

THE CONFERENCE BOARD



Families and Work Institute

# Work Life

2 0 0 8 C O N F E R E N C E



CONFERENCE  
March 5-6, 2008

THE WESTIN BUCKHEAD HOTEL  
ATLANTA, GEORGIA

How We Work and Live Today:  
The Impact on Employee Engagement  
and Talent Management

In collaboration with:



Presented with assistance from:



**Deloitte.**

## About The Conference Board

The Conference Board is the world's leading business membership organization, with a global network of close to 2,000 enterprises in nearly 60 countries.

The Conference Board creates and disseminates knowledge about management and the marketplace to help businesses strengthen their performance and better serve society.

Working as a global, independent membership organization in the public interest, we conduct research, convene conferences, make forecasts, assess trends, publish information and analysis, and bring executives together to learn from one another.

The Conference Board is a not-for-profit organization and holds 501(c)(3) tax-exempt status in the United States

## How Our Meetings Are Different

The Conference Board provides executives from around the world with opportunities to share practical business experience. This focus on actual business experience, rather than theory, primarily from senior executives from major organizations, along with a superior level of networking with peers are the distinguishing features of Conference Board meetings.

The Conference Board's meetings are rated as one of America's leading speaking platforms for top management. More than 150 CEOs address the Board's 12,000 meeting participants each year.

The Conference Board  
845 Third Avenue  
New York, NY 10022-6600  
Tel: 212 759 0900  
Fax: 212 980 7014  
[www.conference-board.org](http://www.conference-board.org)

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Dear Colleague,

We have created a truly exceptional conference for 2008! The conference will be held in a new place and at a new time: Atlanta in March—and we will take advantage of being in this exciting city with so much to offer. We will unveil new research: Families and Work Institute and Catalyst will release findings from our 2008 collaborative study on talent management in the U.S., Europe, and Asia.

In addition, panels of business leaders will discuss what drives employee engagement and talent management at their companies and will share best practices. Attendees will also hear from exciting, new authors about what it takes to sustain change and enhance the quality of their work and home lives, including a dynamic closing session on “The Gift of Attention.”

Other highlights include interactive, “2.0” workshops featuring what’s new in best practices, take-home tools, and promising practices along three key work life tracks: employee engagement, strategy development and community.

Who should attend? Executives in Human Resources, including work life, diversity, talent management, and workforce strategists, as well as non-HR executives who are interested in learning more about these topics.

We look forward to seeing you in March!

Best wishes,

A handwritten signature in black ink that reads "Ellen Galinsky". The signature is written in a cursive, flowing style.

**Ellen Galinsky**

Conference Program Director and President  
Families and Work Institute

Wednesday, March 5, 2008

Registration and Continental Breakfast: 7:30–8:15 am

Sponsored by: 

  
LifeCare®  
Caring today for a better tomorrow™

Welcoming Remarks: 8:15–8:30 am

## How We Live and Work Today: A Look at New Research

General Session A: 8:30–9:30 am

During this session, Families and Work Institute and Catalyst will release for the first time a report on their 2008 study: *Leaders in a Global Economy: Developing Talent in Europe, Asia, and the United States*. It addresses the following questions: What do leaders in pipeline and senior positions value most in their jobs? What are the links between employees' values and an effective workplace? When does a talent management gap exist? What do companies and individuals do that is most likely to promote success at work and at home?

Speakers

**Ellen Galinsky**  
President  
Families and Work Institute

**Nancy Carter**  
Vice President, Research  
Catalyst Inc.

**Helen Bloom**  
Principal  
Transatlantic Consulting Limited

## How We Live and Work Today: Company Perspectives on Talent Management and Employee Engagement

General Session B: 9:30–10:30 am

A panel of business leaders from various sectors will discuss their approaches to talent management. What are their talent management gaps and how are they addressing them? How do they effectively approach different groups of employees? They will also share best practices in promoting employee engagement.

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212 339 0345

March 5 - 6, 2008

Moderator

**Toni Riccardi**

Senior Vice President of Human Resources and Chief Diversity Officer  
The Conference Board

Speaker

**Stan Smith**

National Director  
Next Generation Initiatives  
Deloitte & Touche USA LLP

Networking Break: 10:30–11 am



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FAMILY SOLUTIONS<sup>SM</sup>

## How We Live and Work Today: An Individual Perspective on Talent Management

General Session C: 11 am–12 noon

While the focus on work life has been on what companies can do, there is a growing understanding that individuals must have new kinds of responsibility for managing their own careers. This panel of leading authors will discuss their new books on the latest thinking on how individuals can develop their careers in a holistic way that includes thriving at work, at home, and in their communities.

