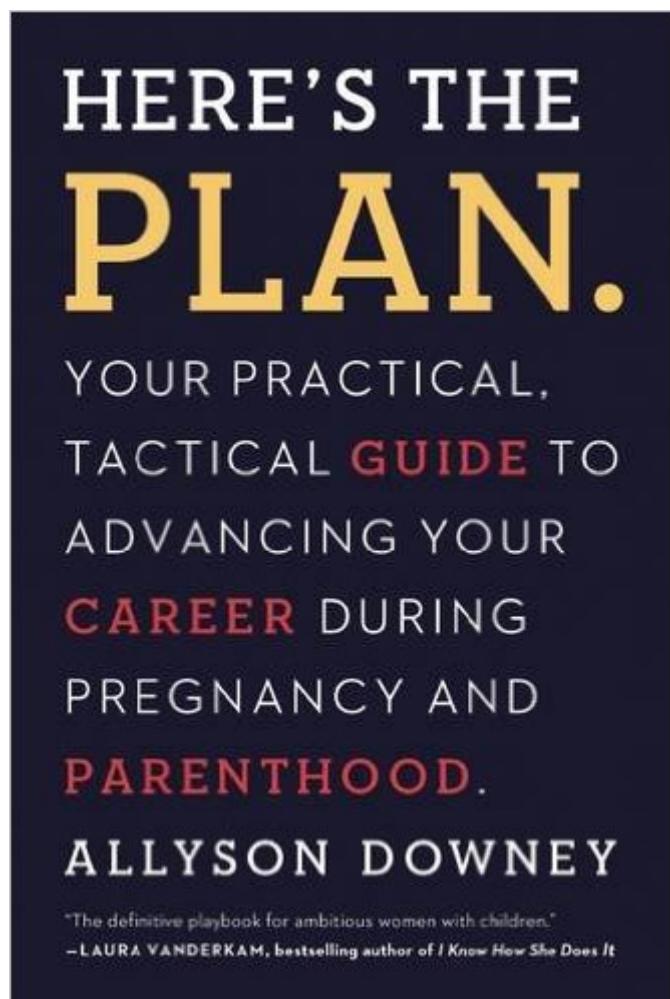


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# Here's The Plan.: Your Practical, Tactical Guide To Advancing Your Career During Pregnancy And Parenthood



## Synopsis

For many women in their 20's and 30's, the greatest professional hurdle they'll need to overcome has little to do with their work life. The most focused, confident, and ambitious women can find themselves derailed by a tiny little thing: a new baby. While more workplaces are espousing family-friendly cultures, women are still subject to a "parenting penalty" and high-profile conflicts between parenting and the workplace are all over the news: from the controversy over companies covering the costs of egg-freezing to the debate over parental leave and childcare inspired by Marissa Mayer's policies at Yahoo. Here's the Plan offers an inventive and inspiring roadmap for working mothers steering their careers through the parenting years. Author Allyson Downey, founder of weeSpring, the Yelp for baby products, and mother of two young children, advises readers on all practical aspects of ladder-climbing while parenting, such as negotiating leave, flex time, and promotions. In the style of #GIRLBOSS or Nice Girls Don't Get the Corner Office, Here's the Plan is the definitive guide for ambitious mothers, written by one working mother to another.

## Book Information

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## Customer Reviews

This book is everything you'd hope that a great career mentor would tell you over coffee about how to navigate pregnancy, maternity leave, and new motherhood with a career you care about -- if that mentor happened to have heard the personal stories of dozens of women across industries and in a wide variety of positions AND consulted experts. The only thing I don't like about it is that I wish I'd been able to read it sooner! I'd suggest it to anyone pregnant or with a baby under a year and a

career, and would suggest it even more strongly to people who think they might have babies in the future, because some of the best advice in the book is about things to do before you go out on maternity leave, and some of it is groundwork you'd do well to lay while your kids are still a twinkle in your eye. It's positive and supportive while also being down-to-earth and full of personal stories of women who have figured it out as they went. So far, the only other book I've found that's nearly as useful is *I Know How She Does It: How Successful Women Make the Most of Their Time*. Read both and find hope!

I wish I had had this book when I was navigating returning to work after the birth of my second! I think this is a great resource for moms who hope to continue being a real force and contributor at work, while being the mom they want to be at home, too. Very practical advice written in an incredibly easy to read way. I'm putting this book in all the baby shower gift baskets I give from this point forward!

I work for a small startup in the Silicon Valley, and as the only woman of childbearing age in the company, it falls on me to set the standard for our company's maternity leave policy. The pressure felt so enormous that I had been putting off thinking about the whole thing for months, but with only eight weeks left to go in my pregnancy, I started to panic. At a recent "Mama Circle" of moms-to-be (and a couple second time moms), I asked... what are you planning to do about leave? How much time are you taking off? What's your company's policy and what's your plan? The vast majority of the moms had plans to become full time stay at home moms, which I totally respect, but don't plan to do myself. Many others were planning to take at least six months of leave, which I couldn't see myself doing either, because working hard makes me happy. A couple women worked for companies like Google, who had generous and established maternity leave policies. I was the only one who didn't seem to have a plan, and I left the "support group" feeling more panicked than ever. That same night, after a little sleuthing on the internet, I came across "Here's the Plan." It was pre-order only, but THANKFULLY, it was available on Kindle, and I immediately devoured the whole thing. In the pages of "Here's the Plan," I found my tribe. As it turns out, there ARE women out there who love their work AND want and plan to be loving, wonderful moms. No one's saying we working moms (or working preggos) can have it all, but there are definitely tried and true best practices for navigating the whole WWP (working while pregnant/a parent) situation. If you are a mom or a mom-to-be who needs a little "career-meet-babies/babies-meet-career" advice (or even just wants to know there are other women out there navigating the same challenges!), read this book.

Every book I read during pregnancy focused entirely on either what was happening to my body or on the baby about to be born. None of them dealt with how the baby would affect the rest of my life, especially my career-- how to deal with telling my coworkers, questions about maternity leave, and planning for transitioning back to work after birth. Luckily, **HERE'S THE PLAN** does exactly that-- explains how to cope with all the changes in your work life set into motion by baby. It's invaluable advice for any working parent!

I wish this book was around when I was pregnant and freaking out about finding a job. So much amazing information! Even reading it now I find myself feeling like I can take control of my career even among the chaos of having a baby. Allyson has basically written a roadmap to a successful career and family life. Having a baby is life changing in all the best ways, this book gives the knowledge as experiences you need to keep work life in check when your life changes completely.

When they say this book is like "Lean-In meets What to Expect" they weren't kidding. With all the pregnancy books out there focusing on trimester milestones, common aches and pains, and what size fruit your baby in utero is now comparable to, this was a refreshing change of pace. HTP gives you real-life stories and suggestions for how to practically navigate your pregnancy AND your career--like how to talk with HR about leave benefits (and negotiating for a better deal if that's your thing), what will happen to your deliverables/projects in your absence, and even how to plan for pumping if you plan to breastfeed once returning to work (plus other helpful strategies, like how to divide household responsibilities with your partner or how to find the best childcare to fit your needs and budget). HTP also provides actual anecdotes from other working moms about their adjustment to life once the baby arrives--the good, the bad, and the ugly--which is so refreshing to hear when struggling with your own perceptions of what you, as a mother and a career-minded parent, should (or should not) be feeling and/or doing. An invaluable resource, I find myself encouraging all my working mama friends to grab a copy--and will be wrapping up additional copies to gift as a baby shower present, to be included with other practical items (I would argue this is almost as necessary as diapers!).

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