

# National Work & Family R O U N D T A B L E

## Our Mission

The mission of the National Work & Family Roundtable is to provide leadership to shape corporate and public responses to the demands of work, home, and community in order to enhance employee effectiveness.

## What We Offer

The National Work & Family Roundtable is a premier learning community in the work-life field. The Roundtable distinguishes itself through its selection of leading-edge organizations, its linkages to the academic community, and the trusted relationships that develop through multiple interactions among our invited members. Roundtable members regularly share best practices, benchmarking data, and candid information about work-life strategies through our members-only listserv, regularly-scheduled teleconferences, and member meetings rich in content and intensive dialogue.

Members of the National Work & Family Roundtable also contribute to the broad research agenda of the Center for Work & Family through their active participation in and financial support of such projects as the Executive Briefing Series, the Standards of Excellence in Work/Life Integration, The Work/Life Evolution Study, The National Work/Life Measurement Study, and a variety of custom research projects.

**Roundtable Meetings** - The Roundtable meets in person twice yearly for a 2-3 day conference featuring experts, scholars, and practitioners, as well as plenty of time reserved for networking and best-practice sharing among members. Our most recent meetings:

- **Fall 2008, Boston** - The theme was "Fostering Sustainable Organizations," including sessions on sustaining healthy employees by integrating employee assistance, wellness and work-life programs; mindfulness in the workplace; the relationship between employee engagement and organizational sustainability; the shift from "business as usual" to sustainable practices; and workload.
- **Spring 2009, Washington, D.C.** - The theme was "Work-Life: Intersection of Government Policy and Corporate Action." We explored a range of topics including employee constituency groups, talent management models, disability in the workplace, public policy initiatives on flexibility, the changing demographics of the family, and dependent care best practices.

**Teleconferences** – Member teleconferences are offered throughout the year. Recent examples include:

- *Staying on Course with Work/Life During Difficult Economic Times* presented by Stacey Gibson, Bristol-Myers Squibb
- *Effective Social Networking in a Virtual Environment: Leading in a Connected World*, featuring Dr. Robert Cross, McIntire School of Commerce, University of Virginia
- *Results Only Work Environment: Ongoing assessment of Best Buy's flexibility innovation* presented by Phyllis Moen and Erin Kelley, Professors of Sociology at the University of Minnesota

**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:

- Compressed workweek schedules and non-exempt employees
- Adoption assistance benefits and utilization rates
- Work-life assessment tools for individuals and organizations

## Our Member Companies

Abbott Laboratories  
Allstate Insurance Company  
AstraZeneca Pharmaceuticals  
Baxter Healthcare Corporation  
Booz Allen Hamilton  
BP p.l.c.  
Bristol-Myers Squibb Company  
Chevron Corporation  
Chubb & Son Insurance  
Colgate-Palmolive Company  
Deere & Company  
Dell Inc.  
Deloitte LLP  
The Dow Chemical Company  
Eli Lilly and Company  
EMC<sup>2</sup> Corporation  
First Horizon National Corporation  
GlaxoSmithKline  
Hewitt Associates  
IBM  
Johnson & Johnson  
KPMG LLP  
Kraft Foods  
Marriott International  
The McGraw-Hill Companies  
Merck & Co., Inc.  
National Security Agency  
Northrop Grumman ES  
Novartis AG  
Pearson Inc.  
Pitney Bowes Inc.  
PricewaterhouseCoopers  
Prudential Financial  
Raytheon Company  
Sanofi-aventis  
Sodexo  
State Street Corporation  
Toyota Motor Sales USA, Inc.  
United Parcel Service  
United Technologies Corporation  
Verizon Wireless  
Walt Disney Theme Parks & Resorts

## Research & Publications – Selected Examples

- *Overcoming the Implementation Gap: How 20 Leading Companies are Making Flexibility Work* is an in-depth qualitative study of the challenges and successes organizations have had implementing flexible work arrangements (FWAs). The study is designed to get beyond simple lists of programs and policies to provide details as to how to actually implement and sustain FWAs.
- *The Work-Life Evolution Study* assesses the patterns of change in workforce management strategies over time and explore the trends and forces that will catalyze the field moving forward. The study recommends future approaches to managing people through their career lifecycle that will yield highly positive outcomes for organizations and employees.
- *Executive Briefing Series* – The Executive Briefing Series highlights research findings, data trends and best practices in a concise format, aiming to foster action-oriented dialogue in organizations. Examples include:
  - *The Multi-Generational Workforce: Management Implications and Strategies for Collaboration* contains information on generational diversity around the globe, research highlights on generational characteristics, and the challenges and best practices related to managing a multi-generational workforce.
  - *Building the Business Case for Work-Life Programs* discusses the ways to analyze the benefits and costs of work-life programs in terms of finance, operations, customers, employees and society. It includes examples of compelling business cases and a list of suggestions and resources for creating and communicating the most appropriate business case for your organization.

### What Roundtable Members Can Expect from The Center

- We will keep you up-to-date with the latest trends, data, and leading practices through:
  - Interaction with leading practitioners
  - Engagement with and awareness of the work of leading researchers and thinkers
- We will provide a dedicated Director and support staff to answer your questions and needs in an expeditious and personal manner.
- We will work to bridge the worlds of business and academia in a way that challenges both, while supporting your immediate needs for information.

### What The Center Expects from Roundtable Members

- Member companies must show a commitment to making significant progress in the areas of work-life and workforce management.
- Members will be responsive, whenever able and appropriate, to other members' requests for information, especially listserv inquiries.
- Members will support Center projects and research through sponsorship, advisory committees, and providing access to information.

## Membership

Membership is by invitation only. Membership in the National Work & Family Roundtable is limited to a maximum of 50 organizations. Annual dues are \$12,000 per year which permits two dedicated representatives from each company to participate along with additional opportunities for colleagues to become involved. Current members represent areas including Human Resources, Work-Life, Diversity, Organizational Development and Learning, and Citizenship. Members benefit from dialogue with a unique network of national 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 National Work & Family Roundtable, please contact Meredith Ross, [meredith.ross@bc.edu](mailto:meredith.ross@bc.edu) or 617-552-2868.

## 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.