

## Our Mission

The Global Workforce Roundtable was established in 2006 to provide a dynamic forum for a multicultural exchange of information, best practices, and lessons learned among leading corporations seeking to enhance their global workforce strategies. The Boston College Center for Work & Family brings a work-life perspective to strategies aiming to help employees lead productive professional and personal lives, through a focus on diversity and inclusion; health, well-being, and engagement; and employee development. The Global Workforce Roundtable is poised to assist its members navigate the global landscape by providing a bridge linking the academic community to leaders in employment settings who are committed to promoting workforce effectiveness.

## What We Offer

The Global Workforce Roundtable distinguishes itself through its priority placed on global organizations, its linkages to the academic community, and the trusted relationships that develop through multiple interactions with a select group of invited members. We bring leading member organizations together to learn from one another through web-conferences, annual summits, a members-only email listserv, and research/benchmarking projects. The Center uses its academic foundation to connect leading 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.

Member companies play a very active role in the Global Roundtable. The Center for Work & Family provides a safe forum where members participate in open and candid information-sharing regarding their global workforce strategies. Members share their experiences by providing executive presentations at Summits or teleconferences as well as responding to other members' information requests.

## Global Summits

### San Francisco, USA April 26-27, 2011

Economic and demographic trends are driving organizations to Address Global Talent Challenges creatively through diversity, flexibility, and technology initiatives influencing leadership development, employee engagement, and well-being.

### London, UK, June 29-30, 2010

With the theme of Emerging with Energy: the power of work-life to revitalize, re-engage, and re-ignite we explored the roles of the individual, supervisor, and the organization in creating an energized work-life environment around the globe. GlaxoSmithKline graciously hosted one day of the Summit at GSK House.

### Washington, DC, May 5-6, 2009

The theme was Managing Work-Life with a World View including such topics as: work-life in a changing global economy; perceptions of diversity and work-life around the world; changing the paradigm of work-life from conflict to enrichment; global constituency groups; and work-life in India.

### Shanghai, February 26-28, 2008

Hosted by the Dow Chemical Company and sponsored by Novartis Pharmaceuticals, this Asia Pacific Global Summit focused on the role of work-life in recruitment, retention, and development of top talent.

*"Everything was great. The smaller, intimate audiences at Boston College conferences are very conducive to active learning and participation. It was great to hear from others and validate how relevant work-life programs are during this economic environment."*

*"This is a wonderful summit. I learned a great deal through presentations and through the interactions and discussions. Most valuable learning: #1 work-life balance is not a choice, it is a thing that we should pursue in this global society; #2 learned how other multi-national corporations actually implement work-life balance."*

## Our Member Companies

Abbott  
AstraZeneca  
Chevron Corporation  
Deere & Co.  
Dell  
The Dow Chemical Company  
FM Global, Inc.  
GlaxoSmithKline  
IBM  
Johnson & Johnson  
Kraft Foods  
Merck & Co., Inc.  
Novartis Pharmaceuticals  
PricewaterhouseCoopers  
Procter & Gamble  
Prudential Financial  
Sodexo  
State Street Corporation

## Web-conferences

Web-conferences occur throughout the year and focus on themes identified by our members. Recent examples include:

- *Developing And Fostering A Global Mindset*, Dr. Mary Teagarden, Thunderbird School of Global Management
- *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

## 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:

- Global Health Strategy Statement
- Global Dependent Care Offerings and resources
- Global EAP/R&R Services
- Internal Diversity & Inclusion Annual Report
- International Diversity Tracking & Linking to Compensation

## Research & Publications – Selected Examples

- *Emerging Markets Executive Briefing Series*: Four separate issues on work-life in Brazil, Russia, India, and China. Sponsored by Johnson & Johnson, the Executive Briefing Series highlights research findings, data trends and best practices in a concise format, aiming to foster action-oriented dialogue in organizations.
- *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.
- *Work and Life in China* examines the economic, employment, demographic and cultural contexts that influence work and life for Chinese employees and their implications for multinationals operating there.

## Global Resources & Information

Through our extensive connections in academia and in the business community, we are constantly updating the resources and information available to our members on the members' only web site. We also offer a [Global Work-Life Toolkit](#), an easy-to-use, web-based resource to help you develop and implement effective work/life initiatives around the world. It provides process steps and a set of more than 25 documented tools to assist your efforts. The staff at the Center for Work & Family is at your service for research support – please call whenever you need information.

## Membership

Membership is by invitation-only. Invitations are offered to global companies from a range of industries, recognized for their leadership and interest in developing global work-life strategies. Dues are \$15,000 per year, which permit up to ten individual representatives to participate in the Global Workforce Roundtable activities. Most member companies choose to include representatives from various regions of the world. Members benefit from dialogue with a unique network of global 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 Global Workforce Roundtable, please feel free to contact Danielle Hartmann, [danielle.hartmann@bc.edu](mailto:danielle.hartmann@bc.edu), +1-617-552-0228.

## 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.