

Building the Business Case for Work-Life Programs

Boston College Center for Work & Family Executive Briefing Series

Bibliography and Helpful Resources

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Helpful Resources

Boston College Center for Work & Family: www.bc.edu/centers/cwf

The Metrics Manual

Executive Briefing - Creating a Culture of Flexibility

Overcoming the Implementation Gap: How 20 Leading Companies are Making Flexibility Work

Association for Work-Life Professionals: www.awlp.org

A Business Case for Work-Life (success stories with ROI data)

Burud S. and Tumolo, M., *Leveraging the New Human Capital, Adaptive Strategies, Results Achieved, and Stories of Transformation*, Davies-Black Publishing, Mountain View, CA, 2004 (excellent book with many useful references)

Catalyst: www.catalyst.org

Women and Men in U.S. Corporate Leadership: Same Workplace, Different Realities?

Corporate Voices for Working Families: corporatevoices.wordpress.com

Business Impacts of Flexibility: An Imperative for Expansion, November, 2005

Department of Labor Women's Bureau: www.dol.gov/wb

Families and Work Institute: familiesandwork.org

2008 National Study of Employers

Sloan Work and Family Research Network: wfnetwork.bc.edu

WFC Resources: www.workfamily.com

Making the business case for flexibility, June, 2006

The Most Important Work-Life Related Studies, 2005

WFD Consulting: www.wfd.com

Women Entrepreneurs Inc.: www.we-inc.org

Flex-Options Guide, February 2007

How to handle negative research findings

From time to time, studies may be published that appear to contradict the prevailing work-life wisdom. For example, a study by Bloom, Kretschmer and Van Reenan (2006) asserted that high performing companies are more profitable because of better management strategies and that work-life benefits add nothing above good management.

It is important not to react too quickly to a study such as this without first understanding the findings in detail, and assessing their impact (if any) on your situation. This is a good time to turn to one or more of the resources listed above to help you put the study in context. The Center for Work & Family will be happy to assist members who are faced with these situations.