

Work Life

2 0 0 7 C O N F E R E N C E

THE CONFERENCE BOARD



Families and Work Institute

How the Global Economy
Is Affecting Work Life:
What Work Life and
HR Professionals Need to Know

CONFERENCE

June 12-13, 2007

MARRIOTT FINANCIAL CENTER

NEW YORK, NY

Presented with assistance from:

IBM

Deloitte.

Johnson & Johnson

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
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www.conference-board.org

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Dear Colleague,

Whether your company is global or not, chances are your customers, employees or colleagues are dealing with issues created by the global economy, affecting how we value and develop talent, how we structure work, and how we manage people. To be proactive, we need to understand these global economic, business and social trends. Join us at the 2007 Work Life Conference as we blend the global perspective with cutting-edge work life topics.

Executives from leading multinational companies will share workforce and workplace issues stemming from different regions of the world. Experts will lead in-depth discussions on the implications for your company. Highlights include:

- Murray Martin, President and Chief Executive Officer of Pitney Bowes Inc., will provide a CEO's perspective on work life issues and on what he sees as the next frontier in this area
- Ted Childs, former VP of Global Workforce Diversity at IBM, on the impact of globalization
- Deborah Dagit, Executive Director of Diversity & Work Environment for Merck & Co, summarizing the implications for you and your company
- The Asia Society's panel on the rapid changes in China and India and other Asia Pacific countries
- Additional panels comparing and contrasting work environments in Europe, the Middle East, Africa and the Americas

Attendees will also learn about:

- The latest research on the changing workforce and workplace
- What's new in work life business practice
- Leveraging new media and technology trends to communicate effectively with a global workforce
- Developing a customized strategic action plan

These sessions will delve deep into the issues, providing peer-sharing of best practices, take-home tools, and case studies for creating effective, inclusive workplaces in the U.S. and abroad. Who should attend? Executives in work life, diversity, HR, talent management, and workforce strategy as well as non-HR executives who are interested in learning more about how globalization affects people management – both the possibilities and the challenges.

We look forward to seeing you in June!

Sincerely,



Ellen Galinsky

Conference Program Director and
President, Families and Work Institute

Work Life Conference

Tuesday, June 12, 2007

Registration and Continental Breakfast: 7:30 - 8:30 am

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Welcoming Remarks: 8:15 - 8:30 am

Setting the Stage

General Session A: 8:30 - 9 am

This opening session will provide an overview of the critical business issues of a global workplace – and why this is important for all work life and HR professionals, even those who don't have global responsibilities. What is the landscape of the global economy today and how does this affect companies' people and work life strategies?

Speaker

Ted Childs

President

Ted Childs LLC

Former Vice President, Global Workforce Diversity

IBM Corporation

How Is Work “Working” in Asia Pacific Countries?

General Session B: 9 - 10 am

The first of three regional panels, this session will bring together business leaders from India, China and other Asia Pacific countries to discuss demographic trends and work and workload issues, particularly across generations and gender. What are the implications of the explosive rate of growth and expansion?

Moderator

Judi Kilachand

Executive Director

Business Programs

Asia Society

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Speakers

Anita Ramachandran

Founder, Cerebrus Consultants
Strategic Partner - South Asia
Towers Perrin

Shaun Rein

Founder and Managing Director
China Market Research Group

Networking Break: 10 - 10:30 am



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FAMILY SOLUTIONSSM

How Is Work “Working” in Europe, the Middle East and Africa?

General Session C: 10:30 - 11:30 am

“Following the sun,” this session will convene diverse business leaders from Europe, the Middle East and Africa to discuss work and workload issues. How are France, Germany and other economic leaders changing, particularly in response to their changing demographics? What are the trends among other countries?

Moderator

Gisela Erler

President
Familienservice

Speaker

Jim Pilarski

Senior Vice President, Human Resources
Marriott International

Register Online

www.conference-board.org/worklife.htm

How Is Work “Working” in the Americas?

General Session D: 11:30 am - 12:30 pm

This panel of executives from Canada, Latin America and the U.S. will parallel the two previous sessions to compare and contrast the work and workload issues in the Americas.

