

Work Life Means Business: Summary of April 29th ICBA Seminar:

Below is a summary of the annual seminar held April 29, 2009 for those who were not able to attend. The seminar was very successful and a lot of positive feedback was received.

Opening Session:

Kathy Lingle, Executive Director Alliance for WorkLife Progress, affiliated with WorldatWork: Work Life Means Business.

In a very compelling presentation, Ms. Lingle talked about how work-life effectiveness impacts all facets of life including; self, career, family and community. There is still a “persistence of resistance” against work life initiatives, but the reality is that dual-focus workers are predominate three to one. Many of us have children and elders at home to care for without a non-working partner. The stocks of the Fortune “100 Best” (places to work) who have incorporated work life initiatives into their company culture historically have outperformed other companies. Work-life strategies of some of these companies and their impact on turnover, employee engagement, employee satisfaction, customer retention and health care costs and market growth was also presented.

Kathy Lingle's Presentation:

<http://www.icbautah.org/documents/uploads/WL%20Means%20Business09.ppt>

Breakout sessions:

Paul Vinogradov, Vice President, Alexander Group, Inc.: Seven Trends in Sales Compensation for 2009

Attendees heard how other companies are addressing common issues concerning sales compensation, best practices to consider and pitfalls to avoid.

John R. Grange, ASA, EA, Actuary with Watson Wyatt: Defined Benefit Plans-Past, Current and What the Future Holds

This session addressed why we have defined benefits plans, where they came from and why they are designed in the manner they are. This session also covered why CFOs may dislike defined benefit plans, if there is a reason to have a defined benefits plan today and whether defined benefits plans can be fixed. He also covered reasons for the trend away from these plans and the speculation about the future of these plans.

Holly Engar, PHR, The Employers Council: Compensation and Other Strategies for Dealing With a Tough Economy

Holly Engar presented cost-saving ideas to reduce business expenses, things to consider when evaluating compensation costs and steps employers are taking to cut

costs to avoid a reduction in force (RIF). What to do when faced with a RIF, and how to increase morale of "surviving" employees was also presented.

Pam R. Mitchell, Wellness Program Consultant, Regence and Tracy Hasenoehrl, Health Coach, Regence: Value of Wellness Consultants and Health Coaches

The presenters discussed how wellness consultants, the health risk assessment and health coaching can help achieve the goals of engaging employees to achieve their goal of improving and maintaining health while becoming wise health care consumers.

Closing Session:

Abe Bakhsheshy, Ph.D., Professor /Lecturer, Department of Management. The David Eccles School of Business: Leveraging the Power of Emotional Intelligence In the Workplace

In a very engaging presentation, Dr. Bakhsheshy talked about Emotional Intelligence and how it relates to the workplace as well as strategies to raise Emotional Intelligence in service of organizational goals, people development and organizational success. He identified ways to build trust, credibility, endurance and resilience in teams, oneself and in organizations. Information outlined in this presentation was applicable to personal, professional and public life.