Speakers

**Stewart Friedman**

Practice Professor and Director  
The Wharton School  
University of Pennsylvania  
Author, *Total Leadership:*  
*Be a Better Leader, Have a Richer Life*

**Ellen Ernst Kossek**

Professor, Human Resources and Organizational Behavior  
Michigan State University  
Author, *CEO of Me: Creating a Life that Works in the Flexible Job Age*

[Register Online](#)

[www.conference-board.org/worklife2](http://www.conference-board.org/worklife2)

## How We Live and Work Today: Being a Dual-Centric Leader

General Session D: 12 noon–1 pm

To close out this exciting morning, we will hear from successful top executives—women and men—who will share stories of how they manage their “whole” lives both at work and at home.

## The Conference Board Work Life Leadership Council’s Media Award and Moving into the Future Awards

Luncheon Session E: 1–2:30 pm

Sponsored by: 

The Conference Board Work Life Leadership Council’s Media Award is presented annually to an individual for outstanding coverage on issues of the changing workplace and changing family. The annual Moving into the Future Awards are given for innovative and cutting-edge practices.

Presenters

**Maryella Gockel**  
Ernst & Young  
Co-Chair, Work Life  
Leadership Council

**Maureen Corcoran**  
Prudential Financial  
Co-Chair, Work Life  
Leadership Council

## Moving into the Future Award Recipients

Accenture  
*Career Flexibility and Other Retention Tools*

RSM McGladrey  
*WorkLife Coach-on-Call*

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## Nuts & Bolts Workshops: What Is New?

Concurrent Sessions F1, F2 & F3: 2:30–4 pm (choose one)

Select one of three interactive, “2.0” workshop sessions featuring what’s new in best practices, take-home tools, and case studies on key talent management issues in a work life context. There are three tracks in these workshops—employee engagement, community stakeholders, and strategy.

## Engaging a Multigenerational Workforce: Talent Management Strategies for the 21st Century

Concurrent Session F1: 2:30–4 pm

How can companies effectively engage employees of all ages and in all phases of life? This session will combine a group exercise, research and promising company practices to explore how leading employers have developed innovative work life and talent management strategies for a multigenerational workforce—and why they identified this as a business imperative. Participants will learn about an innovative self funded sabbatical program, how to leverage new technology effectively and other strategies to support employees in managing life challenges and professional commitments, as well as how their own strategies may (or may not) be effective for various age groups.

Speakers

**Sharon Klun**  
Director-  
Work/Life Initiatives  
Accenture

**Kathy Lynch**  
Director, Employer Engagement  
Boston College Center on  
Aging & Work

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[www.conference-board.org/worklife2](http://www.conference-board.org/worklife2)

## Employees and Their Families: Innovations in Employee Health, Wellness and Dependent Care

Concurrent Session F2: 2:30–4 pm

Employees' families are increasingly seen as stakeholders in business success. In this session, learn how innovative employers have addressed issues such as dependent care, wellness and family members with special needs. Learn how companies:

- reduced health claim costs while also helping employees better manage their work and family lives.
- created a respectful workplace for employees and customers with disabilities or disabled family members.
- provided equitable child care benefits to an increasingly dispersed workforce.

Speakers

**Cindy Stutts, MS, RN**  
Administrative Director  
Employee Wellness Services  
Bon Secours Richmond  
Health System

**Nadine Vogel**  
President  
Springboard Consulting LLC

**Kara Weaver, RN, OHN**  
Wellness Program Coordinator  
Employee Wellness Services  
Bon Secours Richmond  
Health System

**Dyanne Rosado Tramontana**  
WorkLife Programs Manager  
MetLife

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## Strategies for Communicating Day-to-Day Flexibility: Challenges and Opportunities

Concurrent Session F3: 2:30–4 pm

What are the most effective communication strategies to build support for workplace flexibility? Corporate Voices for Working Families will share information about a survey it has commissioned to measure Fortune 1000 executives' perceptions of workplace flexibility. The survey results will be used to help define key messages and position flexibility as a key component of successful management practices. Johnson & Johnson will discuss a commitment it made in 2007 to re-communicate support for flexibility. The approach included a communications and training initiative to increase awareness of the business case for flexibility, while clarifying the process for requesting flexibility.

Speakers

**Tiffany Westover-Kernan**

Vice President of Programs

Corporate Voices for

Working Families

**Wendy C. Breiterman**

Director, Work/Life Programs

Office of Diversity and Inclusion

Johnson & Johnson

**Kathy Kacher**

President

Career/Life Alliance Services, Inc.

