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## Triple Play: How to crack the 'diaper ceiling'

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Lori R. Sackler

Triple Play is a weekly NJBIZ feature that asks top executives in New Jersey to talk about three things related to their industry.

*Lori R. Sackler is a senior vice president, senior investment management consultant and financial adviser with Morgan Stanley Wealth Management in Paramus. She also is the author of “The M Word: The Money Talk Every Family Needs to Have.”*

**We asked Lori for the top three things executive women should know about cracking the “diaper ceiling.”**

**1**

Women in leadership positions may be increasing, but a clear obstacle remains for those looking to rise through the ranks; the “diaper ceiling,” the artificial barrier to workforce advancement imposed by the challenges of motherhood. In my informal survey of executive women nationwide, I found increased reliance on a partner typically is necessary for a woman’s career advancement.

# 2

Women still handle the majority of care giving and household duties. A big problem is our definition of “having it all.” Women are influenced by the societal definition and celebrity role models. Come up with your own definition of “having it all.” Hire help, delegate, ask for assistance and don’t try to do “all” by yourself.

# 3

While the common sentiment expressed in my anecdotal survey is that women cannot advance unless men take on more responsibility for family and child care, that can’t always happen, for whatever reason. In that case, consider taking on a business partner to assume more day-to-day responsibilities so a mother has more freedom to spend time with children.