AGENDA

Wednesday, October 2, 2013
Hotel Commonwealth – Esplanade Ballroom

11:30 – 12:00  New Member & Guest Orientation
(Esplanade Ballroom)
New members and meeting guests will have an opportunity to meet with
Center Staff to learn more about Roundtable traditions and what to expect
throughout the meeting.

12:00 – 1:00  Registration & Lunch
(Esplanade Foyer and Ballroom)
National Workforce Roundtable Members and guests will gather for an
informal lunch in the Esplanade Foyer following meeting registration. This
is a great time to get to know fellow participants and enjoy a delicious and
nutritious lunch.

1:00 – 1:30  Welcome and Introductions
National Workforce Roundtable members will join Global Workforce
Roundtable members as they conclude their meeting. This shared afternoon
will broaden the opportunities for networking and sharing among the
corporate partners of the Center for Work & Family.

1:30 – 3:00  KEYNOTE ADDRESS: Bringing the Work into Work-Family
Lotte Bailyn, Professor, Emerita, MIT Sloan School of Management
Lotte Bailyn is a “towering innovator” and an award winning scholar who
helped put work-life issues on the map. She has published numerous
articles and books on the relationship between managerial practice and
employees’ lives. Her research investigates how institutional and
organizational processes intersect with people’s lives, with special emphasis
on the dynamics of gender and diversity in business organizations. Standing
on the foundation of a lifetime of solid research, Lotte Bailyn shows us why
our cultural assumptions about work no longer mesh with the lives we now
lead. She will focus her remarks on the organization and culture of work and
its influence on work-family integration.

3:00 – 3:30  Networking Break
3:30-5:00  
**Considering Two Paths of Meaning: A Pause for Personal Reflection**

*Brad Harrington*, Executive Director, BC Center for Work & Family and Research Professor, Carroll School of Management

In our efforts to help you launch and implement world-class work-life programs, we sometimes neglect the most important person in making those efforts a success – you! So, we felt a little time for your own reflection and development might be a good way to end the day. Over the past decade, Brad has been actively encouraging the field to target efforts at helping employees find a greater sense of purpose and meaning in their work and non-work lives (this might be seen as Work-Life with a big “W” and “L”). This work goes beyond minimizing conflict and addresses the question, “What equates meaningful work to a meaningful life for me?” Exploring this question has also been the major focus of Brad’s teaching at Boston College. Brad will engage us in a discussion of “the well-planned life” and “the summoned life” and we will discuss the importance of each to finding greater meaning and harmony in our professional and personal lives.

6:00 – 8:00  
**Cocktails and Dinner**

*(The Gallery, Hotel Commonwealth)*

Come and enjoy cocktails and a delicious dinner in The Gallery with your fellow Global and National Workforce Roundtable members. Dinner is a chance to continue the conversations of the day in an informal setting, build relationships, learn more about one another, and celebrate our time together.

This evening will be a special opportunity to celebrate our colleague and friend, *Barry Collamore*, who recently retired from Raytheon after leading their work-life, wellness, and EAP initiatives for many years. Barry has been a leading voice in the work-life field, serving on the Center for Work & Family Steering Committee for nearly 10 years, and serving in other leadership roles for AWLP and EAPA among others.
Thursday, October 3, 2013

Deloitte, 200 Berkeley Street, Training Room B, 7th Floor, Boston

6:00-7:00  Health Activity: Yoga
(Esplanade Ballroom)
Join us for an hour of meditation and relaxation. You will leave feeling invigorated and ready to start the day!

8:00  Depart for Deloitte (Meet in lobby of Hotel Commonwealth)
Thank you to Deloitte for hosting the National Workforce Roundtable meeting today! Please make sure to bring an ID with you to enter Deloitte’s offices.
Shuttle: Please meet in the hotel lobby for shuttle to Deloitte.
Walk: Energizing 1.4 mile walk along historic Commonwealth Avenue to our meeting site for the day.

8:30 – 9:00  Continental Breakfast

9:00 – 9:30  Welcome and Introductions
We’ll have a lively introduction session to start the day. This will be a great chance to connect with members who you did not have the chance to talk with on Day 1.

