



# NORTH AMERICAN HR EXECUTIVE SUMMIT **NAHRES20**

January 27-28, 2020 | Omni Orlando Resort at ChampionsGate | Orlando, FL | [hr-na.com](http://hr-na.com)



Executive Platforms is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 10 PDCs.

## AGENDA

JANUARY 26, 2020

6:00 - 7:00 pm



JANUARY 27, 2020

7:00 - 7:50 am

**Registration and Breakfast**

*Sponsored By:* **gongos** | a decision intelligence company

7:45 - 7:50 am

**Opening Remarks and Important Announcements**

7:50 - 8:00 am

**Chair's Welcome Address**



**Valerie Love**  
SVP, Human Resources  
Coca-Cola North America

8:00 - 8:35 am

### Walmart: Changing the Game in Retail with Great Jobs and Great People

- How our people make the difference
- Walmart's journey as an employee-centric company
- What it means to invest in current and future talent



**Julie Murphy**  
EVP, People  
Walmart

8:35 - 9:10 am

### Building a World Class High-Potential Assessment and Development Talent System

- Identifying and measuring future leadership capabilities
- Creating momentum through senior leadership engagement
- Integrating data-based insights for talent decision-making
- Scaling a high-potential program from early career assessments to c-suite succession



**Allan Church**  
SVP Global Talent  
Assessment & Development  
PepsiCo

#### ROOM 1 CHAIR



**Valerie Love**  
SVP, Human Resources  
Coca-Cola  
North America

#### ROOM 2 CHAIR



McDermott  
Will & Emery



**Michael Sheehan**  
Global Chair,  
Employment Practice  
McDermott Will & Emery

#### ROOM 3 CHAIR



**Greg Selke**  
VP, HR  
Value Advisor  
SAP SuccessFactors

9:15 - 9:50 am

#### BREAKOUT ROOM 1 EMPLOYEE EXPERIENCE

### The Role of Company Commitments to Giving Back in Attracting and Engaging Employees

- Value of corporate social responsibility to employees and prospective employees
- Incorporating philanthropy and sustainability into business strategy
- How Kellogg Company's culture of giving back supports recruitment, retention and engagement
- Key learnings for companies on engaging employees by giving back



**Melissa Howell**  
Chief Human Resources Officer  
Kellogg's

9:15 - 9:50 am

**BREAKOUT  
ROOM 2**  
RISK  
MANAGEMENT

**Integrating Diversity and Inclusion into the Talent Management Framework**

- Taking a closer look at what “talent management” means today
- Exploring the consequences of when talent management isn't inclusive
- Strategies to fill gaps in your acquisition process
- Showcasing the benefits of a unified D&I and talent management process



**Celeste R. Warren**  
*VP, Global Diversity  
& Inclusion Center of Excellence  
Merck*

9:15 - 9:50 am

**BREAKOUT  
ROOM 3**  
PERFORMANCE  
AND TALENT  
MANAGEMENT

**Promoting and Developing Diversity/Inclusion in the Workforce**

- Why do the old best practices not work today? What has changed, and how should we adjust our thinking to incorporate these new factors?
- Outlining the factors driving the need for a more diverse and inclusive staff and illustrating the benefits of a broader, deeper talent pool
- Creating a purpose-driven strategy that makes an impact as our organization grows and nurtures a diverse workforce
- Where are we today in our journey, and how is our approach continuing to evolve as we look forward?



