

Boston College Center for Work & Family
National Work & Family Roundtable Meeting
October 2-3, 2008; Boston, MA
Hotel Commonwealth, Esplanade Ballroom

AGENDA

THEME: Fostering Sustainable Organizations

Work-life touches the heart and soul of organizations, at the individual level, the organizational level, and the societal level. This meeting will highlight the strengths of work-life at all three levels of analysis.

At the individual level, work-life programs help to sustain healthy and productive employees—helping employees achieve personal and professional fulfillment. By developing programs that help employees thrive, such as the integration of work-life, employee assistance, and health and well-being programs described in our first session, we are able to create supportive and sustainable environments for our employees. Through the session on mindfulness, we can begin to identify what is important to us as individuals and use these guiding values in responding to everyday demands and challenges. Finally, by providing employees tools like health planning guides, we can help employees maintain control over their own health.

At the organizational level, in an increasingly 24/7/365 environment, work-life programs help organizations maintain productivity levels while supporting individual employees' flexibility. However, despite the ability of many of us to work flexibly, positive work-life policies are often offset by excessive workload demands. We will explore what role, if any, work-life practitioners should play with regard to questions of workload.

Finally, at the societal level, more and more individuals and organizations are recognizing the importance of respecting the environment, reducing our carbon footprint, and practicing sustainability. Not only is this good for the environment, but employees want to be associated with environmentally-friendly organizations, and customers want to support the "green" movement through their purchases of products and services. Sessions on Friday will provide some overall discussion of why the green movement has gained resonance and how work-life practices, such as telecommuting, recycling, and volunteerism can be an integral part of fostering a sustainable organization.

Thursday, October 2, 2008

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| 8:30 – 9:15 | <i>Continental Breakfast</i> |
| 9:00 – 9:15 | <i>New Member and Guest Orientation</i>
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. |
| 9:15 – 9:20 | <i>Welcome</i> |
| 9:20 – 10:00 | <i>Two Minute Member Introductions</i> |
| 10:00 – 12:00 | <i>Sustaining Healthy Employees by Integrating Employee Assistance, Wellness, and Work-Life Programs</i> <ul style="list-style-type: none">❖ Dave Worster, Director, EAP, Concord Hospital; President-elect EAPA❖ Jim O’Hair, Coordinator, Employee & Family Assistance Program
Northrop Grumman ES Corporation |

At the root of fostering sustainable organizations is fostering healthy and productive employees, both through their work and personal lives. The member companies of the Work & Family Roundtable have many resources available to them, including work-life, health and wellness, and employee assistance programs (EAP). This session will examine how to integrate these programs and find synergy among them. Particular attention will be paid to EAP and how this program can add value to many areas across the organization's business. Through interactive small group discussion, members can evaluate how they would address case examples within their own organizational context.

10:45

Refreshment Break

12:00 – 1:00

Lunch

1:00 – 4:00

Cultivating Leadership Presence: Integrating Mindfulness into the Workplace

- ❖ **Saki Santorelli**, Executive Director, Center for Mindfulness in Medicine, Health Care, and Society; Director, Stress Reduction Clinic; and Associate Professor of Medicine, UMass Medical School
- ❖ **Janice L. Marturano**, Vice President, Public Responsibility and Deputy General Counsel, General Mills; and Director of Corporate Leadership Education, Center for Mindfulness in Medicine, Health Care, and Society, UMass Medical School

This afternoon session will be both experiential and presentational. In the first hour, members will examine what mindfulness is, what it isn't and the implications of mindfulness training as a way of cultivating a host of skills applicable in the workplace. In the second hour, Saki and Janice will describe in detail the first 30 months of integrating mindfulness into the workplace at General Mills, and in regional and national leadership development programs. During the final hour, they will offer Roundtable participants a "taste" of mindfulness as a practice and in a "laboratory" format for experientially exploring its application in the world of business. Throughout the session, dialogue among the participants and workshop presenters will be strongly encouraged.

2:30

Refreshment Break

4:00 – 4:20

HEALTH ACTIVITY:

Power walk or afternoon stroll to the Museum of Fine Arts, approximately 1 mile

A shuttle van will provide alternative transportation for all members who prefer, circling continuously between the hotel and the MFA between 4 and 7 pm.

4:20 – 6:40

Visit the Museum of Fine Arts, Boston (optional)

6:40 – 7:00

HEALTH ACTIVITY:

Power walk or afternoon stroll from the Museum of Fine Arts, approximately 1 mile

A shuttle van will provide alternative transportation for all members who prefer, running continuously between 4 and 7 pm.

7:00 – 9:00

Cocktails & Dinner in Great Bay Restaurant at Hotel Commonwealth

8:00 – 8:30 *Continental Breakfast*

8:30 – 9:00 *BC Center for Work & Family Updates*

- ❖ **Brad Harrington, Ed.D.**, Executive Director, will update us on the latest Center happenings: research, Global Summit, EBS on Business Case for Work-Life

9:00 – 9:35 *The Difference-Makers: leading the sustainability initiative*

- ❖ **Sandra Waddock, Ph.D.**, Professor of Management, Boston College

In her book published just this year, *The Difference-Makers How Social and Institutional Entrepreneurs Created the Corporate Responsibility Movement*, Sandra highlights 23 visionary entrepreneurs in the field of sustainability. Find out what key attributes these individuals demonstrated which helped to define and lead this innovative field.

9:35 – 10:10 *Employee Engagement and Organizational Sustainability*

- ❖ **Phil Mirvis, Ph.D.**, Senior Research Fellow, Center for Corporate Citizenship, Boston College

Phil will talk about his research on the relationship between employee engagement and organizational sustainability and why corporations can connect more fully with their employees if they relate to their personal, community, and social identities. Specific corporate case examples will be presented.

10:10 – 10:30 *Refreshment Break*

10:30 – 12:30 *The Necessary Revolution: How Individuals and Organizations are Working Together to Create a Sustainable World*

- ❖ **Peter Senge, Ph.D.** Senior Lecturer, Massachusetts Institute of Technology; Founding Chair of the Society for Organizational Learning (SoL)

A revolution is underway in today's organizations. As Peter Senge and his co-authors reveal in *The Necessary Revolution*, companies around the world are boldly leading the change from dead-end "business as usual" tactics to transformative strategies that are essential for creating a flourishing, sustainable world. Today's most innovative leaders are recognizing that for the sake of our companies and our world, we must implement revolutionary—not just incremental—changes in the way we live and work. This interactive session, brimming with inspiring stories from individuals and organizations tackling social and environmental problems around the globe, reveals how ordinary people at every level are transforming their businesses and communities.

12:30 – 1:30 *Lunch and Book Signing*

1:30 – 3:30 *Work-Life and Workload Action Learning*

- ❖ **Brad Harrington, Ed.D.**, Executive Director, Center for Work & Family, Boston College

In fostering sustainable organizations, positive work-life policies are often offset by excessive workload demands. Brad Harrington will engage us in an action learning session to discuss the role, if any, that work-life practitioners should play in questions of workload, and if there is anything that we can do to assist our employees to manage this tension.

Friday, October 3, 2008

3:30 – 3:45

Refreshment Break

3:45 – 4:30

Aging Lite: Health Planning for Smart Women

❖ **Anne Palmer**, WorkLife & Wellness Manager, Raytheon Corporation

Anne has recently published a health planning book to guide women in managing their health, staying healthy, and being healthy. She will share with us the research about why this is important to track your own health and the improvements that can be made.

4:30 – 5:00

Closing Comments and Evaluation