9:30 – 11:00  Workplace flexibility, parenting, and stigma
Jennifer L. Berdahl, Professor, University of Toronto
Berdahl is an expert on social power, status, and identity in groups and within organizations. Her recent research focuses on workplace flexibility, digging more deeply into employee utilization, helping us understand the nuances of gender, parenting status, and workplace stigma. Do “caregiving” fathers experience the same micro-inequities or even harassment as “traditional” fathers? Are women without children treated the same way as mothers? Jennifer will share strategies for addressing and eradicating stigma in the workplace, increasing utilization of flexibility benefits, and supporting parents.

11:00 – 11:30  Networking Break

11:30 – 12:30  Fatherhood: Call to Action
Brad Harrington, Executive Director, BC Center for Work & Family and Research Professor, Carroll School of Management
Over the last five years, Brad’s research and scholarship have focused on the changing roles of fathers, culminating in a series of reports entitled The
New Dad. This research has amplified the work-life conversation and especially the under-researched area of men, careers, and fatherhood. The New Dad studies have been cited in hundreds of media outlets worldwide and have drawn attention to the increasingly complex lives of families today, but are we observing real cultural change? This session will begin the “Call to Action” identifying solutions to support men and fathers in the workplace.

12:30-1:30  
**Lunch**

1:30 – 3:00  
*Three Things to Remember about Gender in Job Negotiations*  
**Hannah Riley Bowles**, Professor, Harvard Kennedy School  
Bowles’s research focuses on gender in negotiation and the attainment of leadership positions. She will discuss implications for women’s career advancement and propose strategies for enhancing women’s potential to negotiate for career rewards and opportunities. Hannah will share strategies about how women can better negotiate with their colleagues and supervisors in the workplace and with their partners at home to create successful career outcomes.

3:00 – 3:30  
**Networking Break**

3:30 – 5:00  
*Using Data to Foster a Great Workplace: Corporate Examples*  
Where are you able to capture data that helps inform your work-life strategies? How do you use that data to tell a compelling story, show trends, or make an impact? This session will offer three member perspectives about gathering data from multiple sources, creatively and rigorously analyzing this data, and then adjusting or implementing strategies or programming based on these findings.

- **Deloitte**: Amy Gleisner and Melissa Carr-Anzelc  
- **MetLife**: Michelle Birnbaum  
- **Northrop Grumman**: Debbie Edwards Veihdeffer

5:00  
**Walk to Forum, 755 Boylston Street**

5:30 – 8:00  
**Dinner and Kanter Award Ceremony**  
**Forum (755 Boylston Street)**  
Come and enjoy dinner and drinks at Forum, located in the heart of Back Bay. Forum reopened on August 16th, four months after the second explosion from the Boston Marathon bombings devastated the restaurant and surrounding areas. Forum reopened its doors stronger than ever with a new look, menu, and chef.

At this special dinner, we will recognize and award the Kanter winner for 2013. Named in honor of Rosabeth Moss Kanter, who has been identified as the most influential contributor to modern literature on work and family, the Kanter Award is given for the best research paper(s) published during the year.

8:00  
**Shuttle to Hotel Commonwealth**
Friday, October 4, 2013
Hotel Commonwealth - Esplanade Ballroom

8:00 – 8:30  Breakfast and Friday Morning Wake-Up Quiz

8:30 – 10:00  2013 Kanter Award Winner
Is using work-life interface benefits a career-limiting move?
Alison Konrad, Professor, Organizational Behaviour, Ivey Business School, Western University

Konrad’s research, along with her co-author Yang Yang, was selected as the “best of the best” work-family research published in 2012. We are delighted that she is able to join us to share findings from her research about whether workplace flexibility does not limit career progressions. The findings may surprise you. Alison will also share insights about how these findings might impact individual employees and HR practitioners.

10:00 – 10:30  Break

10:30 – 11:30  Kanter Top Ten Takeaways
Shelley MacDermid-Wadsworth, BC CWF Fellow and Professor, Purdue University will discuss the year’s best research in work-life, as recognized by the Rosabeth Moss Kanter Award. This interactive session will emphasize the translation of research into corporate practice, identify the Top 10 Takeaways.

11:30 – 12:00  Marching Orders: What’s Next
Brad Harrington, Executive Director, Boston College Center for Work & Family, will facilitate our closing session by drawing out key takeaways, summarizing ideas, and identifying ways in which we can apply the research presented throughout the meeting in our individual organizations.

12:00  Boxed Lunch