

AGENDA

Tuesday, May 5, 2009

- 12:00 – 1:00** ***Global Workforce Roundtable Welcome Lunch***
(Curie Room)
This sit-down lunch is a great time for informal networking with other members of the Global Workforce Roundtable.
- 1:00 – 1:30** ***Global Workforce Roundtable Member Introductions***
Participants will have the opportunity to introduce themselves to other Global Workforce Roundtable members, discuss their work-life interests, and their global responsibilities. Learn what priorities others are working on and share information about what you would like to learn.
- 1:30 -- 2:15** ***Kickoff Keynote and Discussion: How are Diversity and Work-Life Perceived Around the World?***
(Curie Room)
Brian J. Glade, *VP International Programs, Society for Human Resources Management*, will present preliminary data from recent research, implemented by SHRM and *The Economist*, examining indicators that measure how diversity is perceived in 47 countries. The results of the study have potential direct and ancillary takeaways for global work-life perceptions. Following Brian's presentation, all participants will be invited to join the discussion and offer their input and insights about how these findings might influence global work-life programs.
- 2:15 – 2:30** ***Break***
- 2:30 – 5:00** ***Changing the Work-Life Paradigm: Creating Synergies***
(Edison Ballroom, Salon AB)
Steven A. Y. Poelmans, *Academic Director, International Center of Work and Family; Assistant Professor, IESE Business School* will lead an interactive session on creating a positive and enriching work-life environment. His positive psychological approach and research can be applied in multiple geographic contexts.
- 6:00** ***Power walk, evening stroll, or ride to La Tasca Restaurant***
Meet in the lobby of the Westin Alexandria
- 6:30– ~8:30** ***Dinner at La Tasca in Old Town Alexandria***
Even though we were not able to meet in Barcelona in February as originally planned, we wanted to bring a little of the Spanish culture to the meeting and enjoy a delicious evening with tapas, sangria, music and festivities!
- ~8:30** Take time for a stroll around Old Town Alexandria, Waterfront Walk in Founders Park, Market Square, Torpedo Factory Art Center or a Trolley Ride along King Street. The evening is yours to enjoy.

- 8:30 – 9:00 ***Continental Breakfast***
- 9:00 – 10:00 ***Work-Life in a Changing Economy***
Participate in a facilitated discussion on strategies for reducing costs, maintaining relevancy, and continuing to make progress in your global work-life efforts in today's economic climate. This is the time for tough questions, such as:
- What are you doing differently due to the economic situation?
 - What changes are you being asked to make?
 - How can recent gains in flexibility be sustained during enormously challenging economic times?
- 10:00 – 10:30 ***Break***
- 10:30 – 12:00 ***Work-Life in India***
Banashri Bose Harrison, *Minister of Commerce, Embassy of India*
Ujvala Rajadhyaksha, *Associate Professor, St. Mary's College*
Highlighting the Emerging Markets Executive Briefing series, sponsored by Johnson & Johnson, this panel will reveal recent research and trends for business and work-life in this important economy. As members of leading global organizations who want to stand out and address work-life issues, learn what will make a difference for your business and your employees in India.
- 12:00 – 1:00 ***Lunch Buffet (National Work & Family Roundtable Members Arrive)***
- 1:00 – 2:30 ***Global Constituency Groups Panel***
Joanne McDonough, *Director, Office of Diversity & Sue Bannatyne*, *Site Leader Genesis Park, PricewaterhouseCoopers*
Cindy Martinangelo, *Director, Work Environment, Merck & Co., Inc.*
Most leading organizations in the US recognize the importance of employee resource groups to promote awareness of diverse cultures, support initiatives to attract and retain employees, identify and address customer needs, strengthen business partnerships, develop community activities, and enhance professional development. Fewer organizations have implemented constituency groups on a global scale. Learn about the development of the Gender Advisory Council at PwC and how Merck leverages the input from their 10 Global Constituency Groups.
- 2:30 – 3:00 ***Break***
- 3:00 – 4:30 ***A Positive Force in a Challenging and Complex Time***
Peter Cappelli, *George W. Taylor Professor of Management, and Director, Center for Human Resources, University of Pennsylvania*. Talent management remains a key focus and a positive force for leading organizations. Peter will discuss key trends in global talent management, amidst the current economic climate. He will also discuss whether flexibility in work styles and careers will be a key to the future of talent acquisition, retention, and development.
- 4:30 – 5:00 ***Global Workforce Roundtable Meeting Concluding Remarks***
- 5:00 – 6:00 ***National Work & Family Roundtable Steering Committee Meeting***
(Hopkins Boardroom)
- 6:00 – 8:00 ***Reception & Dinner at the Westin Alexandria***
(Wright Room)

