

Boston College Center for Work & Family

Speaker Series

Trends in Leading Today's Workforce

Introduction

Since our founding in 1990, the Boston College Center for Work & Family has worked with many of the world's best employers and leading academics to research, develop programming and share expertise on workplace initiatives and organizational cultures that provide an optimal employee experience. We've explored topics of great importance to employers and employees in areas including work-life, flexibility, caregiving, inclusion and belonging, well-being and workforce development.

The past three years have seen unprecedented changes in the way we think about work and the workplace, and we have witnessed firsthand the many challenges facing organizational leaders and employees. The expertise our team has developed in our areas of focus are of tremendous interest to our corporate partners. We have received many requests from our member organizations to share our expertise more often and more widely.

In response to this demand, our team has launched a series of custom presentations that are available to employers who are interested in our work. Our staff has presented these topics to a range of groups — from C-suite executives to human resource departments and from employee resource groups to management teams and the general employee population.

Enclosed is a description of the sessions that we can provide upon request. Each can be tailored to meet the specific interest of your organization and needs of your workforce. Please contact us via email at cwf@bc.edu if you are interested in having us offer a presentation to your employee or management groups.

Sincerely,

Brad Harrington

Executive Director and Research Professor
Boston College Center for Work & Family

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Pricing

Pricing varies based on session duration and level of customization

BC Workforce Roundtable Members

\$1,000 - \$2,000
per session

**Up to 2 sessions are complimentary for Premier Members.*

Non-Members

\$2,000 - \$4,000
per session

Contact
cwf@bc.edu
to book a session.



Meet the Speakers

Professor Brad Harrington

EXECUTIVE DIRECTOR



Dr. Brad Harrington is the executive director of the Boston College Center for Work & Family and a research professor in the Carroll School of Management. He has won a number of awards for his teaching and contributions to the work-life field. Prior to coming to Boston College, Brad was an executive with Hewlett-Packard for 20 years serving in global roles based in the US and Europe. Brad is lead author of *Career Management & Work-Life Integration* and *The New Dad* research series. Brad is a graduate of Stonehill College, and holds an MA in psychology from Boston College and a doctorate in human resource development from Boston University.

Presentation Offerings

- *Today's Working Fathers*
- *Achieving Gender Equality*
- *Women's Advancement Strategies*

Jennifer Sabatini Fraone, MSW, MBA

DIRECTOR OF CORPORATE PARTNERSHIPS



Jennifer works closely with the Boston College Workforce Roundtable to help members to provide a superior employee experience. She manages member relationships and develops and directs member programming and marketing initiatives. Jennifer provides research, training and consultation on flexibility, work-life balance, employee well-being, inclusiveness and belonging, and other workforce management issues. Jennifer received her BS in Clinical Psychology from Tufts University and her MSW and MBA from Boston College.

Presentation Offerings

- *Building a Culture of Well-being in the Post-Pandemic Workplace*
- *Belonging: More than a Buzzword*
- *Leveraging ERGs to Promote Inclusion & Belonging*

Meet the Speakers



Tina Lawler-McHugh, MBA

SENIOR RESEARCH ASSOCIATE

Tina works closely with member companies to perform primary and secondary research on workforce management issues. She has recently co-authored executive briefings and related pieces on women's career advancement, mental health in the workplace, and hybrid/flexible work. Prior to joining the Center, Tina worked in product management for Johnson & Johnson and as Chief of Staff at MCP Hahnemann (Drexel) University School of Medicine. She is a graduate of Harvard College and received her MBA from MIT Sloan School of Management.

Presentation Offerings

- *Building a Culture of Well-being*
- *New Work Models: Redefining How Work Gets Done*
- *Women's Advancement Strategies*



Keila L. Viñas, Ed.D.

SENIOR RESEARCH ASSOCIATE

Dr. Viñas is a researcher and practitioner with expertise in gender dynamics in the workplace, organizational culture and change, talent management, and leadership development. Keila has worked conducting both large-scale, organization-wide initiatives as well as department-based interventions within a wide range of industries, including banking and financial services, information technology, and healthcare. She received her BA in Psychology from Villanova University, holds an M.A. in Social-Organizational Psychology from Columbia University, and a doctoral degree from Boston University.