**Pat Rowan**  
*Global HR Director  
Procter & Gamble*

9:55 - 11:35 am

**Pre-Arranged One-to-One Meetings**

10:00 am – 10:20 am: Meeting Slot 1/Networking  
10:25 am – 10:45 am: Meeting Slot 2/Networking  
10:50 am – 11:10 am: Meeting Slot 3/Networking  
11:15 am – 11:35 am: Meeting Slot 4/Networking

11:40 am - 12:15 pm

**WORKSHOP  
BREAKOUT  
ROOM 1**

**Continuous? Strategic? What's the Best Way to Listen to Employees?**

- There are lots of HR “experts” that extol the “right” way to survey employees and use those insights. But what makes sense for your organization?
- When it comes to the best survey design for your organization, ignore the hype. The census survey is not dead, the best surveys have more than 10 questions, and the organization doesn't need to collect data all the time
- Surveys should evaluate engagement, to be sure, but more than that surveys should evaluate the effectiveness of the work environment and feed HR analytics, enabling good data-based decisions about people
- This presentation will separate fact from fiction when it comes to the best way to listen to employees and provide attendees a roadmap for determining what approaches make most sense today and in the future



**Sarah R. Johnson**  
*VP Enterprise Surveys  
and Analytics  
Perceptyx, Inc.*

11:40 am - 12:15 pm

**WORKSHOP  
BREAKOUT  
ROOM 2**

### Building an Agile Workforce

- Learn how organizations are making themselves more agile
- Every HR leader is currently faced with the challenge of making their workforce more agile. Automation, shorter business cycles and technology shifts mean that organizational goals, structures and job requirements change rapidly
- Delivering on this challenge requires different thinking, different processes and the smart use of technology
- Through case examples this session will demonstrate how organizations are building agile workforces through:
  - Focusing on the right changes
  - Building the right processes
  - Deploying smart technologies



**Ian Cook**  
VP People Solutions  
Visier

11:40 am - 12:15 pm

**WORKSHOP  
BREAKOUT  
ROOM 3**

### How to Confidently Embrace HR Technology in the Digital Era

- Technology is disrupting and transforming not just the workplace, but the actual lifespans of corporations
- There is no easy defense to this phenomenon. For CHROs, this means introducing digital tools and systems that help them transform their organization and how they deal with talent
- But how to be a digital native and fearless in the face of technology?
- When you look at the biggest winners of the digital transformation era, they all have one thing in common: they've embraced a single platform solution
- To confidently transform HR, organizations need a platform that fits the scope and reach of their business boundaries, but also allows for evolution as companies define their competitive edge and unlock their potential to attract, retain and motivate talent



**Bill Cleary**  
VP Talent Strategies  
Avature

12:20- 12:55 pm

### Driving Workforce Diversity: NBCUniversal Case Study – Strategies to Address “The Lost Middle”

- Boosting employee engagement and the importance of talent management
- The importance of Sponsorship to the NBCUniversal Talent Development plan
- Using Sponsorship programs to encourage reverse mentoring



**Craig Robinson**  
EVP, Chief Diversity Officer  
NBCUniversal Inc.

12:55 - 1:55 pm

### Lunch-And-Learn Roundtable Discussions

Themed lunches are sponsor- or delegate-led roundtable discussions on specific industry issues and challenges during Day One's lunch hour. Each roundtable will be led by an expert in the field. Limited seating is available, so please sign up for your preferred topic on site. Choose from:

