



thinkmail

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information station

As layoffs spread, innovative alternatives may soften the blow

Unemployment and the older worker: An AARP Fact Sheet

Stimulus package's effect on working families

Flexibility can offer alternatives to downsizing: by Jennifer Swanberg

Profiting from happiness

partners in the news

Congratulations to our Partners who were recognized as a "2008 Best Places to Work in Kentucky":

-Central Bank

-Central Baptist

-Norton Healthcare

-Woodward, Hobson & Fulton, LLP

Why diversity works: a Business Lexington interview with UK's Vice President for Institutional Diversity

Have news about your organization? e-mail Lee Ann Walton to share.

partner benefits

Join the University of Kentucky Hilary J. Boone Center at no cost for our Partners. This newly renovated facility on the campus of UK allows you to host events or meetings in one of Lexington's finest spaces.

[Application Form](#)

[Boone Center web site](#)

iwin's revamped web site



ROUNDTABLE
PARTNERS LOGIN

Partners Only Section Offers Many Benefits

You may have noticed that iwin's web site has been undergoing changes over the past several months. In addition to our new look, please be sure to visit our [Partners Only](#) section. Partners can log into the Partners Only section to find upcoming learning opportunities, information about other partners, archived webinars and Roundtable sessions, research papers, and much more. To access the Partners Only section, click on the yellow box in the top left hand corner of iwin's home page.

Username: partners

Password: partnersonly

For comments or questions, contact Lee Ann Walton.

in every issue

Sloan Work & Family Research Network - Network News

- A historical perspective on work-family
- Effective Workplace Series: Military families

Newsbrief

- Britain tries internship program
- Employers stepping up communication
- Taskforce on working families
- The Lilly Ledbetter bill will become law

apply now for a national flexibility award

On January 21, iwin launched the 2009 When Work Works initiative which allows all Kentucky employers to apply for the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility. This community-based initiative highlights the importance of workplace flexibility as a strategy to enhance businesses' competitive advantage in the global economy and to help both employers and employees succeed. Kentucky has been selected as one of only three states nationwide to participate on a state-wide level in this initiative.

To learn more and apply for the award, [click here](#). The application process is short and should take no more than an hour. The deadline to apply for the awards is April 6, 2009.

[Read the press release.](#)

learning opportunities



Our Legislative Webinar Series

In response to Partner requests, changes in employee and employer legislation enacted under the Bush Administration, and anticipated changes under the Obama Administration, iwin is providing our partners with several webinars focusing on current legislative issues. In addition to the below listed upcoming webinars, here are several resources to help you learn more:

Article: [What HR Issues May Change with the New Administration](#)

Article: [Top 2009 Law Changes Employers Must be Ready For](#)

[Obama Administration's White House agenda web site](#)

Lunch & Learn Webinars:

American with Disabilities Amendment Act: Preparing for the Enacted Changes

February 26, Noon to 1 p.m.

Presented by: Laurie Kemp, Woodward, Hobson & Fulton, LLP

The ADA Amendments Act (ADAAA) signed into law by President Bush took effect January 1, 2009. These amendments represent the first legislative changes to the ADA in 18 years and create significant changes that will impact employers. The ADAAA changes the ADA definition of a disability and employers may now be required to accommodate employee conditions not previously covered by the ADA. Laurie Kemp, an employment attorney with the law firm of Woodward, Hobson & Fulton, LLP, will provide a brief overview of Act's legislative history, examine and discuss the 5 major changes brought about by the ADAAA as well as look at what is not changing. She will also

discuss what is on the horizon in the disability realm and share strategies for how employers and managers can adapt to these changes and implement them into their processes. To register, e-mail [Lee Ann Walton](#).

Employee Free Choice Act (EFCA): What it Means for Employers

March 6, Noon to 1 p.m.

