

Ellen Ernst Kossek

Implementing Work-Life Organizational Interventions to Benefit Individuals, Organizations and Society



Biography

Ellen Ernst Kossek (Ph.D., Yale) is the Basil S. Turner Professor of Management and Research Director of the Susan Bulkeley Butler Center for Leadership Excellence at Purdue University's Krannert School of Management. Elected 2014 President of the Work Family Researchers Network, her research has won awards including the 2015 Roasabeth Moss Kanter award for being on a research team that co-authored the best papers published in 2015 on work-family research the 2014 Work Life Legacy Award from the Families and Work Institute for advancing the work-life field and the Academy of Management Sage Scholarly Achievement Award for advancing understanding of gender and diversity in organizations. A member of the Work Family Health Network, her research focuses on the implementation of workplace interventions <http://projects.iq.harvard.edu/wfhn/home> Ellen authored a popular book on control of work-life boundaries, CEO of Me: Creating a Life that Works in the Flexible Job Age <http://www.amazon.com/CEO-Me-Creating-Flexible-paperback/dp/0132480581> and has published an assessment on this called with the Center for Creative Leadership called the work life indicator, an assessment that helps leaders and teams manage blurring work-life boundaries <http://www.ccl.org/Leadership/assessments/wlioverview.aspx>. She holds a Ph.D. in organizational behavior from Yale University. She also recently was commissioned to write a report for Leveraging Flexibility for the SHRM Foundation and is a partner in the consulting firm Work Life Help, an entity that implements evidence-based work-life organizational change initiatives including employee and managerial training. She was recently featured in the Financial Times <http://www.ft.com/intl/cms/s/2/350fce70-8913-11e3-9f48-00144feab7de.html#axzz2sqoQHml7> and her work on work-life and performance supportive leadership behaviors has been featured in the Harvard Business Review. She is chair of an upcoming conference: www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php that welcomes submissions. She can be reached at ekossek@purdue.edu

Abstract

Using examples from several workplace intervention projects I have designed and implemented as part of an intervention team, I discuss different approaches to implementing work-life interventions, some of the implementation challenges. I also discuss the implications of these programs for the organizations in difficult economic times and give examples of the triple bottom line (outcomes for employees, employers and society) and key learnings from conducting multi-disciplinary intervention research and policy teams.