#### The Critical Role of HR in the Digitization of Your Organization



**Kate Reed**  
CHRO - SVP -  
Head of HR  
American Modern  
Insurance Group

#### What Does it Mean to be Digitally Native?



**Bill Cleary**  
VP Talent Strategies  
Avature

#### Creative Ways of Keeping Continuous Feedback Loops Open



**Sandy Buchanich**  
VP of Human  
Resources  
Byrne Electrical

**Creative Staffing Solutions in a  
Challenging Labor Market**



**CHAPTERS**  
HEALTH® SYSTEM

**Sue Wall**  
*SVP Human Resources  
Chapters Health System*

**The Future of HR**



**Karla Younger**  
*VP HR Services  
The Coca-Cola Company*

**How to Leverage  
Performance Management to  
Increase Employee Engagement**



**Hannah Wilken**  
*Sr. People Scientist  
Culture Amp*

**Talent Management Strategies to  
Influence the Entire Organization**



YOUR NEEDS COME 1<sup>ST</sup>



**Valerie Fulbright**  
*VP Community  
Engagement & Program  
Development  
First Home Bank*

**Driving Culture Change Through  
Goal Alignment**



**Ina Lankenau**  
*VP Human Resources  
The Franklin Institute*

**Pushing Forward a New HR Model  
to Thrive in the Future**



**Tonya Hallett**  
*Executive Director,  
Global Manufacturing  
Human Resources  
General Motors*

**Improving Employee Engagement:  
Whose Job is It Anyways?**



**Andy Gerch**  
*Sr. Sales Manager  
Glint*

**Developing and Mentoring  
Next Generation Leaders**



**Jon Tice**  
*VP of Global HR  
IMMI*

**Building Credibility and Employee  
Connection to Drive Change**



**Laura Blythe**  
*HR Leader NA  
Vision Care  
Johnson & Johnson  
Vision Care, Inc.*



Scaling Intelligent Automation to  
Drive Culture Transformation

**KOFAX**

Words Matter: How Inclusive  
Language Brings All Employees Along



**Liberty Mutual**  
INSURANCE



**Dawn Frazier-Bohnert**  
SVP, Global Diversity  
& Inclusion Officer  
**Liberty Mutual**  
Insurance Group

The Value of Leveraging RPO  
(Recruitment Process Outsourcing)  
for High Volume Roles and Change  
Management Tips

**McKesson**



**Elizabeth Musico**  
VP Talent Acquisition  
**McKesson**

What Makes a  
Retention Strategy Work?

**Party City**



**Jim Viola**  
SVP, Chief Human  
Resources Officer  
**Party City**

Identifying Top Talents



**PEPSICO**



**Allan Church**  
SVP Global Talent  
Assessment &  
Development  
**PepsiCo**

Building More Inclusive Cultures  
and Workplaces



**Christine Krull**  
Head of Diversity  
and Inclusion  
**Roche**

How to Deliver Exceptional  
Employee Experiences to Achieve  
Better Business Results

**SAP SuccessFactors** 



**Steve Hunt**  
Chief Expert,  
Technology & Work  
**SAP SuccessFactors**

Creating a World-Class  
Candidate Care Program

STALLERGENES  GREER



**Andrew Suchoff**  
Global Head of  
People Operations  
and Talent Development  
**Stallergenes Greer**

Empowering Your Team Through  
Servant Leadership



**Mary Flesch**  
Regional Human Resources Director

**Joe Pollina**  
Director of Human Resources Operations  
**Tutera Senior Living & Health Care**

Running an Excellent HR  
Organization for a Company Whose  
Employees are in the Public Eye



**Kimmy Reinking**  
VP, Human Resources  
**WWE**

1:55 - 2:30 pm

**BREAKOUT  
ROOM 1**  
EMPLOYEE  
EXPERIENCE

**Corporate Culture: The Only Truly Sustainable Competitive Advantage**

- Understanding the costs and benefits associated with culture cultivation and why it's important
- Leveraging corporate culture as an internal resource to differentiate yourself in the market
- Achieving the culture needed to transform business operations
- What are some common mistakes?



**Stefond Harris**  
*VP Human Capital Strategy*  
**UPS**

1:55 - 2:30 pm

**BREAKOUT  
ROOM 2**  
RISK  
MANAGEMENT

**The LEGO Leadership Playground**

- Mobilizing your organization's unique culture: Embracing transformation and fresh perspectives
- Realign your workforce by using creative collaboration
- What strategies matter most during times of change?
- Creating a framework for all employees to unlock their potential



**Patrick Curry**  
*Head of Partnering &  
Operations, Americas*  
**The LEGO Group**

1:55 - 2:30 pm

**BREAKOUT  
ROOM 3**  
PERFORMANCE  
AND TALENT  
MANAGEMENT

**The Impact of Diversity and Inclusion: Developing a Global Mindset in Changing Times**

- Understanding typical challenges faced by corporations when trying to promote diversity in the workforce
- Learning how successful companies have created a safe workplace that promotes diversity
- Sharing new opportunities that result from diversity of backgrounds, skills and expertise
- Drawing lessons from the past to inform our present and future actions



