

## Our Mission

The Global Workforce Roundtable was established in 2005 to provide a dynamic forum for a multicultural exchange of information, best practices, and lessons learned among leading corporations seeking to enhance their global workforce strategies. The Boston College Center for Work & Family brings a work-life perspective to strategies aiming to help employees lead productive professional and personal lives, through a focus on diversity and inclusion; health, well-being, and engagement; and employee development. The Global Workforce Roundtable is poised to assist its members navigate the global landscape by providing a bridge linking the academic community to leaders in employment settings who are committed to promoting workforce effectiveness.

## What We Offer

The Global Workforce Roundtable distinguishes itself through its priority placed on global organizations, its linkages to the academic community, and the trusted relationships that develop through multiple interactions with a select group of invited members. We bring leading member organizations together to learn from one another through web-conferences, annual summits, a members-only email listserv, and research/benchmarking projects. The Center uses its academic foundation to connect leading international thought leaders and scholars with corporate members in order to create a dialogue on how practitioners can enhance their global workforce management approaches with the aid of rigorous research.

Member companies play a very active role in the Global Roundtable. The Center for Work & Family provides a safe forum where members participate in open and candid information-sharing regarding their global workforce strategies. Members share their experiences by providing executive presentations at Summits or teleconferences as well as responding to other members' information requests.

## Global Summits

### Washington, DC, May 5-6, 2009

In response to member demand, our last global meeting was held in the U.S. The theme was **Managing Work-Life with a World View** including such topics as: work-life in a changing global economy; perceptions of diversity and work-life around the world; changing the paradigm of work-life from conflict to enrichment; global constituency groups; and work-life in India.

### Shanghai, February 26-28, 2008

Hosted by the Dow Chemical Company and sponsored by Novartis Pharmaceuticals, this Asia Pacific Global Summit focused on the **role of work-life in recruitment, retention, and development of top talent**. Leading academics from the region were invited, providing a unique opportunity for practitioners and researchers to learn from each other. Themes for discussion included: Work-Life Policies in a Global Context, Crafting Global Strategies and Mobilizing Strategy into Action, and Talent Management and Work-Life Integration in Asia Pacific.

*"This is a wonderful summit. I learned a lot through presentations and a lot of interaction and discussion. Most valuable learning: #1 work-life balance is not a choice, it is a thing that we should pursue in this global society; #2 learned how other multi-national corporations actually implement work-life balance."*

### London, September 26-29, 2006

The Inaugural Summit of the Global Workforce Roundtable, sponsored by IBM and GlaxoSmithKline and hosted at GSK House, focused on three business priorities: recruitment and retention of a multicultural workforce, women's advancement, and age as a component of global talent management.

*"At IBM, we have long understood the importance of providing a work environment that respects, values and empowers our diverse employees around the world. We are proud to co-sponsor the Inaugural Summit because we believe it will provide a unique opportunity to exchange innovative ideas, best practices, and insights with other global industry leaders who share our commitment to Diversity and Inclusiveness."*

**Ron Glover, Vice President, Global Workforce Diversity, IBM Corporation**

## Our Member Companies

BP p.l.c.  
Cadbury  
Chevron Corporation  
Deere & Company  
Dell  
The Dow Chemical Company  
FM Global, Inc.  
GlaxoSmithKline  
IBM  
Johnson & Johnson  
Kraft Foods  
Merck & Co., Inc.  
Novartis Pharmaceuticals  
PricewaterhouseCoopers  
Procter & Gamble  
Prudential Financial  
State Street Corporation

## Web-conferences

Web-conferences occur throughout the year and focus on themes identified by our members. Recent examples include:

- *Effective Social Networking in a Virtual Environment: Leading in a Connected World*, featuring Dr. Robert Cross, McIntire School of Commerce, University of Virginia
- *Global Open Fora: Asia-Pacific, Americas, EMEA*
- *Women's Advancement*, presented by Jolanda Verbeek of Royal Dutch Shell and Amy Munichiello of Ernst & Young, LLP
- *Why Work-Life Won't Work Everywhere*, presented by Dr. Arianne Ollier-Malaterre, Center on Aging and Work, Boston College
- *Culture, Conflict, and Communication in the Global Workforce*, presented by Dr. Gary Weaver, American University

## Listserv

The listserv enables members to stay connected and exchange information between meetings. A member may post a question at any time and other members respond as appropriate. Responses are then archived for easy retrieval on our members-only website. Recent topics include:

- Global work-life organizational structure
- Measuring the impact of flexibility on productivity
- Full-time equivalency and flexible work arrangements
- Work-life best practices in South Africa
- Asia Pacific workforce demographics

## Research & Publications – Selected Examples

- *Emerging Markets Executive Briefing Series* issues on work-life in China, India, Brazil and Russia. The Executive Briefing Series highlights research findings, data trends and best practices in a concise format, aiming to foster action-oriented dialogue in organizations.
- *Flexible Work Arrangements in Asia* is a benchmarking study conducted on behalf of the members of the Global Workforce Roundtable to identify types of flexibility offered, to understand the extent that flexibility is used and to summarize benefits and obstacles to implementation.
- *Work and Life in China* examines the economic, employment, demographic and cultural contexts that influence work and life for Chinese employees. The report also discusses work-life implications for multinationals operating in China.

## Membership

Membership is by invitation-only. Invitations are offered to global companies from a range of industries, recognized for their leadership and interest in developing global work-life strategies. Dues are \$15,000 per year, which permit up to four individual representatives to participate in the Global Workforce Roundtable activities. Most member companies choose to include representatives from various regions of the world. Members benefit from dialogue with a unique network of global HR decision makers, events and other opportunities for engagement throughout the year, and interaction with and resources from the Center for Work & Family. If you would like your organization to be considered for participation in the Global Workforce Roundtable, please feel free to contact Danielle Hartmann, [danielle.hartmann@bc.edu](mailto:danielle.hartmann@bc.edu), +1-617-552-0228.

## About the Boston College Center for Work & Family

Since its founding in 1990, the Boston College Center for Work & Family has been a national leader in helping organizations create effective workplaces that support and develop healthy and productive employees. We are fortunate to count many of the world's most progressive companies in the work/life arena as our members in the Global Workforce Roundtable, the National Work & Family Roundtable, and the New England Work & Family Association. The Center is part of BC's Carroll School of Management which is ranked nationally among the top 35 business schools in the country. The Center is a leader in the field, especially in the areas of:

- ***Building a bridge between the worlds of academic research and corporate practice*** - The Center brings academics and practitioners together to stimulate an ongoing dialogue.
- ***Cultural change perspective*** - In order for an organization to fundamentally change its workforce management culture, three critical elements need to be actively engaged and aligned: HR programs and policies, the vision of senior leaders and line managers, and management of individuals' careers.