Moderator

Nora Spinks

President

Work-Life Harmony Enterprises

The Conference Board Work Life Leadership Council’s Media Award, Moving into the Future Awards and A CEO’s Perspective

Luncheon Session E: 12:30 - 2 pm



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LifeCare®

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Media Award and Moving into the Future Awards

The Conference Board Work Life Leadership Council’s annual Media Award is presented 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

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Moving into the Future Award Recipients

Bon Secours Richmond Health System

Retaining and Attracting Employees Age 50+

Corporate Voices for Working Families

Best of Congress: Highlighting Congressional Leaders Supporting and Advancing Work Life

Rupert & Company

Managing Through Cancer

Work-Life Balance: A CEO Perspective

Helping employees balance home and work responsibilities has been part of the Pitney Bowes culture for decades. Find out how the new Chief Executive Officer of Pitney Bowes views the strategic and competitive advantages of being a preferred employer, and what he sees as the next frontiers in this area.

Murray Martin

President & Chief Executive Officer
Pitney Bowes Inc.

Lessons and Implications

General Session F: 2 - 2:45 pm

Implications for workforce preparation and development will be discussed by a representative of the new Commission on the American Workforce. Deborah Dagit of Merck & Co., Inc. will discuss implications for business.

Speaker

Deborah Dagit

Executive Director
Diversity & Work Environment
Merck & Co., Inc.

Nuts & Bolts Workshops: What is new?

Concurrent Sessions G1, G2 & G3: 3 - 4:15 pm (choose one)

Select one of three in-depth workshop sessions featuring what's new in best practices, take-home tools, and case studies on key work life issues.

Register Online

www.conference-board.org/worklife.htm

Back on the Career Track: How employers and universities are recruiting, retooling and reintegrating women who have opted out

Concurrent Session G1: 3- 4:15 pm

This session will provide an overview of the demographics of the stay-at-home pool, the range of corporate “on ramps” to tap into this talent, and why there has been an increase in these efforts over the last two years.

Panelists from companies and academia will talk about their innovative programs to reach out to former professionals currently on career break including how and why these programs originated and the lessons learned since their creation.

Moderator

Carol Fishman Cohen

Co-Author, *Back on the Career Track: A Guide for Stay-at-Home Moms Who Want to Return to Work*

Speaker

Corrie Martin

Senior Programs Manager, Executive Education
Tuck School of Business at Dartmouth

Nina Eigerman

President
Aquent Consulting

Anne Erni

Managing Director and Chief Diversity Officer
Lehman Brothers

Paulette Gerkovich

Senior Manager Diversity Change
Booz Allen Hamilton

How to Bring about Change that Sticks: Transforming the work environment

Concurrent Session G2: 3 - 4:15 pm

What makes the difference between a change initiative that is successful and one that is not? This workshop will discuss the concept of “recipes” as one strategy to create change – that is, a set of specific initiatives that,

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when “mixed” together create synergy with one another to bring about successful change. Company examples include how at Eli Lilly one business unit transformed its culture by introducing a carefully orchestrated set of changes including new flexible work arrangements, a quarterly forum for open dialogue, and a formal management agreement to change specific behaviors; KPMG developed a “mega pilot” of nine initiatives to test multiple ideas concurrently; and H-E-B wove together a number of programs to create a “latticework” of supports for engaging young people in careers at H-E-B.

Moderator

Candice Lange

President

Lange Advisors

Speakers

Nancy McMillan

Consultant, WorkLife

Eli Lilly and Company

Randy W. Fiser

Vice President, Programs

Corporate Voices for Working Families

Brooke Brownlow

Vice President, Human Resources Strategy and Design

H-E-B Grocery Company

Barbara Wankoff

Director, Workplace Solutions

KPMG LLP

Global Innovations:

A look at what's new in work life research and practice

Concurrent Session G3: 3 - 4:15 pm

Through a combination of data, dialogue and promising employer practices, this session will explore the impact of changing demographics around the globe on workforce planning and look at how the meaning of work and aging varies for employees across the life course in different countries. Attendees will learn about a new model linking the concept of Employer of Choice to Country of Choice, using the lens of “age” to gain

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a better understanding of how employees think about best places to work, how employers implement workplace policies and practices to attract and engage talent, and how public policy makers articulate standards for quality employment. Attendees will also learn how leading employers in different countries are transforming the ways they work to promote business effectiveness and employee well-being.