**Machel Williams**  
*Sr. Director, Diversity and  
Corporate Social Responsibility*  
**Volkswagen**

2:35 - 3:10 pm

**WORKSHOP  
BREAKOUT  
ROOM 1**

**Lessons Learned During FIS' Three-Year Engagement Journey**

- Let another company's lessons learned arm you with knowledge as you set out to measure employee satisfaction (eSat)
- What we wish we knew when we started our engagement journey
- Who should really own engagement at your company? Hint: It's not HR



**Kerry Schicker**  
*Global Employee Engagement  
and HR Communications*  
**FIS**

**A Case Study  
Brought to you by**



2:35 - 3:10 pm

**WORKSHOP  
BREAKOUT  
ROOM 2**

**Healthcare in 2020 and Beyond**

- Offering insights into the rapid pace of industry consolidation and how the front door to healthcare in America is changing
- How will the focus on new treatments in pharmacogenomics and medical advances impact prices?
- Anticipating and planning for the evolving needs and wants of providers, insurers, employers, and employees
- What does making the patient experience high touch look like in a world with higher quality, better outcomes, and stabilized prices?
- Exploring what is happening in healthcare now – and in the future – and what it means for employers and their members



**Marybeth Gray**  
*SVP Health & Welfare Consulting  
Trion Group, a Marsh & McLennan Agency LLC*

2:35 - 3:10 pm

**WORKSHOP  
BREAKOUT  
ROOM 3**

**HR Technology and the Future of Work**

- Learn about how the workforce has changed and HR professionals are often forced to innovate within the products they own often without budget for new solutions including supporting the rise in contract labor, complex vendor management and demand for desk-less solutions
- Learn the top four areas for your attention during contract negotiations with vendors from a 100% objective advisor
- Prepare a three-year HR Technology roadmap, building a case for change inside your organization
- Discover how employers are using HR Technology to attract, engage and retain their workforce of the future



**Matthew Kaiser**  
*SVP, Strategic Advisory Services  
Providence Technology Solutions*

3:15 - 4:25 pm

**Pre-Arranged One-to-One Meetings**

3:15 pm – 3:35 pm: Meeting Slot 5 / Networking

3:40 pm – 4:00 pm: Meeting Slot 6 / Networking

4:05 pm – 4:25 pm: Meeting Slot 7 / Networking

3:50 - 4:25 pm

**Industry Focus Groups**

Industry focus groups are informal moderated conversations among peers that occur during networking time outside the regularly scheduled conference agenda. There is no sign up. Delegates and speakers are welcome to opt into any focus group that interests them. The focus groups will take place in the corners of the Exhibition Hall in well-marked areas that include a sound barrier. All participants will be provided with wireless headphones to ensure everything said can be heard over the background noise of the Exhibition Hall.

**ORGANIZATIONAL DEVELOPMENT  
EXECUTIVE FOCUS GROUP**  
Authentic Leadership - Daily Practices  
to Leading Authentically  
**Genentech**  
*A Member of the Roche Group*



**Patrice Dudley-Aviles**  
*Sr. Director Global HR  
Pharma-Tech Operations  
Genentech*

**HR TRANSFORMATIONS EXECUTIVE FOCUS GROUP**  
Driving Impact Through Strategic Agility and Rigor in HR



**Cindy Blendu**  
*Chief Transformation Officer,  
Chief HR Officer  
Clearwater Analytics*



4:30 - 5:05 pm

### Remaining Resilient and Looking Forward: Driving Innovation in a Tightening Labor Market

- Talent is leaving early – how to forge a new path
  - Developing a shortened onboarding road map
  - Generating higher engagement by accelerating career and personal development
- Motivations for the relocation to Atlanta
  - Workforce: access to talent, cost of labor and living, workforce structure, age distribution
  - Financial: business climate, real estate, construction, state of the art building, taxes
- Creating revenue within HR



