

# 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](http://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](http://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](http://www.catalyst.org)

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

Corporate Voices for Working Families: [corporatevoices.wordpress.com](http://corporatevoices.wordpress.com)

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

Department of Labor Women's Bureau: [www.dol.gov/wb](http://www.dol.gov/wb)

Families and Work Institute: [familiesandwork.org](http://familiesandwork.org)

*2008 National Study of Employers*

Sloan Work and Family Research Network: [wfnetwork.bc.edu](http://wfnetwork.bc.edu)

WFC Resources: [www.workfamily.com](http://www.workfamily.com)

*Making the business case for flexibility*, June, 2006

*The Most Important Work-Life Related Studies, 2005*

WFD Consulting: [www.wfd.com](http://www.wfd.com)

Women Entrepreneurs Inc.: [www.we-inc.org](http://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.