Speakers

Laura Williams

Senior Researcher

The Work Foundation

Marcie Pitt-Catsoupes

Director, Center on Aging & Work/Workplace Flexibility

Boston College Graduate School of Social Work

Networking Break: 4:15 - 4:45 pm

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Nuts & Bolts Workshops: What is new?

Concurrent Sessions H1, H2 & H3: 4:45 - 6 pm (choose one)

Select one of three in-depth workshop sessions featuring what's new in best practices, take-home tools, and case studies on key work life issues.

The Multigenerational Workforce: Managing critical talent over the life cycle

Concurrent Session H1: 4:45 - 6 pm

How can companies retain and engage critical talent over the life cycle to maintain a competitive edge? In this session attendees will learn how to identify critical talent in a new process from the American Business Collaboration, and then hear what employers in two different industries – professional services and healthcare – are doing to develop and retain their talent. Deloitte's Women's Initiative will share a model for creating

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customized career solutions targeted to critical talent throughout the career life course. Bon Secours Richmond Health System will discuss how, in anticipation of a national nursing shortage, they have overcome obstacles to achieve measurable results and create a “culture of aging” to retain and attract employees age 50 and older.

Moderator

Maryella Gockel

Flexibility Strategy Leader
Ernst & Young LLP

Speakers

Dawn Malone

Administrative Director
Work and Family Services
Bon Secours Richmond Health System

Bonnie Shelor

Senior Vice President of Human Resources
Bon Secours Richmond Health System

Debbie Phillips

Vice President
WFD Consulting

Anne C. Weisberg

HR Diversity, Senior Advisor
Deloitte Women’s Initiative (WIN)

Tools for Managing Flexibility: Moving beyond “It’s not Working” to find innovative solutions

Concurrent Session H2: 4:45 - 6 pm

What happens when flexibility isn’t working? Drawing on examples from the U.S., Australia, and other parts of the world, three leading companies will share their approaches for addressing different challenges of flexibility including: overcoming negative perceptions, increasing uptake, creating accountability among leaders and managers and ensuring that flexibility is enabling the delivery of key business outcomes (e.g., retaining talented employees).

Register Online

www.conference-board.org/worklife.htm

Moderator

Graeme Russell

Macquarie University

Speakers

Christine Fossaceca

Vice President and Manager

Dependent Care and Flexibility

JPMorgan Chase

Dee Dee Guzman

Vice President and Manager, Flexibility Initiative

JPMorgan Chase

Teresa Hopke

Director, WorkLife Strategies

RSM McGladrey, Inc.

Fathers, Sons, Mothers and Daughters

Concurrent Session H3: 4:45 – 6 pm

How are workplaces dealing with the working father's emerging desire to be more involved in the lives of his family and still grow in his career? Based on National Fatherhood Initiative's 11 years of working with fathers from across the country, the presentation will explore the modern father's desire to be more involved in his family's lives in light of emerging cultural trends in fatherhood. In addition, IBM will profile its initiatives to promote father and mother involvement in the lives of their children and to succeed at work.

Moderator

Pamela Stone

Associate Professor, Department of Sociology

Hunter College and Graduate Center, CUNY

Speakers

Ken Gosnell

Senior Director of Work-Family Balance Programming

National Fatherhood Initiative

Blake Fite

Director of Work-Family Balance Programming

National Fatherhood Initiative

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Networking Reception and Poster Session: 6 - 7:30 pm

Join us for a cocktail reception and poster session to network with colleagues. The poster session will feature what's new in both research and in specific company programs and initiatives.