**Lars Minns**

Chief Human Resources Officer,  
NAFTA  
Mercedes Benz

5:05 - 5:40 pm

### Ambitious Simplicity – The Focus of High Performance Organizations in an Era of Unprecedented Change

- The powerful forces of technology, geopolitics, and people are creating a more dynamic work environment than ever before – Understanding what that means for organizational design
- Ensuring the urgent does not trump the important – Establishing the capabilities needed to build a problem-solving culture that can prioritize and focus on the most impactful activities
- Basic foundational process strength is a powerful but often overlooked aspect of durable performance – how is it built and how does it shape the organizations where it exists?



**Jordan Workman**

Global Director of Client Development  
Performance Solutions by Milliken

5:40 - 5:45 pm

### Chair's Closing Address



**Valerie Love**

SVP, Human Resources  
Coca-Cola North America

5:45 - 7:00 pm



Proud Sponsor  
of the

# Drinks Reception



5:45 - 7:00 pm

### NEW TO NAHRES20: HANGOUTS

From 5:45 pm onwards there will be three different 'Hangout' areas set up in the Exhibition Hall, each beside a bar. These are unmoderated opt-in networking opportunities for attendees to engage with their peers about the content and issues they enjoyed during the day's sessions. Choose the topic that interests you most and congregate at the appropriate Hangout.

#### DIVERSITY + INCLUSION HANGOUT



At Bar 1 in the Exhibition Hall

#### WORKFORCE CULTURE HANGOUT



At Bar 2 in the Exhibition Hall

#### EMPLOYEE ENGAGEMENT & RETENTION HANGOUT



At Bar 3 in the Exhibition Hall

7:45 - 8:40 am

## Registration and Breakfast

8:05 - 8:40 am

**BREAKFAST  
WORKSHOP**

**BREAKOUT  
ROOM 2**



**Barbie Winterbottom**  
Chief People  
Officer (CHRO)  
**BIC Graphic**  
North America



**Jeannie Mullen**  
Chief Innovation  
& Marketing Officer  
**DailyPay**

### The Pay Experience: How to Attract Millennials and Gen Z

- Millennials and Gen Z are looking for a meaningful experience in everything they do from coffee to healthcare to their workplace
- These segments have created the experience economy. Their desire for uplifting experiences pervades their working lives, and work becomes the stage for new experiential offerings
- At DailyPay - leader of the on-demand pay benefit – we have developed and are ready to announce a new software category and product platform that will bring tools and skills to the millennial and Gen Z workforce. We call it the Pay Experience or PayEx

8:05 - 8:40 am

**BREAKFAST  
WORKSHOP**

**BREAKOUT  
ROOM 3**



**Ben Bromberg**  
VP, Clients  
**Paradox**

### Augmentation vs. Substitution: AI's Role in Creating a More Human Talent Experience

- Digging into the fear that AI is coming for our jobs — and why history tells us innovation and automation creates more opportunities for engagement, not less
- Discussing how we can shift the paradigm so that technology no longer limits human interactions, but empowers us to deliver more personal, meaningful human experiences
- Demonstrating real-world use cases that illustrate how HR teams, candidates, and employees are benefiting from automation and assistive intelligence — making hiring processes more enjoyable and leaving a lasting impression on top talent

8:45 - 8:50 am

## Chair's Welcome Address



**Valerie Love**  
SVP, Human Resources  
**Coca-Cola North America**

8:50 - 9:25 am

### New Ideas for the New Age of Human Resources Professionals

- Rethinking why we do what we do. Are we being trapped by antiquated ideas, legacy processes, and 'the way it has always been'?
- Talking about the mindset behaviors, design principles, social empowerment, and increased engagement we would incorporate into a fresh start at how our organization functions
- Illustrating the power technological integration and new devices connecting us to world-class content and each other brings us
- Demonstrating these ideas in action while walking through an integrated and holistic look at team member impact



