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Speaking Game

[Re: Trends in the June issue], I am 30 years old and play an online game that's free. It's called Runescape

 runescape.com. I guess I'm pushing the upper limits of the age of the digital natives or the lower age of the digital immigrants. Caught somewhere and nowhere, which is typical for a Gen Xer.

As the customer education manager with a software company, I find it amazing that the kids I interact with on a regular basis on the game are mostly honor students.

While one guy and I were both "mining for coal" in the Dwarven Mines last night, he told me he's in the 11th grade and wants to go to college for computer science and business. I asked him what he wants to do when he graduates from college. His answer: "Develop and market a free online game that kicks the crap out of this one."

A future training game designer? Hopefully.

Chris Carlson

Revcor

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Encore!

I have just read Andrew Ewell's article [Working, June], in which he wonders if only there were a way to spice things up. Well, "hear ye, hear ye..."

I love Ewell's style and flavor of writing and am working more towards a more sophisticated, yet appealing, style myself.

I would like to read more of his writing.

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More Redux

I am writing in response to the issue raised in Intelligence [April T+D]: Why Women Don't Rule.

What can the training function do to help women achieve top positions? That question cannot be answered until females become truly interested in achieving top positions.

Kaplan-Leiserson's article cited statistics that indicate that the desire is not there from an early age. I do not believe as a whole that most women are motivated in this manner.

Perhaps if a question were worded, How can women maximize the benefits of an organization and simultaneously leverage their impact within that organization? one could receive valid, useful information.

You see, achieving "top positions" for the sake of having a top position isn't enough for the [typical woman] (or for, I venture to say, some men). But a shared growth is.

Organizations led by self-motivated individuals sooner or later suffer negative consequences.

Thanks for posing the intriguing issue.

Michele Mont

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To stem the flow of women out of the corporate workplace... here are some ideas from my women students and clients.

HR practitioners should create opportunities for women to hear from other women about... business, trends, strategic goals, and preparing for the future. Offer a class for men to discuss family-workplace issues. Trainers should reach out to the community to educate young girls [who studies show are disillusioned with corporate America] on the energy, excitement, and fun of a vibrant company.

In exec ed programs, women represent only 10 percent of enrollment. Organizations need to find money, child care, transportation... and create explicit performance measures to ensure that women continue on educational pathways for leadership learning.

Training departments might explore how to set up meaningful forums for women [to discuss work-family issues].

We may not realize how far we've come in only a few generations. Though we need to keep moving, let's remember to use our pragmatic natures, passion, and patience. Remember, "Patience is bitter, but its fruit is sweet" (*Clarkson-Ladies Home Journal*, 1884).

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