



Presents

A RESEARCH SYMPOSIUM
Managing a changing workforce

Venue: **Bradley Forum**
 Level 5, Hawke Centre
 City West Campus
 University of South Australia

Time: **10.00am start**
Date: **Thursday 18th June, 2009**

RSVP: beverley.schutt@unisa.edu.au by Thursday 28th May

Keynote Speaker: Dr Linda Duxbury

Dr. Duxbury's talk will look at the formative influences currently shaping the different generations and look at possible sources of generational conflict within the workforce. She will address the fundamental shift in the change in the nature of the employer-employee relationship as organizations seek to attract and retain good employees in a declining labour market. Human resource management will become a critical success factor in the new millennium as companies have to focus on recruitment, retention of employees of all ages, succession planning, work-life balance and career development.

ABOUT THE SPEAKER

Linda Duxbury is a Professor at the Sprott School of Business, Carleton University. She received an M.A.Sc. in Chemical Engineering and a Ph.D. in Management Sciences from the University of Waterloo. Within the past decade she has completed major studies on Balancing Work and Family in the public, private Sectors and not for profit sectors; HR and Work-family Issues in the Small Business Sector; Management Support (What is it and Why does it Matter?); Career Development in the Public Sector and in the High Tech Sector; generational differences in work values. Dr. Duxbury has also conducted research which evaluates the organizational and individual impacts of e-mail, portable offices, cellular telephones, blackberrys, telework, flexible work arrangements, shiftwork and change management and studying what makes a "supportive" manager. She has recently completed a major a follow-up study on work-life balance in which 32,800 Canadian employees participated.

Dr Duxbury has published widely in both the academic and practitioner literatures in the area of work-family conflict, change management, supportive work environments, stress, telework, the use and impact of office technology, managing the new workforce and supportive management. She has also given over 300 plenary talks on these issues to both public and private sector audiences.

Within the Business School at Carleton, Dr Duxbury teaches masters and PhD courses in Managing Change as well as the masters course in Organizational Behaviour.

Dr Duxbury is also an accomplished trainer and speaker in the area of supportive work environments, work-life balance, managing the new workforce, recruitment and retention, change management, gender and communication and the communication process.

Dr Duxbury held the Imperial Life Chair in Women and Management from 1992 to 1996 and was director of Carleton Centre for Research on Education on Women and Work from 1996 to 1999. In 1999 she was appointed to the Fryer Commission on Labour-Management Relations in the Federal Government. In May 2000, Dr. Duxbury was awarded the Public Service Citation from the Association of Public Service Executives for her work on supportive work environments. In October 2002 she was awarded the Canadian Workplace Wellness Pioneer Award for her "pioneering efforts, creativity, innovation and leadership in the field of organizational health."