**Jennifer Saavedra**  
SVP, Human Resources  
**Dell Technologies**

9:25 - 10:00 am

### PMI's Global Commitment to Pay Equality

- Challenges lead to successes: being the first multinational to achieve Global EQUAL-SALARY Certification
- Actionable insights and rigorous steps when answering the call to close the Global wage gap
- Transformative processes that send a clear and strong message throughout the organization
- Building an inclusive workplace culture as a driver for innovation



**Jenna Susanke**

*VP People & Culture Latin America & Canada  
Philip Morris International*

### ROOM 1 CHAIR



**Valerie Love**  
*SVP, Human Resources  
Coca-Cola  
North America*

### ROOM 2 CHAIR



**McDermott  
Will & Emery**



**Michael Sheehan**  
*Global Chair,  
Employment Practice  
McDermott Will & Emery*

### ROOM 3 CHAIR



**Greg Selke**  
*VP, HR  
Value Advisor  
SAP SuccessFactors*

10:05 - 10:40 am

### BREAKOUT ROOM 1 EMPLOYEE EXPERIENCE

### Key Insights from the Journey of Cultural Transformation

- Beyond the buzzwords: Sharing lessons learned from a multi-year, global, culture transformation journey
- Discussing the role of upper management in shifting the culture of an organization
- Exploring the role of HR and evolution of HR practices to impact organizational culture



**Fenella Chisholm**  
*SVP, Global People  
& Organization  
Novartis*

10:05 - 10:40 am

### BREAKOUT ROOM 2 RISK MANAGEMENT

### Shifting Paradigms in an Evolutionary Time: How Shell is Pushing Forward with a New HR Model that will Thrive Through the Future

- Offering context on the external forces shaping our industry, the marketplace, and the 28 different business units and 3,000 HR professionals working individually and as a greater whole within Shell
- Discussing HR business partners and the selection process involved in deciding who we want to work with on a long-term basis
- Walking through Shell's experience—including bumps, bruises, and wins— moving from locally sourcing talent acquisition to an offshore model
- Highlighting the barriers and 'ah ha' moments in our transition from a highly customized HRIS to a market standard while undertaking the change in model
- What can other organizations take away from Shell's experience changing to better address the challenges and opportunities facing our business?



**Brandi Khoury**  
*Head of Internal  
& External Resourcing – Americas  
Shell*

10:05 - 10:40 am

## BREAKOUT ROOM 3

PERFORMANCE  
AND TALENT  
MANAGEMENT

### Guiding Your Organization Through a Successful Restructuring

- Conceptualizing, planning & executing a significant change/restructuring exercise
- Keeping employees engaged and on-board during organizational change
- Focusing on experience of impacted employees
- Offering clarity and certainty where you can, and minimizing the spread of misinformation and pessimism when you cannot
- Discussing some of these ideas based on real-world examples, and offering best practices and lessons learned from personal experience



GE Capital  
Aviation Services



**Mayank Bhatnagar**  
VP & Global HR Head  
GE Capital Aviation Services

10:40 - 11:30 am

### Pre-Arranged One-to-One Meetings

10:45 am – 11:05 am: Meeting Slot 8 / Networking

11:10 am – 11:30 am: Meeting Slot 9 / Networking

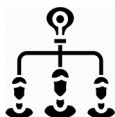
10:40 - 11:30 am

### NEW TO NAHRES20: INTERACTIVE THINK TANKS

During the Day Two Morning Networking Break there will be nine different 'Interactive Think Tank' areas set up in the Exhibition Hall. These are pre-scheduled networking opportunities for attendees to get together in small groups to brainstorm and discuss issues of common interest. Delegates will find their assigned topic on their colored schedule in their delegates kits. Signage will direct you to the table for the appropriate Think Tank.

