



TECHNICAL RESOURCES

How to Implement Flexible Workplace Practices in My Business

If your organization wants to develop or expand its flexibility practices, contact these organizations to help you with next steps.

Career/Life Alliance Services

Career/Life Alliance Services (CLAS) has developed the nation's first Flexible Work Arrangement Tracking System. With this online tool organizations can automate the flex request process, deliver consistent communications to assist managers in their decision making process and track the metrics for HR leaders.. CLAS also offers a wide range of tailored, cost-effective workforce solutions that include: Workplace Flexibility Strategy Development; Workplace Flexibility Guidance and Tracking System; Workforce Assessment and Focus Groups, and Leadership Training for Flexibility.

"CLAS has provided McGladrey with innovative, cost-effective, high-value workplace flexibility solutions since we first started offering them in 2004. They are a true business partner, always striving to understand and meet our needs. CLAS consistently thinks outside of the box to deliver optimal value & consulting for clients like us." --Teresa Hopke, RSM McGladrey, Talent Management Senior Director

Location: Minneapolis, MN

Contact: Kathy Kacher, kkacher@clalliance.com, (952) 894-0727.

FlexPaths, LLC

FlexPaths partners with employers to achieve their business objectives and respond to changing workforce and workplace needs by delivering innovative software solutions and services that initiate, enhance or advance a flexible culture.

Location: New York, NY

Contact: Meryl Rosenthal, meryl.rosenthal@flexpaths.com.

Life Meets Work

Life Meets Work helps companies create successful telework and flexible work cultures. They work with organizations that are seeking to attract top talent and maximize productivity. Life Meets Work offers implementation planning, flex strategy consulting, and training services. They also offer a web-based tool that helps managers and employees of flexible work teams access resources, tips, tools and advice on working flexibly. Its President, Kyra Cavanaugh, is a top-rated speaker at HR and management events across the country.

"Earlier this year, we engaged Kyra Cavanaugh and Life Meets Work to help us develop a strategic plan to broaden the use of flexible work arrangements across our organization. Kyra presented practical, realistic solutions that have provided a clear road-

map for expanding flex in our company. She took the time to really understand our culture and unique challenges and was able to provide us with tools and techniques that work.” --Sara Lee Corporation

Location: Park Ridge, IL

Contact: Kyra Cavanaugh, kcavanaugh@lifemeetswork.com, (888) 462-5691.

University of Kentucky Institute for Workplace Innovation (iwin)

The Institute for Workplace Innovation (iwin), at the University of Kentucky develops and disseminates knowledge about the 21st century workplace to create work environments that boost the bottom line, employee health, and work-life fit. iwin offers a range of consulting services, trainings and products to assist organizations in becoming “employers-of-choice.” Informed by iwin’s innovative employer workplace model, iwin tailors its consulting services to meet the unique needs of each client. It strives to offer practical solutions grounded in research to help conquer the challenges that today’s environment provides.

“iwin has provided the best assistance we have ever received on special projects. They take time to understand our needs, goals and the organizational culture. iwin is an invaluable part of our continuous improvement efforts.” --Jack E. Burch, CCAP, Executive Director, Community Action Council

Location: Lexington, KY

Contact: Lynn Bertsch, (859) 323-0581 or visit iwin.uky.edu.

WFD Consulting

WFD Consulting partners with its clients to create inspiring work environments where businesses succeed and employees thrive. Its research, consulting and implementation services enable clients to mobilize the full richness, diversity and potential of their employees, resulting in a more resilient, productive and engaged workforce.

Location: Waltham, MA

Contact: Deb Phillips, Deb.Phillips@wfd.com.

WorldatWork

WorldatWork is a not-for-profit organization providing education, conferences and research focused on global human resources issues including compensation, benefits, work-life and integrated total rewards to attract, motivate and retain a talented workforce. Founded in 1955, WorldatWork has nearly 30,000 members in more than 100 countries.

Location: Scottsdale, AZ and Washington, D.C.

Contact: Cara Welch, Cara.Welch@worldatwork.org.