Presentation Offerings

- *Women's Advancement Strategies*
- *Supporting LGBTQ+ Employees*

Building a Culture of Well-being in the Post-Pandemic Workplace

ABOUT THE SESSION

Amid a growing mental health crisis, organizations are focused on building a culture of well-being to support their workforces. Based on the Center's executive briefing *Mental Health in the Post-Pandemic Workplace: A Culture Shift towards Transparency and Empathy*, we share data, best practices and a strategic framework for effective holistic well-being programs, including destigmatizing mental illness and preventing stress and burnout. As employees increasingly expect their employer to be the main source of mental health support for themselves and their families, it is critical for leaders to invest adequately in high-quality benefits and programs.

Learning Objectives

- Understand the scope of the growing mental health crisis generally and in the workplace, including groups most at risk.
- Recognize the workplace costs of untreated mental illness and the business case for investing in mental health supports, including lower absenteeism and higher talent retention.
- Learn the key elements and success factors for a holistic well-being program and what individuals, managers and organizations can do to build a culture of well-being.

Suggested Audience

HR, DEI, and Well-Being Departments; ERG Leaders, Managers, Individual Contributors

SPEAKERS

Jennifer Sabatini Fraone, MSW, MBA
Director of Corporate Partnerships

Tina Lawler McHugh, MBA
Senior Research Associate



Belonging: More than a Buzzword

ABOUT THE SESSION

For decades, organizations have focused on increasing the diversity of their workforce. While these efforts can be measured in terms of representation, demographics and numbers do not indicate whether employees genuinely feel a sense of inclusion and belonging within their organization. Having a sense of belonging is a critical driver of engagement and attachment to the organization, and has become more challenging to develop in today's complex work environments. When belonging exists, employees feel connected to, accepted, and valued by their colleagues and leaders as they work together. In this way, belonging is the best measure of whether diversity efforts are yielding positive outcomes for the individual and the organization.

Learning Objectives

- Review the definition of belonging and the elements that contribute to a sense of belonging.
- Understand why belonging is so important in today's organizations.
- Learn strategies that leaders and managers can use to foster a culture of belonging.
- Discuss how we can leverage ERGs/employee groups to contribute to belonging.
- Brainstorm actions all employees can take in their daily work lives to promote belonging.

Suggested Audience

HR and DEI Departments, Executives and Managers, ERGs and Employees

SPEAKER

Jennifer Sabatini Fraone, MSW, MBA
Director of Corporate Partnerships



New Work Models: Redefining How Work Gets Done

ABOUT THE SESSION

The pandemic ushered in a new way of working — employees are re-examining their relationship to work, while employers continue to grapple with redefining how work gets done *and* delivering a superior employee experience. Despite increasing economic pressures, flexibility and equity continue to be key talent management drivers. We will examine shifting employee expectations, key considerations and best practices for developing new work models, and how work and the role of the office are changing.

Learning Objectives

- Review how to develop and evaluate new ways of working along four dimensions.
- Address challenges associated with hybrid/flexible work environments, including team alignment and collaboration, inclusion and proximity bias, and employee engagement and belonging.
- Emphasize the growing role of the manager, including critical soft skills that organizations should develop.
- Recognize the intersection of organizational culture, DEIB objectives, and well-being with new ways of working.

Suggested Audience

HR and DEI Leaders and Managers

SPEAKER

Tina Lawler McHugh, MBA
Senior Research Associate



Women's Advancement Strategies

ABOUT THE SESSION

Long a key component of corporate America's leadership development and diversity, equity, and inclusion (DE&I) efforts, women's career advancement programs have proliferated in various forms over the years. Based on the Center's executive briefing *Women's Career Advancement Programs: Optimizing Efforts for Better Results*, this workshop will cover the key elements of a successful women's advancement strategy and what organizations should consider as they focus on supporting and advancing women in their organizations.

Learning Objectives

- Understand the latest data and trends on women in the workplace.
- Recognize the prevalence of gender bias in the workplace, the importance of taking an intersectional approach to examine these issues, and the case for diverse leadership.
- Identify the four essential pillars of a cohesive women's advancement strategy - Setting the Foundation, Preparing the Path, Navigating the Path, and Supporting the Path - along with objectives, key success factors, and initiatives for each.