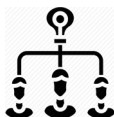
#### INTERACTIVE THINK TANK

CHROs at the  
Boardroom Table



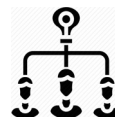
#### INTERACTIVE THINK TANK

Artificial Intelligence for HR:  
Opportunity or Risk?



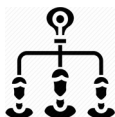
#### INTERACTIVE THINK TANK

Leadership Succession  
Planning



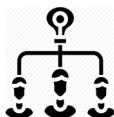
#### INTERACTIVE THINK TANK

Flexible Workforces  
of the Future



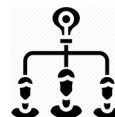
#### INTERACTIVE THINK TANK

Mental Health in the  
Workplace



#### INTERACTIVE THINK TANK

Employment Law and the  
#MeToo Movement



#### INTERACTIVE THINK TANK

HR's Emotional Intelligence



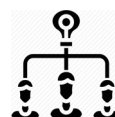
#### INTERACTIVE THINK TANK

Millennials + Gen Z  
in the Workplace



#### INTERACTIVE THINK TANK

New Workforce Gender Equity  
– Equal Work, Equal Pay





10:55 - 11:30 am

## Industry Focus Groups

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### PEOPLE & CULTURE EXECUTIVE FOCUS GROUP

Culture Change: From Crisis to Engagement



**Angela Roseboro**  
Chief Diversity Officer  
Riot Games



### HR INNOVATION EXECUTIVE FOCUS GROUP

Rethinking Retention:

When is Turnover Percent Just a Number?

**KnowBe4**  
Human error. Conquered.



**Erika Lance**  
SVP of People Operations  
KnowBe4

11:35 am - 12:10 pm

### Go Beyond Engagement - Transform Your Culture into Competitive Advantage

- Architect the most effective culture based on your specific strategic objective
- Assess where your culture is today relative to where you need it to be in the future
- Activate custom programs and employees to not only withstand disruption but to become a disruptor in your market

**WORKSHOP  
BREAKOUT  
ROOM 1**

**cultureiQ**



**Jennifer Stoll**  
Principal Strategist  
CultureIQ

11:35 am - 12:10 pm

### Inverse Influence: Hard Truths About the Modern Worker and the Companies Trying to Lead Them

- How are the power dynamics of collective bargaining changing due to information transparency through the likes of Glassdoor and the ease and speed with which employees can communicate among themselves?
- Understanding that the old way of doing things is gone, and trying to operate by old best practices is the wrong way to go
- Taking a look at where companies fail in this new shifting landscape. What do they have in common?
- Discussing successful new approaches, and taking lessons from those examples that can be applied to your own business

**WORKSHOP  
BREAKOUT  
ROOM 2**

**alex**®



**Helen Calvin**  
Chief Revenue Officer  
ALEX by Jellyvision

11:35 am - 12:10 pm

**WORKSHOP  
BREAKOUT  
ROOM 3**

**Future of HR: 2020 Insights from Global HR Leaders**

- Exploring insights from more than 1300 senior HR executives
- Taking a closer look at the discrete capabilities and differentiating characteristics of pathfinding HR organizations
- Delving into the shifting focus and priorities resulting from digital disruption: shaping the workforce of the future, designing a “consumer” grade employee experience, nurturing a purpose-driven culture
- Exploring new skills and those pathways needed to shape a more connected and social workforce



**Mike DiClaudio**  
*Principal, Human Capital Advisory*  
**KPMG**

12:15 - 12:50 pm

**BREAKOUT  
ROOM 1  
EMPLOYEE  
EXPERIENCE**

**How HR Drives Complicated Transformations to Make the Biggest Long-Term Strategic Impact**

- Illustrating that transformation is really about the speed at which people can innovate, collaborate, and deliver new products to the market
- Breaking away from the mindset that transformation is an initiative-based process
- Exploring real examples of how HR has driven the most complicated transformations, including:
  - Separating a Fortune 50 company into two organizations
  - Overseeing high-stakes global acquisitions
  - Completely reinventing an organization's operating model
- Gaining insight into how to galvanize employees and strengthen your culture
- Ensuring you're well equipped for a new way of working



