

BOSTON COLLEGE

National Workforce

ROUNDTABLE

A Corporate Partnership of the
Boston College Center for Work & Family
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Our Mission

The mission of the National Workforce Roundtable is to provide leadership to shape corporate and public responses to the demands of work, home, and community in order to enhance employee effectiveness.

What We Offer

The National Workforce Roundtable is a premier learning community in the work-life field. The Roundtable distinguishes itself through its selection of leading-edge organizations, its linkages to the academic community, and the trusted relationships that develop through multiple interactions among our invited members. Roundtable members regularly share best practices, benchmarking data, and candid information about work-life strategies through our members-only listserv, regularly-scheduled teleconferences, and member meetings rich in content and intensive dialogue.

Members of the National Workforce Roundtable also contribute to the broad research agenda of the Center for Work & Family through their active participation in and financial support of such projects as the Executive Briefing Series, the Standards of Excellence in Work/Life Integration, The Work/Life Evolution Study, The National Work/Life Measurement Study, and a variety of custom research projects.

Roundtable Meetings - The Roundtable meets in person twice yearly for a 2-3 day conference featuring experts, scholars, and practitioners, as well as plenty of time reserved for networking and best-practice sharing among members. Examples include:

- **Fall 2011, Boston** – Topics include work-life in the age of social media, bridging work-home boundaries, setting up remote workers to thrive, and addressing issues of unconscious bias.
- **Spring 2011, San Francisco** – The main topics addressed include the multi-generational workforce, supporting employees with elder care challenges, and addressing the work-life needs of the mature workforce.

Teleconferences – Member teleconferences are offered throughout the year. Recent examples include:

- *Decoding Generational Differences: Changing Your Mindset...Without Losing Your Mind!* With a presentation by W. Stanton Smith
- *Beyond Flexibility: Managers, Metrics, & Meaning*, with presentations by Anne Weisberg, Deloitte LLP, and Jodi Davidson, Sodexo.
- *Driving Employee Engagement Through Work-Life Programs* featuring data and best practices from Gallup, Northrop Grumman, and UPS.

Listserv – The listserv enables members to stay connected and exchange information between meetings. Responses are then archived for easy retrieval on our members-only website. Recent topics include:

- Performance Management and Work-Life
- Equipment support for flexibility
- Religious Accommodations

Virtual Roundtable – an online community that allows members to share best practices and resources, as well as connect on multiple levels in a secure online outlet. The Virtual Roundtable consists of interactive features such as forums, live chat, groups, a CWF blog, and up-to-date resources and events, as well as other aspects of the community.

Our Member Companies

Abbott
Allstate Insurance Company
AstraZeneca Pharmaceuticals
Baxter Healthcare Corporation
Bloomberg, L.P.
Booz Allen Hamilton
Bristol-Myers Squibb Company
Brown Brothers Harriman
Cardinal Health, Inc.
Chevron Corporation
Chubb & Son Insurance
Deere & Company
Dell Inc.
Deloitte LLP
The Dow Chemical Company
Eli Lilly and Company
EMC² Corporation
First Horizon National Corporation
GlaxoSmithKline
Hewitt Associates
IBM
Intel
Johnson & Johnson
KPMG LLP
Marriott International
Merck & Co., Inc.
National Security Agency
Northern Trust Corporation
Northrop Grumman ES
Novartis AG
Pearson Inc.
PricewaterhouseCoopers
Prudential Financial
Raytheon Company
Sanofi-aventis
Sodexo
State Street Corporation
The McGraw-Hill Companies
Toyota Motor Sales USA, Inc.
United Parcel Service
Verizon Wireless

Research & Publications – Selected Examples

- *The New Dad: Caring Committed and Conflicted* joins *The New Dad: Exploring Fatherhood within a Career Context*, two studies which focus on the complex and changing role of fathers in the modern American family. These studies provide a deeper understanding of the struggles fathers face as they embrace their roles as breadwinner and caregiver.
- *Overcoming the Implementation Gap: How 20 Leading Companies are Making Flexibility Work* is an in-depth qualitative study of the challenges and successes organizations have had implementing flexible work arrangements (FWAs). The study is designed to get beyond simple lists of programs and policies to provide details as to how to actually implement and sustain FWAs.
- *The Work-Life Evolution Study* assesses the patterns of change in workforce management strategies over time and explore the trends and forces that will catalyze the field moving forward. The study recommends future approaches to managing people through their career lifecycle that will yield highly positive outcomes for organizations and employees.
- *Executive Briefing Series* – The Executive Briefing Series highlights research findings, data trends and best practices in a concise format, aiming to foster action-oriented dialogue in organizations. Recent examples include:
 - *Work-Life in the Emerging Markets* with issues on Brazil, Russia, India, and China
 - *The Multi-Generational Workforce: Management Implications and Strategies for Collaboration*
 - *Building the Business Case for Work-Life Programs*

What Roundtable Members Can Expect from The Center

- We will keep you up-to-date with the latest trends, data, and leading practices through:
 - Interaction with leading practitioners
 - Engagement with and awareness of the work of leading researchers and thinkers
- We will provide a dedicated Director and support staff to answer your questions and needs in an expeditious and personal manner.
- We will work to bridge the worlds of business and academia in a way that challenges both, while supporting your immediate needs for information.

What The Center Expects from Roundtable Members

- Member companies must show a commitment to making significant progress in the areas of work-life and workforce management.
- Members will be responsive, whenever able and appropriate, to other members' requests for information, especially listserv inquiries.
- Members will support Center projects and research through sponsorship, advisory committees, and providing access to information.

Membership

Membership is by invitation only. Membership in the National Workforce Roundtable is limited to a maximum of 50 organizations. Annual dues are \$12,000 per year which permits two dedicated representatives from each company to participate along with additional opportunities for colleagues to become involved. Current members represent areas including Human Resources, Work-Life, Diversity, Organizational Development and Learning, and Citizenship. Members benefit from dialogue with a unique network of national 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 National Workforce Roundtable, please contact Danielle Hartmann, danielle.hartmann@bc.edu or 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 Workforce 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.