Suggested Audience

HR and DEI Departments, All Managers

SPEAKERS

Prof. Brad Harrington
Executive Director

Keila L. Viñas, Ed.D
Senior Research Associate

Tina Lawler-McHugh, MBA
Senior Research Associate



Today's Working Fathers

ABOUT THE SESSION

Dr. Harrington has been researching and speaking on the experience of working fathers for more than a decade through *The New Dad Research Series*. Brad will present his latest research on fatherhood and the shifting roles of dads at home and in the workplace. This workshop will include an overview of the current challenges that working fathers face and what prevents them from achieving equality in caregiving, even in spite of their best intentions to do so. Equality on the homefront is critical not only for fathers but just as importantly, as an enabler for women's advancement in the workplace. Brad will also discuss how men can step forward and challenge conventional views of fatherhood and support the equality of their spouses, partners and professional colleagues.

Learning Objectives

- Learn about current research on the state of working fathers.
- Understand what challenges fathers face in their efforts to be shared caregivers and the importance of shared caregiving to women's career advancement.
- Develop strategies to improve the attainment of living a balanced life and becoming a shared caregiver with their partner.

Suggested Audience

All Employees, Members of Parents ERG

SPEAKER

Professor Brad Harrington
Executive Director



Achieving Gender Equality

ABOUT THE SESSION

The goal of attaining greater gender equality is one that society and organizations have been pursuing for many years. While women have made great strides in professional roles in many organizations, there is still a notable lack of progress for women at senior levels among large employers in the U.S. The “gender pay gap” has also persisted and the latest data suggests women are paid 84 cents for every dollar that men earn. Research continues to show that women still carry the major responsibility for caregiving and housework on the homefront, doing significantly more housework and carework than their male partners/counterparts.

Learning Objectives

- Provide an overview of the current state of equality in the workplace and at home.
- Review some of the major causes of disparities in the workplace.
- Review the barriers to couples trying to achieve equality on the homefront, in spite of best intentions.
- Explore the role men and fathers can play in perpetuating equality at work.
- Cover the actions organizational leaders and employees can take to facilitate greater equality in the workplace.

Suggested Audience

HR organizations, Managers & Supervisors

SPEAKERS

Professor Brad Harrington
Executive Director

Leveraging ERGs to Promote Inclusion & Belonging

ABOUT THE SESSION

This session will discuss how organizations can amplify their Diversity, Inclusion, Equity and Belonging strategy by engaging employees through ERGs (or BRGs, affinity groups, inclusion circles or other cleverly-named communities). ERGs have evolved from networking groups that promote diversity and inclusion to become key contributors to business strategy and operations. Attendees will hear research and best practice examples on utilizing ERGs and how to leverage these communities to foster a culture of belonging and enhance outcomes.

Learning Objectives

- Review the origins and history of ERGs.
- Understand the employee and employer benefits of ERGs.
- Learn about the names and types of ERGs based on the communities served.
- Navigate through the stages of the ERG journey.
- Emphasize the importance of executive champions and allies.
- Review promising corporate practices for how to use these groups strategically.

Suggested Audience

HR, DEI Departments, ERG Leaders and Members

SPEAKERS

Jennifer Sabatini Fraone, MSW, MBA
Director of Corporate Partnerships



Supporting LGBTQ+ Employees

ABOUT THE SESSION

Recent events have highlighted the continued challenges faced by the LGBTQ+ communities in the U.S., and as the demand for accountability on behalf of employers continues to grow, organizations must mobilize to create supportive work cultures where LGBTQ+ colleagues can feel safe and thrive. Based on the Center's executive briefing *A Model for Supporting LGBTQ+ Employees: Providing Safety, Equity, and Community*, we share the latest trends and data on this topic and discuss the components of a strategic approach to supporting LGBTQ+ employees.

Learning Objectives

- Understand some of the current trends affecting the LGBTQ+ communities in the U.S., amid a rapidly evolving legal and social climate.
- Understand the latest demographic trends among the LGBTQ+ population and workforce.
- Recognize the particular challenges faced by the LGBTQ+ workforce and examine their experience through an intersectional lens.
- Learn about the components of the Safety, Equity, and Community Model and its associated initiatives.

Suggested Audience

HR, DEI Departments, All Managers

SPEAKER

Keila L. Viñas, Ed.D
Senior Research Associate