**Nan Weitzman**  
*Global Head of Talent Acquisition*  
**HP Inc.**

12:15 - 12:50 pm

**BREAKOUT  
ROOM 2  
RISK  
MANAGEMENT**

**Empowerment on the Front Line – Transitioning to High Performance Worksystem in Manufacturing**

- Understand the principles of high performing worksystems
- Learn how to establish a vision and change agenda for the transition
- Gain an appreciation for the leadership required in significant transformation
- Apply learnings to non-manufacturing settings



**Tiffanie Boyd**  
*VP of Human Resources*  
*for North America Retail*  
**General Mills**

12:15 - 12:50 pm

**BREAKOUT  
ROOM 3  
PERFORMANCE  
AND TALENT  
MANAGEMENT**

**Hallmarks of Sustaining D&I Success**

- Cross Industry perspectives on essential foundational elements
- Critical actions/behaviors for organizational leaders with enterprise-level responsibility
- What are the desired organizational attributes/elements/perspectives necessary to support transformational change?
- Understanding required foundational competencies for senior D&I leaders
- Reviewing strategic measures of success



**Chevalier Cleaves**  
*Chief Diversity & Inclusion Officer*  
**MIT Lincoln Laboratory**

12:50 - 1:50 pm

## Open Networking Lunch

### Transforming the Role of an HR Leader



**Rhonda Davenport**  
*Chief People Officer  
Cain Watters  
& Associates*

### Diversity as Its Own Business Pillar



**Modeane Walker**  
*Deputy Director &  
Chief Learning Officer  
City of Houston*

### Changing Culture and Building an HR Business Unit from the Ground Up



## MIDWEST



**Katie Spahnie**  
*VP, Human Resources  
and Safety  
Midwest Industrial  
Supply Inc.*

### Evolving Our Approach to Foster a Collaborative Culture

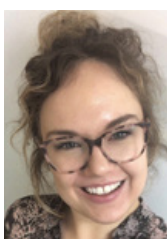
**NORTHROP GRUMMAN**



**Kymberlee Dwinell**  
*Corporate Director  
of Global Diversity  
& Inclusion  
Northrop Grumman  
Corporation*

### Implementing the Most Impactful Strategies for People Management

**VIVO**  
CANNABIS



**Samantha Rogers**  
*Head of Human  
Resources Operations  
VIVO Cannabis Inc.*

(Panel appears on following page)

1:50 - 2:50 pm

### Panel: What is the Best Way to Build Bridges Between Human Resources and the Rest of the Company?

- What does senior management and the workforce at large need and want from Human Resources? What does exceeding those expectations look like?
- Why do some employees and departments seek to limit engagement with Human Resources, and what motivates that reluctance and institutional inertia?
- Talking about how the soft skills of change management and effective communications are must-have competencies for HR executives
- Discussing ways to win hearts and minds throughout a company through championing successes, embracing the lessons learned from failures, a commitment to ongoing training and learning opportunities, and always creating a clear path forward for your workforce

**Moderator:**



**Ken Barrett**  
Global Chief Diversity Officer  
General Motors

**Panelists:**



**Valerie Love**  
SVP, Human Resources  
Coca-Cola North America



**Melissa Harper**  
SVP, HR  
Innovations  
Bayer



**Stacey Calvert**  
VP, Human  
Resources  
GKN Aerospace



**Steve Hunt**  
Chief Expert,  
Technology & Work  
SAP SuccessFactors



**Sharon Goodwine**  
EVP, Human  
Resources  
Wells Fargo

2:50 - 2:55 pm

### Chair's Closing Address



**Valerie Love**  
SVP, Human Resources  
Coca-Cola North America