Presented by: Ray Haley, Woodward, Hobson & Fulton, LLP

This webinar will explain the features of the Employee Free Choice Act (EFCA), its' likely effects on the employee organizing process, and provide helpful guidance to employers that may have to confront an employee organizing campaign on the EFCA's tilted playing field. Without the certainty of Presidential-veto, the fifth introduction of this legislation in the House may secure its enactment. While opponents and pundits focus on the substitution of "card check" recognition for the National Labor Relations Board's (NLRB)-conducted secret ballot elections, the proposed EFCA goes far beyond recognition issues. The EFCA introduces enhanced penalties and an exceptionally narrow window for achieving first labor contracts that dramatically change how employers confront efforts to unionize workers. To register, e-mail [Lee Ann Walton](#).

Legislative Issues on the Horizon

March 25, Noon to 1:30 p.m.

A representative from Georgetown University Law's Workplace Flexibility 2010 will present legislative issues that are on the horizon with the new Obama-Biden Administration. Be better prepared for the changes and ask questions from these leading policy makers on workplace flexibility. To register, e-mail [Lee Ann Walton](#).

Mark your Calendar for these additional opportunities:

Webinar: Using Emotional Intelligence to Enhance Leadership in Challenging Economic Times

April 29, Noon to 1:30 p.m.

Presented by: Mike Comer, The Hayes Group

Webinar: Total Leadership: Be a Better Leader, Have a Richer Life

June 24, Noon to 1:30 p.m.

Presented by: Stewart Friedman, Ph.D., University of Pennsylvania, The Wharton School
visit [Dr. Friedman's web site](#) for more information

Webinar: Reconsider How you Manage Human Capital

August 26, Noon to 1:30 p.m.

Presented by: Jac Fitz-enz, Ph.D.

Dr. Jac , as he is known worldwide, is acknowledged as the father of human capital strategic analysis and measurement. During the 1970s he carried out original research which led to the first human resources metrics in 1978 and to benchmarks in 1985. Recently, he was cited as one of the fifty persons who have "significantly changed what HR does and how it does it" in the past fifty years. iwin welcome's Dr. Jac as he presents his latest research findings on managing human capital and the future practices that are required for success.

Learn more about Dr. Jac by visiting his [web site](#).

One-day Workshop: Leveraging Workplace Flexibility as a Strategic Management Tool

Louisville, UK on Main, April 23

Lexington, UK Campus, Boone Center, April 28

8-4:30 p.m.

Presented by: iwin's Jennifer Swanberg and Mac Werner

More educational opportunities are on the horizon. To view them all, please visit [iwin's web site](#).

Roundtable Partner Sharing Webinars

For 2009, we would like to implement something new with our Roundtable Partner webinars. In addition to the above seminars, on occasion we'd like to give partners an opportunity to highlight their company's practices and learn from one another in a more shared, networking format.

What topics would you like to learn from or share with other partners?

If you have not already, please send Lee Ann Walton your suggestions by Friday, February 20. Upon receiving topic preferences, we will contact our Partners to see who would be willing to share best practices in a webinar and teleconference format.

[may partner roundtable meeting updates](#)

May 12-13, 2009

Location Finalized: UK Campus, Lexington

Hilary J. Boone Center

Our theme for May's Roundtable will be "Thriving in Turbulent Times". Our feature presenter will be Cali Williams Yost, MBA, an internationally-recognized work-life expert and author of the critically-acclaimed, *Work+Life: Finding the Fit That's Right for You*, the first work+life "fit" management strategy for both individuals and companies. Her weekly Work+Life "Fit" Blog has been featured in national publications, radio and television.

Cali, who defines work-life flexibility as a way of doing business vs. a policy or practice, will present strategies for using flexibility as a strategic lever and advantage for businesses vs. a "nice-to-do" practice for employees. She will provide tangible "how-tos" for integrating flexibility into daily practice as well as empirical ROI evidence for flexibility. RT partners will learn that in order to thrive in the 21st century, they will require an acknowledgement that work and life cannot be treated as inseparable. Cali will demonstrate that through focusing on becoming a nimble, flexible organization that is a responsive competitor, your company can gain the strategic advantage to enhance its bottom line.

You can unsubscribe from iwin's mailing list by [clicking here](#) .

