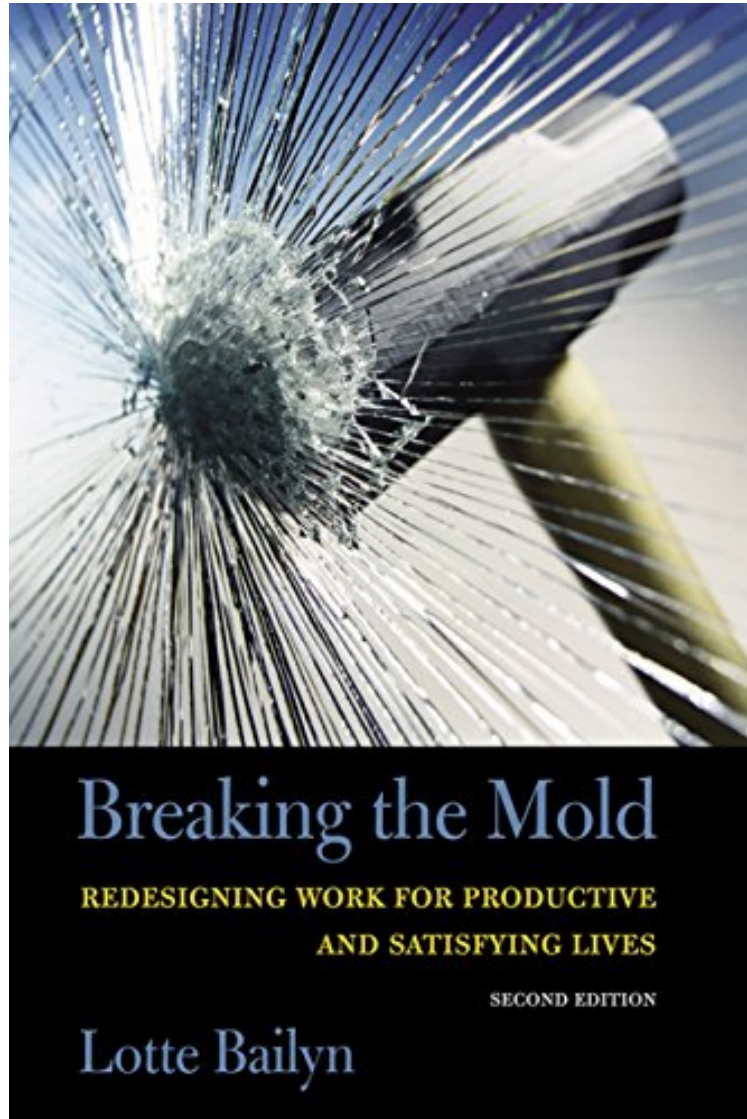


(Mobile library) Breaking the Mold: Redesigning Work for Productive and Satisfying Lives

# Breaking the Mold: Redesigning Work for Productive and Satisfying Lives

*Lotte Bailyn*

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**Lotte Bailyn : Breaking the Mold: Redesigning Work for Productive and Satisfying Lives** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Breaking the Mold: Redesigning Work for Productive and Satisfying Lives:

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LeSureThis book was a good read. I liked all the helpful information. It was a very good read. Try it out!  
0 of 0 people found the following review helpful. Common sense but not brilliant  
By doug kortyThis is a common sense not very exciting or enlightening book. Well-intentioned but nothing brilliant. Arguing for better management and conditions related to employees time and priorities in terms of personal and family time. Not very analytical.  
I worked for 11 years for a large corporation (5000 employees). I was a senior analyst, salaried. We were told that we had to work overtime when asked without overtime pay. I refused. I said that my productivity would go down such that my total output would not increase so that working overtime would not be worthwhile. I got a lot of argument but I wasn't fired. No one else took this approach. A friend of mine who was extremely smart always told employers when they hired him that he would not work overtime. He said, my personal life is too important to me. I get a lot done in 8 hours a day and that is all I will do. He had such good references that he always got the job. People need to stand up for themselves.  
I create educational websites, Midwest Independent Research. I have one on finding work, mwir-findingwork.blogspot.com.

In *Breaking the Mold*, Lotte Bailyn argues that society's separation of work and family is no longer a tenable model for employees or the organizations that employ them. Unless American business is willing to radically rethink some of its basic assumptions about work, career paths, and time, both employee and employer will suffer in today's intensely competitive business environment. Bailyn's message was bold when this book was originally published in 1993. Now thoroughly updated to reflect the latest developments in the organization of work, the demography of the workforce, and attitudes toward the integration of work and personal life, this second edition is even more compelling. Bailyn finds that implementation of policies designed to allow "flexibility" is rarely smooth and often results in gender inequity. Using real-life cases to illustrate the problems employees encounter in coordinating work and private life, she details how corporations generally handle these problems and suggests models for innovation. Throughout, she shows how the structure and culture of corporate life could be changed to integrate employees' other obligations and interests, and in the process help organizations become more effective. Drawing on international comparisons as well as many years of working with organizations of various kinds, Bailyn emphasizes the need to redesign work itself. *Breaking the Mold* allows us to rethink the connections between organizational processes and personal concerns. Implementation of Bailyn's suggestions could help employees to become more effective in all realms of their complicated lives and allow employing organizations to engage their full productive potential.

"Listen carefully! Herein lies a blueprint for life, liberty, and the pursuit of happiness in a postindustrial society. As well reasoned, carefully documented, and understated as it is, this small book is nothing less than a manifesto for change from one of the world's leading scholars of work and family issues. Standing on the foundation of a lifetime of solid research, Lotte Bailyn first shows us why our cultural assumptions about work no longer mesh with the lives we now lead. She then tells us how we can resolve the mismatch so that employers and employees both benefit. *Breaking the Mold* is an incisive, clearheaded, no-nonsense, and yet hopeful book about the role of work in our ever more complicated lives that rises above both the gender politics and the HR hype that often attend such discussions." Stephen R. Barley, Charles M. Pigott Professor of Management Science and Engineering and Co-Director, Center for Work, Technology and Organization, Stanford University  
"Lotte Bailyn, a towering innovator who helped put work/life issues on the map, has substantially rewritten her classic study so that it remains on the cutting edge. It is fresh, timely, and indispensable. Bailyn answers the key question of how to take a step beyond existing 'family-friendly policies' that are little used because they dead-end once-promising careers." Joan C. Williams, Distinguished Professor of Law and Founding Director, Center for WorkLife Law, University of California, Hastings College of the Law  
"No one sees the all-powerful but sometimes invisible assumptions that shape the way Americans live and work more clearly than Lotte Bailyn. And no one describes these assumptions more articulately. If we are truly to meet the challenges of the twenty-first century and 'break the mold' so that we can be more successful at work and at home, we will have to heed the profound lessons in this remarkable book." Ellen Galinsky, President, Families and Work Institute  
From the Back Cover  
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About the Author Lotte Bailyn is Professor of Management at the Sloan School of Management, MIT. She is the author of *Living with Technology: Issues at Mid-Career* and coauthor of *Beyond Work-Family Balance: Advancing Gender Equity and Workplace Performance*.