WFC Resources—Work-Life and Human Capital Solutions

Since 1984, WFC Resources has been working to help employers create a workplace that meets business goals and also allows employees to meet their personal goals. WFC Resources offers manager training, publications with workplace news and trends for managers and consulting services to create flexibility programs that work for your business.

Location: Minnetonka, MN

Contact: Susan Seitel, Susan@WFCResources.com, (952) 936-7898.

Reports, Toolkits and Educational Materials:

Business Impacts of Flexibility: An Imperative for Expansion, Corporate Voices for Working Families, 2011. www.corporatevoices.org/publication-toolkits/business-impacts-flexibility-imperative-expansion-updated-2011

Creating a Culture of Flexibility, Boston College Center for Work and Family. www.bc.edu/centers/cwf/research/publications/meta-elements/pdf/BCCWFFlexibilityEBS.pdf

Flexible Workplace Solutions for Low-Wage Hourly Workers: A Framework for a National Conversation, Liz Watson and Jennifer Swanberg, Workplace Flexibility 2010 at Georgetown Law and the Institute for Workplace Innovation at the University of Kentucky, 2011. <http://workplaceflexibility2010.org>

Guide to Bold New Ideas for Making Work Work, Families and Work Institute and the Society for Human Resource Management, 2011. <http://shrmstore.shrm.org/2011-guide-to-bold-new-ideas-for-making-work-work.html>

Improving Work-Life Fit in Hourly Jobs: An Underutilized Cost-Cutting Strategy in a Globalized World, Joan C. Williams and Penelope Huang, The Center for Work-Life Law, 2011. <http://www.worklifelaw.org/pubs/ImprovingWork-LifeFit.pdf>

Innovative Workplace Flexibility Options for Hourly Workers, Corporate Voices for Working Families, May 2009. www.corporatevoices.org/system/files/CVWF%20report-FINAL.pdf

Making Workplaces Work: Employer Best Practices in Kentucky, Jennifer E. Swanberg, Institute for Workplace Innovation, University of Kentucky, 2007. www.uky.edu/Centers/iwin/workplace_research/BestPractices07.pdf

Mastering the Art of a Flexible Culture, Sandy Burud, FlexPaths, LLC, October 2009. http://flexemployer.com/pdf/mastering_the_art_of_a_flexible_culture_final.pdf

Measuring the Impact of Workplace Flexibility, Boston College Center for Work and Family. www.bc.edu/centers/cwf/research/publications/meta-elements/pdf/BCCWF_Flex_Impact_Final_Report.pdf

Men and Work-Life Integration: A Global Study, WFD Consulting and the Alliance for Work-Life Progress at WorldatWork, 2011. <http://www.worldatwork.org/waw/adimLink?id=51556>

Overcoming the Implementation Gap: How 20 Leading Companies are Making Flexibility Work, Boston College Center for Work and Family, 2008.

<http://www.bc.edu/centers/cwf/research/publications.html#flex2008>

Public Policy Platform on Flexible Work Arrangements, Workplace Flexibility 2010, Georgetown Law. http://workplaceflexibility2010.org/images/uploads/reports/report_1.pdf

Survey on Workplace Flexibility, WorldatWork, 2011.

<http://www.worldatwork.org/waw/adimLink?id=48160>

The Three Faces of Work-Family Conflict: The Poor, the Professionals, and the Missing Middle, Center for American Progress, January 2010.

www.americanprogress.org/issues/2010/01/three_faces_report.html

Work-Life Balance and the Economics of Workplace Flexibility, report by the Council of Economic Advisors, March 2010.

www.whitehouse.gov/files/documents/100331-cea-economics-workplace-flexibility.pdf

Workplace Flexibility: Findings from the Age & Generations Study, Pitt-Catsoupes, M., Matz-Costa, C., and Besen, E., The Sloan Center for Aging and Work at Boston College, 2009. http://agingandwork.bc.edu/documents/IB19_WorkFlex_2009-02-04.pdf

Workplace Flexibility Toolkits for Hourly Employees and Managers, Corporate Voices for Working Families, 2010. www.corporatevoices.org/publication-toolkits/tips-managers-employees