

Our Mission

The mission of the New England Work & Family Association (NEWFA) is to foster collaboration among its members to create and sustain employer workforce efforts that effectively meet both employee and business needs. Our goal is to build more productive, healthier workplaces for the benefit of employers, employees, families, and the community.

What We Offer

NEWFA was established in 1992 to help employers understand and address the complex work-life challenges facing today's workforce. NEWFA provides a forum and resource base for organizations interested in becoming more progressive in their human resource practices. Our meetings, research, education, and information services cover a broad range of topics of interest to organizations who seek to become "an employer of choice." Topical areas of interest include increasing employee engagement and resilience, changing organizational culture, flexible work options, diversity, and career development over the lifespan.

We serve as a way for members to meet and learn from each other. Through our quarterly meetings, listserv, monthly updates and web site, NEWFA members benefit from up-to-the-minute information and research. As part of the Boston College Center for Work & Family at the Carroll School of Management, all NEWFA members benefit from the Center's in-depth, continuing research and expertise.

NEWFA Meetings - NEWFA meets quarterly for a half-day session featuring experts, scholars, and/or practitioners, as well as plenty of time reserved for networking and best-practice sharing among members. Our most recent and upcoming meetings include:

- *December 2008 - Telecommuting*
- *March 2009 - The Link Between Work-Life and Social Responsibility*
- *June 2009 - Member Showcase: Innovations in Work-Life*
- *September 2009 - Joint Session with the National Work & Family Roundtable (Topic To Be Determined)*

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:

- *Alternative Work Arrangements*
- *Tips for Managers Regarding Layoffs*
- *Back-up Child Care Reimbursement*

Our Member Companies**New England Sponsoring**

Blue Cross Blue Shield of MA
 Boston Scientific Corporation
 Fidelity Investments
 Loomis Sayles and Co., L.P.
 MITRE Corporation
 Sun Life Financial
 Timberland Company

New England Partners

Baystate Health, Inc.
 Bingham McCutchen LLP
 Blum Shapiro & Company, P.C.
 Boston College
 Bright Horizons Family Solutions
 Cambridge Savings Bank
 Charles Stark Draper Laboratory
 CIGNA Corporation
 The Clarks Companies, N.A.
 Colgate-Palmolive Company
 Commonwealth Automobile Reinsurers
 Cubist Pharmaceuticals, Inc.
 Digitas Inc
 EMC² Corporation
 Ernst & Young
 Federal Reserve Bank of Boston
 FM Global, Inc.
 Grant Thornton LLP
 Hachette Book Group
 Harvard Business School Publishing
 Harvard Pilgrim Health Care
 Harvard University
 Harvard Vanguard Medical Associates
 Houghton Mifflin Harcourt Publishing
 John Hancock Financial Services
 Johnson & Johnson
 KPMG LLP
 LoJack Corporation
 Marriott International
 MA Department of Public Health
 Massachusetts Institute of Technology
 Massachusetts Medical Society
 Massachusetts Port Authority
 New Balance Athletic Shoe, Inc.
 Omgeo, LLC
 Partners HealthCare System, Inc.
 Pitney Bowes Inc.
 Procter & Gamble
 Raytheon Company
 Senior Aerospace Metal Bellows
 Sensata Technologies
 Simmons College
 State Street Corporation
 Suffolk University
 Talbots, Inc.
 UMass Medical School
 U.S. Coast Guard
 United Technologies Corporation

Research & Publications – Selected Examples

- *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.

Membership

New England Leader (5 Organizational Representatives) – \$5,000

- Be among the first! This level of sponsorship entitles your company to be prominently featured on NEWFA materials as a top supporter of work-life in addition to all the benefits of Sponsoring Members.

New England Sponsoring (4 Organizational Representatives) – \$2,500

- In addition to all the great benefits of New England Partners, your organization will:
 - Invite more representatives of your organization to take part in NEWFA activities
 - Have the opportunity to participate on the NEWFA Steering Committee
 - Complete the Standards of Excellence Index and receive a complimentary Benchmarking Report and Guide to Using Your Results

New England Partner (2 Organizational Representatives) – \$695 Corporate or \$495 Non-Corporate

- Boston-area quarterly meetings on relevant work-life topics
- Benchmarking and networking opportunities with other leading New England Employers
- Virtual connection via monthly updates and member listserv
- Comprehensive NEWFA members' only web site with an online member directory, listserv archive, benchmarking lists, meeting minutes, and other helpful information
- Discounts on Center courses and selected trade publications
- Select Complimentary Center Publications including the *Executive Briefing Series*

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.