

The Bright Horizons Modern Family Index

As the fifth report in an annual series, the Modern Family Index shows that the skills working mothers bring to the table are the very skills leaders need to have in today's organizations



Three Key Findings



Mom Have Skills

Moms have skills
employers want



Moms are Leaders

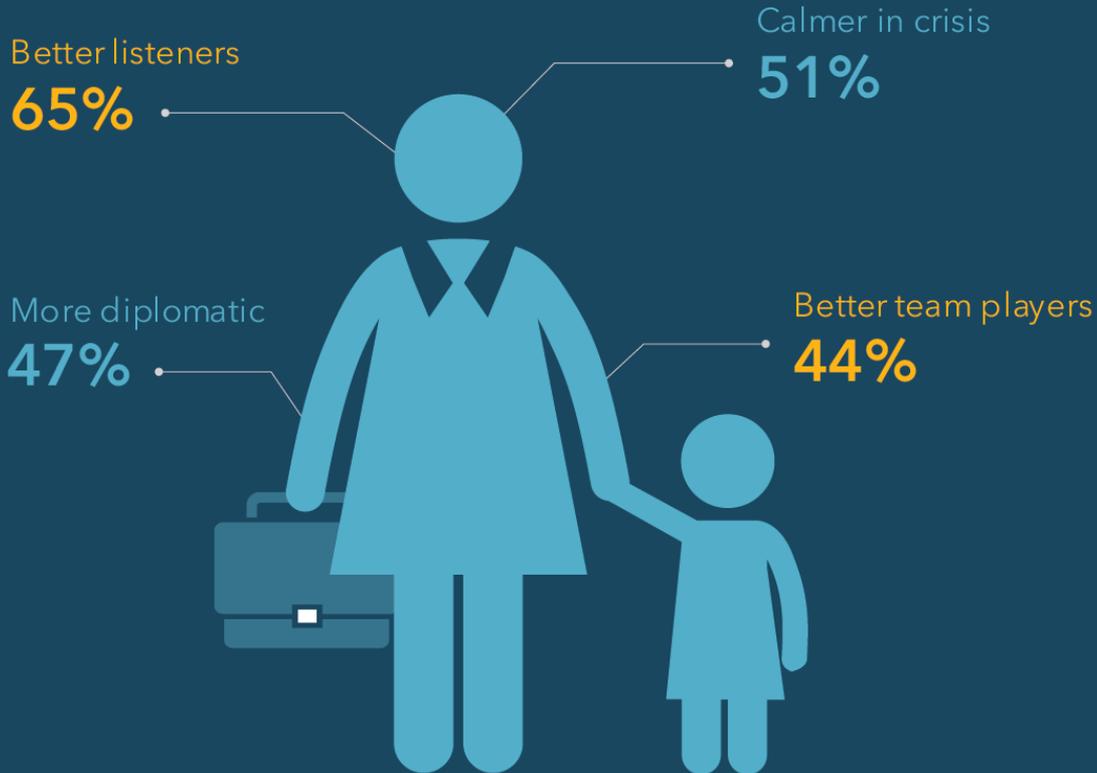
Moms are
natural leaders



Moms and Confidence

Moms don't always
feel confident

89% of American workers agree that working moms in leadership roles bring out the best in employees. As compared with working fathers or employees without children, they also describe mothers as:



MOM SKILLS



“As a working mom, I’m really good at...”

With which statement do you agree?
Tell us in the upcoming poll!



**Multi-
Tasking**



Listening



**Being
Diplomatic**



Staying Calm



**Being a
Team Player**



**More than
one OR all of
the above**

84% of employed Americans believe that having working moms in leadership roles will **make a business more successful.**



MOMS AS LEADERS



“I see myself as a leader at work...”

Do you take on a leadership role at work (formally or informally)?
Tell us in the upcoming poll!

Generally

Sometimes

Not Really

Not Sure

**N/A – Not
A Working
Mom**



1 in 4 working moms are concerned about their peers' perceptions.

37%

Worry they don't fit the mold of a leader

19%

Worry they won't be viewed as leaders

MOMS AND CONFIDENCE



“I feel most confident...”

Are you more confident in your success as a parent or professional?
Tell us in the upcoming poll!



**More confident
as a parent**



**More confident as
a professional**



**Equally confident
in both areas**



**Equally lacking
confidence in
both areas**



**None of these
apply / I'm not a
parent / Other**



LEAD LIKE A MOTHER



How You Can “Lead Like a Mother”

Vision
Motivation
Service
Empathy
Creativity
Team-Building
Risk-Taking
Process Improvement



How You Can “Lead Like a Mother”



*The Three Rs: **Repression**, **Resilience**, and **Resolve***

Repression Shutting off the frequency of recrimination and misgiving

Resilience Evaluating things and having the courage to make change

Resolve Being rightly resolute in your role as a strong leader