



BOSTON COLLEGE
**GLOBAL WORKFORCE
ROUNDTABLE**

About the Global Workforce Roundtable

The Global Workforce Roundtable, one of the corporate partnerships at the Boston College Center for Work & Family, provides a dynamic forum for the multicultural exchange of information, best practices, and lessons learned among leading corporations seeking to enhance their global workforce strategies. The Center uses its academic foundation to connect distinguished 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.

What We Offer

The Global Workforce Roundtable is poised to assist its members as they navigate the global landscape by providing a bridge linking the academic community to leaders in employment settings who are committed to promoting workforce effectiveness.

- **Annual Global Meeting** – Global Roundtable members meet once annually to learn from international thought leaders and other members to better understand cultural differences of their global workforce, how to motivate, engage, develop and retain diverse employees in various countries, and develop or refine strategies for working across cultures, time zones, and in a virtual environment. Previous Global meetings have been held in London, Shanghai, São Paulo, and San Francisco.
- **Web-conferences** – Member web-conferences are offered 7-8 times throughout the year. All programming is member-driven, and web-conferences feature cutting-edge research and best practices on topics that are most relevant to you!
- **Information Requests** – Members can reach out to CWF anytime for resources, information, and research that will assist them to create policies, practices, and a positive work culture. This research, statistics, data, or best practices will be provided within 48 hours of the request.
- **Research & Publications** – Members contribute to the broad research agenda of the Center for Work & Family through their active participation in and support of the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, the Executive Briefing Series, and other research and benchmarking studies.

Member Companies

Bristol-Myers Squibb
Chevron Corporation
Deere & Co.
F. Hoffman La-Roche
FM Global, Inc.
IBM
Johnson & Johnson
Novartis Pharmaceuticals
PricewaterhouseCoopers
Prudential Financial
State Street Corporation

There are over **100 members** from
16 countries that participate

Membership

Membership is by invitation-only and offered to global companies from a range of industries, recognized for their leadership and interest in developing global work-life strategies. Dues are \$12,500, which permits up to 10 organizational representatives to participate.

Premier Membership

An upgraded membership is available for those organizations which join CWF's Global and National Workforce Roundtable. In addition to the member benefits, members also receive:

- **Tools** – a complimentary license for the Global Work-Life Toolkit (\$5000 value)
- **Executive Education and Custom Programming** – 2 days of custom research, analysis, and targeted information and resources OR executive education (\$5000-\$7500 value).
- **Company Recognition** – as a global leader dedicated to exceptional workforce management practices.

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, +1-617-552-0228.

Member Testimonials

I left [the meeting] feeling energized about the opportunities that exist to improve the condition of work for our employees. The speakers were great and they gave participants a lot to ponder. I look forward to a strong partnership and would welcome the opportunity to explore future collaborations.

-Deere & Co.

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 believe the Global Workforce Roundtable provides a unique opportunity to exchange innovative ideas, best practices, and insights with other global industry leaders who share our commitment to Diversity and Inclusiveness.

-IBM

I have always been very happy with the caliber of what CWF does and the support you provide to your members. The Global Workforce Roundtable provides great information on how other multi-national companies are handling of work-life and diversity in various countries.

-Abbott

Sampling of Global Workforce Roundtable Offerings

Web-conferences

- *Developing And Fostering A Global Mindset*, Dr. Mary Teagarden, Thunderbird School of Global Management
- *Leading From a Distance: A Practical Guide to High-Impact Virtual Leadership*, Darleen DeRosa
- *Consequences of Thought Diversity for Teams and Organizations*, Dr. Corinne Post, Lehigh University College of Business & Economics
- *The Dilemma of Coaching Employees with Work-Life Challenges*, Dr. Steven Poelmans, IESE Business School

Member Meetings

- Global Workforce Roundtable 2013 Meeting. We discussed how to respond to global work-life challenges within different cultural contexts, including Mexico, China, South Africa, and France. We strategized ways of addressing work-life issues such as time, culture, government partnerships, resilience, wellbeing, and gender.

Research, Publications, and Resources – Selected Examples

- **The Rosabeth Moss Kanter Award** is given for the best research paper published each year. The rigorous nomination process involves 40 scholarly reviewers from over 10 countries who evaluate over 2500 articles published in more than 75 academic journals. This award raises awareness of high-quality work-life research, fosters debate about standards of excellence, identifies the “best of the best” studies, and highlights specific implications for HR professionals through the [Top 10 Takeaways](#).
- **International Executive Briefing Series**: A series highlighting research findings, data trends and best practices in a concise format, covers separate issues on work-life in [Brazil](#), [Russia](#), [India](#), [China](#), [Sweden](#), [Japan](#), [Germany](#), and [Mexico](#).
- **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.
- **Global Work-Life Toolkit** is an easy-to-use, web-based resource to help members develop and implement effective global workforce initiatives. It provides process steps and a set of more than 25 documented tools to assist your efforts.

About the Boston College Center for Work & Family

Since its founding in 1990, the Boston College Center for Work & Family has been a national, and now global, 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 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.



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