- 8:00 – 8:30** ***Continental Breakfast***
- 8:15 – 8:30** ***New Member and Guest Orientation***
An opportunity to meet with Center Staff and representatives from the Steering Committee to learn more about Roundtable traditions and what to expect over the next couple of days.
- 8:30 – 10:00** ***Two-Minute Member Introductions & Facilitated Networking***
Following our introductions, we will have the opportunity for more focused networking based on your input. We will take the time to talk about how the economy is affecting work-life program implementation, and other topics based on your rankings.
- 10:00 – 10:30** ***Break and continued networking as needed***
- 10:30 – 12:00** ***Disability Policy and Strategic Corporate Practice***
Nadine Vogel, Founder & President, Springboard Consulting
Chris Button, Supervisory Policy Advisor, Office of Disability Employment Policy, U.S. Department of Labor
Shelley Kaplan, Director, DBTAC: Southeast ADA Center
Barbara Wankoff, Director of Workplace Solutions, KPMG, LLP
Nadine will lead a casual “fireside chat” about the breadth and depth of the special needs workforce. Panelists will share the perspectives of the federal government, a nonprofit resource center, and a corporate leader in the field on building a supportive workplace for employees who have a disability or have a child or other dependent with special needs. This interactive session will encourage dialogue between and among presenters and members. Members will leave with tools to support the special needs workforce in their organizations.
- 12:00 – 1:00** ***Lunch Buffet***
- 1:00 – 1:30** ***Bus to Renaissance Mayflower Hotel, Washington DC***
- 1:30 – 5:00** ***Influencing Social Policy: A Joint Session with Corporate Voices for Working Families***
(Renaissance Mayflower Hotel, China Room)
- Keynote***
Jared Bernstein, *Chief Economist for Vice President Biden and Executive Director of the White House Task Force on Working Families*
Jared will offer remarks about the goals of the Task Force, a major initiative targeted at raising the living standards of middle-class, working families in America. The members of the task force will work with a wide array of federal agencies that have responsibility for key issues facing the middle class, including improving work-life integration, and expedite administrative reforms, propose Executive orders, and develop legislative and policy proposals that can be of special importance to working families.

Action Dialogue: Influencing Social Policy

The goal of this session is for members of the Work & Family Roundtable and Corporate Voices for Working Families to provide input to guide the work-life agenda of the White House Task Force on Working Families. This session provides an important opportunity for members to discuss the intersection of government policy with private-sector work-life, and to put forth priorities and topic recommendations that will help to determine the objectives and deliverables of the work-life arm of the Task Force.

Policy Challenges and Opportunities for Workplace Flexibility

Chai Feldblum, Professor of Law, Georgetown & Co-Director, Workplace Flexibility 2010

Chai will encourage participants to think creatively about why and how government might be a useful and effective partner with private business to increase workplace flexibility. She will facilitate a conversation with the audience, weaving together member insights to present a vision of how businesses and government can work together on this important issue.

5:30 – 7:30

Cocktails & Dinner at the Renaissance Mayflower Hotel in Washington, D.C. with Plenary Group

7:30

Return to Westin Alexandria

8:00 – 8:30

Continental Breakfast

8:30 – 9:00

Center Updates

Brad Harrington, *Executive Director, Center for Work & Family*

9:00 – 10:00

The Changing American Family & Workforce

Suzanne Bianchi, Professor and Chair of Sociology, University of Maryland

Suzanne's research focuses on the American family, time use and gender equality. Her presentation will cover changes in parents' time in paid work and with their children, along with other changes in the family that may increase the heterogeneity of today's workforce. The focus will be on longer-term trends, although today's economy introduces uncertainty about both family and workforce changes.

10:00 – 10:30

Break

10:30 – 12:00

Dependent Care Panel Discussion

Annette Byrd, *Work/Life Manager, GlaxoSmithKline: Elder Care*

Barry Collamore, *Corporate Manager - Work/Life and Employee Assistance Programs, Raytheon: Back-up Care*

Wendy Breiterman, *Director, Work/Life Programs, Johnson & Johnson: Onsite Child Care*

In this back-to-basics session, three members with exemplary dependent care programs will discuss how they identify and address their populations' needs in three areas: onsite child care, back-up care and elder care. Panelists will include their perspectives on maintaining and justifying dependent care programs in a difficult economy. All participants will be invited to join the discussion and offer their input and insights on dependent care.

12:00 – 1:00

Box Lunches to Go