Poster Sessions

The Need for Backup Care

LifeCare

Career Coaching

Ceridian

Supporting Employees with Special Needs

Springboard Consulting

Partnerships between Academic Institutions and Businesses to Address the Impending Workforce Development Gap

ConnectEdu

Employment Branding & Talent Acquisition: The Web Frontier in Flexibility

FlexPaths

Hosted by:



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Wednesday, June 13, 2007

Continental Breakfast: 8 - 8:30 am

Sponsored by: 

Research Roundup: Workforce Engagement

General Session I: 8:30 - 9:45 am*

This session will briefly preview Bob Johansen's forthcoming book, *Get There Early*, focusing on why he thinks flex firms are the wave of the future. Then panelists will share their latest research on employee engagement across generations. They will discuss how employees can best engage and attract younger employees, employees at mid-career, and older employees.

Moderator

Shelley MacDermid

Associate Dean, College of Consumer and Family Sciences
Purdue University

Speakers

Bob Johansen

IFTF Distinguished Fellow
Institute for the Future
Author, (Forthcoming) *Get There Early*

Jacquelyn B. James, Ph.D.

Director of Research
Boston College Center for Work & Family

Stan Smith

National Director, Next Generation Initiatives
Deloitte & Touche USA, LLP

Richard S. Westphal

US Work-Life Director
Accenture

*Attendees will receive copies of *Get There Early* when it is released in August 2007, an opportunity made possible though Deloitte & Touch USA, LLP

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Media Matters: Communicating Across Boundaries

General Session J: 9:45 - 10:45 am

How can work life and HR professionals leverage new communication technologies? This session will provide insights on how to communicate effectively with your workforce.

Moderator

Arlene Johnson

Vice President

WFD Consulting

Speaker

Sreenath Sreenivasan

Professor and Dean of Students

Graduate School of Journalism

Columbia University

Networking Break: 10:45 - 11:15 am

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GlaxoSmithKline

Next Steps: Developing a Strategy

General Session K: 11:15 am - 12 noon

In the final conference session attendees will have an opportunity to develop individual short- and longer-term action plans for applying the lessons learned to their work.

Toni Riccardi

Senior Consultant for Diversity and Inclusion

The Conference Board

Kathleen Lingle

Executive Director

Alliance for Work Life Progress (AWLP)

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www.conference-board.org/worklife.htm

Post-Conference Workshop

Wednesday, June 13, 2007

Registration and Luncheon: 12 noon - 1 pm

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SIMPLIFYING COLLEGE ADMISSIONS

Metrics that Matter: Measurement Tools for HR Professionals

Workshop Session: 1 - 4 pm

Bring your measurement challenges and questions to this special work life “clinic” for customized solutions from Wayne F. Cascio, an expert in human resources measurement. This session will provide important information about the latest in valuation and return-on-investment for human resources and work life, and will address attendees’ specific issues and challenges.

Session highlights include:

- Individualized attention to your measurement issues and challenges
- Promising practices in measuring the impact of work life
- Measurement tips for an international workforce

All attendees will be asked to submit the measurement challenge they face which will then be addressed in this session. In addition, attendees will receive tools to help develop a measurement plan – or improve existing ones. We hope you will join us for this special opportunity!

Speaker

Wayne F. Cascio

US Bank Term Professor of Management

The Business School

University of Colorado-Denver and Health Sciences Center

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Registration Information

The 2007 Work Life Conference

Online www.conference-board.org/worklife.htm

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

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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 thereafter.

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 two or more registering *from the same company at the same time*, take another \$100 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 or reservations code TWL.

Marriott Financial Center
85 West Street
New York, NY 10006
Tel: 212 385 4900
Fax: 212 277 8136

Hotel Reservations Cut-off Date: Friday, May 18, 2007

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 2007 Work Life Conference

June 12 - 13, 2007

Marriott Financial Center

New York, NY

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

Name _____

Title _____

Functional Area _____

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Address _____

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Please select your preferred concurrent sessions.

Tuesday, June 12, 2007

G1 or G2 or G3 (choose one)

H1 or H2 or H3 (choose one)

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

Conference (918007-3)

Conference Board Associates\$2,095

Non-Associates\$2,395

Post-Conference Workshop (B99007-3)

Conference Board Associates\$295

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