Networking Refreshment Break: 4–4:30 pm

## Nuts & Bolts Workshops: What Is New?

Concurrent Sessions G1, G2 & G3: 4:30–6 pm (choose one)

Select one of three interactive, “2.0” workshop sessions featuring what’s new in best practices, take-home tools, and case studies on key work life issues. There are three tracks in these workshops—employee engagement, community stakeholders, and strategy.

## Creating Meaningful Work to Promote Employee Engagement

Concurrent Session G1: 4:30–6 pm

This interactive session will focus on proven ways in which job quality affects employee engagement. Panelists will share their results revealing how various factors of job quality (including training, recognition, supervisor effectiveness, job fit and autonomy, and flexibility) can make a difference in recruitment, retention and overall satisfaction.

### Speakers

**Dan Henry**

Chief Human Resources Officer  
Bright Horizons

**Stephanie Sloan, Ph.D.**

Consultant  
Hay Group

**Jennifer E. Swanberg, Ph.D.**

Executive Director  
University of Kentucky  
Institute for Workplace Innovation

**Tom Agnew, Ph.D.**

Senior Consultant  
Hay Group Insight

## A Global Perspective: Work Life Strategies Here and Abroad

Concurrent Session G2: 4:30–6 pm

This session will look at work life through a global lens. IBM will share their New World of Work Initiatives to make flexibility “flexible” in a global company, including key findings from their latest Global Work/Life Survey and tools and materials developed for a remote worldwide population. Participants will also hear how in Singapore, the government, employers and employee unions have partnered to create a conducive work life eco-system to address the trends in work and social patterns and to meet the demands for skilled workers.

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Speakers

**Maria Ferris**

Director, Global Workforce  
Diversity Programs  
IBM Corporation

**Andre'a Jackson**

Manager, Work/Life, Flexibility &  
Mobility  
IBM Corporation

**Cheryl Liew**

Director, Employer Alliance  
Founder, LifeWorkz Pte Ltd

## Flexibility: A Critical Leadership Skill

Concurrent Session G3: 4:30–6 pm

In today's fast-paced, global marketplace with an increasingly complex, diverse workforce, flexible work environments are critical for business success. How can organizations create this type of environment and effectively help managers develop the skills needed to lead and think more flexibly? This interactive session will share key learnings from the Work Design Collaborative, WorldatWork and Foresight Management. Through experiential exercises and in-depth discussion, participants will learn how to help managers master the skills for thinking and leading more flexibly in order to harness change for their competitive advantage.

Speakers

**Christine E. Dickson, Ph.D.**

President and Founder  
Foresight Management

**Kathleen M. Lingle**

Director  
Alliance for Work-Life Progress  
WorldatWork

Networking Reception and Poster Sessions: 6–7:30 pm

Hosted by:



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Thursday, March 6, 2008

Continental Breakfast and Poster Sessions: 8–9 am

## Nuts & Bolts Workshops: What Is New?

Concurrent Sessions H1, H2 & H3: 9–10:30 am (choose one)

Select one of three interactive, “2.0” workshop sessions featuring what’s new in best practices, take-home tools, and case studies on key work life issues. There are three tracks in these workshops—employee engagement, community stakeholders, and strategy.

## Creating Winning Teams to Promote Employee Engagement

Concurrent Session H1: 9–10:30 am

This session will explore innovative, team-based approaches to enhancing engagement and work-life effectiveness. Attendees will learn about Deloitte’s TEAM (Team Effectiveness And Management) Process, a team-based assessment and dialogue process to identify drivers of overwork and inefficiencies and establish effective, flexible ways of working to better manage client, team and individual commitments. Marriott International will discuss how its “Teamwork Innovations” process encourages management engagement and effectiveness by reducing non-value added work and increasing work efficiencies.

Moderator

**Diane Burrus**

Senior Consultant

Workplace Flexibility and

Team Effectiveness Practice Leader

WFD Consulting

Speakers

**Nina Madoo**

Director of Workplace Strategies  
Workforce Effectiveness Department  
Marriott International

**Karen S. Richter**

Senior Manager, Team Coaching  
Coaching & Career Connections  
Deloitte Services LP

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## Social Responsibility: Corporate Citizenship as a Key Component of Work Life Strategy

Concurrent Session H2: 9–10:30 am

Good corporate citizenship is an important core value to many organizations, as well as to their employees. In addition, community involvement can contribute to other key business goals, including recruitment, retention, professional development and business development. In this session, KPMG will share how they have enabled their people to give back to the communities, and what the benefits have been. In addition, Step Up Savannah will share a model for how businesses can collaborate with local government, education and nonprofits to address tough community issues and achieve lasting change.

