 3 p.m. on Friday until nightfall on Saturday, most of the country shuts down for "Shabbat" (the sabbath). For me, that proverbial seventh day of rest is really a lifesaver. Not for religious reasons, but for self-preservation and family unity. It's a day not to do laundry, cook, clean, or work, and to keep the TV and computer off. This is key to the success of any working mother's recipe. It's a day to enjoy the family, play piano, read a good book, or paint. It replenishes my pantry of energy for the busy week ahead.

Appreciating the benefits

I see now, in my (gulp) middle age, that I will probably have to continue as a working mother until retirement age. I don't feel bad about that. Actually, I feel fortunate. There are benefits: I'm being responsible and providing for my family. I'm a role model for my girls—they may be working mothers someday. I find being at the forefront of new technology in my work intellectually stimulating. As a technical writer, I've developed an ability to quickly read, understand, absorb, explain, and reorganize many different types of information, which has an impact on many areas of my life outside of work.

Get a life (and keep it)

Work isn't everything, and it shouldn't be. Personal interests are easily drowned by the over-spicing of the work/home combination. I try to keep those personal interests percolating. I paint with my eye on another solo exhibit, keep notes for a future novel, add a few lengths to my swim program, or open that book I've been meaning to read. Without those creative pleasures, the cake doesn't bake, the soufflé falls, the meat is tough, and the cookies don't taste sweet.

“Thank you for this project. It gives us hope and support that we are not alone.”

—Danita Sutton, *The Working Mother Experience* contributor

Snapshots







EMC²
where information lives[®]

EMC², EMC, and where information lives are registered trademarks of EMC Corporation. All other trademarks used herein are the property of their respective owners. © Copyright 2009 EMC Corporation. All rights reserved. Published in the USA.
This document is printed on recycled paper with soy-based ink. 03/09 H4375