### Speakers

**Kristen A. Piersol-Stockton**  
Area Manager, Workplace Solutions  
KPMG, LLP

**Barbara Wankoff**  
Director, Workplace Solutions  
KPMG, LLP

**Daniel Dodd**  
Executive Director  
Step Up Savannah

## Work Life Mentoring Strategies

Concurrent Session H3: 9–10:30 am

During this session, attendees will learn about coaching and mentoring programs that companies have created to help their employees deal more effectively with work life issues. PricewaterhouseCoopers will discuss its new Mentor Moms program, which provides new mothers with mentors in the workplace to help them during their transition back to work. RSM McGladrey will share information about its Coach-on-Call program, which offers all of RSM's 8000 employees free access to work life coaching services from a professional life coach.

### Speakers

**Jennifer Allyn**  
Managing Director  
Office of Diversity  
PricewaterhouseCoopers

**Teresa Hopke**  
Director, WorkLife Strategies  
RSM McGladrey

Networking Refreshment Break: 10:30–11 am

[Register Online](#)

## The Gift of Attention

General Session I: 11 am - 12 noon

In this dynamic, interactive closing session, author and journalist Maggie Jackson will share how, in an age of distraction, the gift of attention can bring about the transformation—organizational and individual—that matters.

Speaker

**Maggie Jackson**

Contributing Columnist, *Boston Globe*

Author, *Distracted* [Forthcoming, June 2008]

### Conference Programs Committee

**Dr. Kathleen Christensen**

Director, Workplace, Workforce & Working  
Families Program  
Alfred P. Sloan Foundation

**Linda Christiansen**

Manager, Work/Life  
American Express Company

**Maureen Corcoran**

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Flexibility Strategy Leader  
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Director of Workplace Strategies, Workplace  
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**Melissa Strada**

Vice President, Human Capital Management  
Goldman Sachs & Co.

**Barbara Wankoff**

Director, Work Life  
KPMG, LLP

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# Registration Information

## The 2008 Work Life Conference

- Online**      [www.conference-board.org/worklife2](http://www.conference-board.org/worklife2)
- By Phone**      Call Customer Service at 212 339 0345  
8:30 am to 6 pm ET Monday through Friday
- By Fax**      Complete the registration form on the back and fax to:  
212 836 9740
- By Mail**      Complete the registration form on the back and mail to:  
The Conference Board, Inc.  
P.O. Box 4026, Church Street Station  
New York, NY 10261-4026

### Cancellation Policy

Full refund until three weeks before the meeting. \$500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. **Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.**

### Team Discounts per person

For a team of three or more registering *from the same company at the same time*, take another \$200 off each person's registration.

### Hotel Accommodations

Fees do not include hotel accommodations. For reservations, contact the hotel directly no later than the cut-off date and mention The Conference Board's Work Life Conference.

The Westin Buckhead Atlanta  
3391 Peachtree Road, N.E.  
Atlanta, GA 30326  
Tel: 404 365 0065

Hotel Reservations Cut-off Date: Tuesday, February 12, 2008

## Unconditional Guarantee

For 90 years, The Conference Board has been providing senior executives worldwide with opportunities to share practical business experience. If for any reason you are not satisfied with this conference, please let us know. We will immediately credit your attendance to another conference of your choice, or, if you prefer, promptly refund 100% of your registration fee.

# Registration Form

## The 2008 Work Life Conference

March 5-6, 2008  
The Westin Buckhead Atlanta  
Atlanta, GA (918008-2)

Please print or attach a business card; for additional registrants, duplicate this form.

Name \_\_\_\_\_

Title \_\_\_\_\_

Functional Area \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone ( ) \_\_\_\_\_ Fax ( ) \_\_\_\_\_

E-mail \_\_\_\_\_

Please select your preferred concurrent sessions.

### Wednesday, March 5, 2008

F1 or  F2 or  F3 choose one  
 G1 or  G2 or  G3 choose one

### Thursday, March 6, 2008

H1 or  H2 or  H3 choose one

**Registration Fees** payable in advance in U.S. dollars.

### Conference

Conference Board Associates .....\$2,195  
Non-Associates .....\$2,495

### Payment

Check payable to The Conference Board for \$ \_\_\_\_\_  
Charge to my:  American Express  Discover  MasterCard  Visa

Acct. No. \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

Please send me more information on Conference Board events.

(Do not send this form to confirm telephone registration.)

How do you wish to receive future conference promotions?

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