



NORTH AMERICAN HR EXECUTIVE SUMMIT **NAHRES22**

December 6-7, 2022 | Omni Orlando Resort at ChampionsGate | Orlando, FL | 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 11.5 PDCs.

AGENDA

December 5, 2022

4:20 - 5:20 pm

Town Hall: Secrets, Tips, and Tricks for Innovative Global HR Leaders in a World of Disruption and Change

- Understanding your workforce not as a monolith, but as different constituencies with different wants, needs, preferences, backgrounds, expectations, and understandings. How should HR best serve its many constituents without being caught in the middle of zero-sum games?
- Building allies, alliances, ambassadors, and assets to bring meaningful change to organizations from the top down and bottom up
- Working with critics and bringing opposition and pushback into the decision-making process to create stronger, better plans and projects
- Finding the positives in roadblocks, obstacles, and challenges. HR's role can often be as much about weathering storms as navigating the familiar day-to-day. What makes the difference in difficult times?

Moderator:



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

Panelists:



Nakia McKenzie
VP, Compensation,
Benefits & HRIS
AARP



Shammara Howell
VP, Chief Field
People Officer
McDonald's Corporation



Carlos Guerra
VP, Human Resources
Americas
Nissan North America, Inc.



United States Steel



Barry Melnkovic
SVP & Chief Human
Resources Officer
US Steel

5:25 - 6:00 pm

Effective Strategies to Launch and Manage Second-Chance Employment Initiatives

- Widening and deepening the available talent pool while improving both talent acquisition and talent retention of a motivated workforce of non-violent offenders who have paid their debt to society is not just good business, but good for business
- What does getting started look like, and what do you need both internally and externally to get a second-chance employment program up and running?
- Discussing some of the special considerations to keep in mind that empower your new employees to do well in their new roles while also understanding some of the challenges they are dealing with as they build the next chapter of their lives
- What can other organizations take away from our experience to date?



Pat Rowan
VP HR Global Corporate Functions
Procter & Gamble



Anyah Land, MS, MPH, SHRM-CP
Human Resources Manager
Procter & Gamble

6:00 - 7:00 pm

Welcome Drinks Reception



December 6, 2021

7:00 - 7:45 am

Registration and Breakfast

7:45 - 7:50 am

Opening Remarks and Important Announcements

7:50 - 8:00 am

Chair's Welcome Address



Tiffanie Boyd
SVP & Chief People Officer
McDonald's, USA

8:00 - 8:35 am

Fireside Chat: Purpose At Work: How Google Is Forging a New Frontier for Diversity and Inclusion

- Where are most companies missing the mark with diversity, equity, and inclusion? How is this affecting abilities to attract and retain top talent?
- Shifting internal conversations to ensure leaders and teams are deeply engaged to build a culture of empowerment and safety
- Focusing on senior leadership: Overcoming fears of failure, encouraging effort, whole-picture thinking, and deconstructing old habits
- Leveraging partnerships that disrupt traditional approaches to DEI and building community and shared experiences across your corporate culture
- Solving environmental issues that create exclusion to produce long lasting change



Melonie Parker
Chief Diversity Officer
Google

8:35 - 9:10 am

Talent Attraction, Development and Retention in Times of Shifting Employee Expectations

- Worker expectations are constantly shifting and HR is being challenged to step up and evolve in big ways to meet those expectations.
- Discussing ways to build and strengthen connections between employers and employees, between management and teams, and between individual team members
- Building opportunities to learn and grow personally and professionally as part of the larger effort to invest in our people to make what we do and who we are better
- Making our organization a place where people want to work, feel valued, and know they are part of a larger whole that is creating a better world
- Showcasing how our ability to attract, develop and retain a diverse and engaged workforce across Nike fosters and accelerates a culture of innovation which keeps us in the lead



Monique Matheson
EVP, Chief Human Resources Officer
Nike

ROOM 1 CHAIR



Tiffanie Boyd
SVP & Chief
People Officer
McDonald's, USA

ROOM 2 CHAIR



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

ROOM 3 CHAIR



Robyn Barker
VP
AtlasJobs

9:15 - 9:50 am

**BREAKOUT
ROOM 1**
TALENT
RETENTION &
DEVELOPMENT

The Future of Work: Where Are We, and Where Are We Going?

- Discussing Jazz's approach to building and supporting our culture in a hybrid working environment
- Offering ideas and insights into how leveraging the employee voice can make an enormous impact
- Demonstrating that utilizing data to drive change is still the best way forward
- What's next for Jazz, and how can our experience inform other HR organizations in their own journeys?



Heidi Manna
Chief Human Resources Officer
Jazz Pharmaceuticals

9:15 - 9:50 am

**BREAKOUT
ROOM 2**
DIVERSITY &
INCLUSION

The POWER of All Talent: Having the Courage to Impact Change

- What do we mean when we talk about Talent, and how has that term changed over time?
- Discussing the importance of grit in how organizations understand, communicate, and apply their values of Diversity, Equity, Inclusion, and Belonging to their people
- Demonstrating that all Talent thrives under inclusive leadership
- Illustrating the power of a growth mindset expanding the capacity of individuals can have in driving business results
- Offering insights into turning your DEIB initiatives into a key competitive advantage that does what other companies cannot do

DOLLAR GENERAL

Kate Longfield
Director, Diversity and Inclusion
Dollar General Corporation

9:15 - 9:50 am

**BREAKOUT
ROOM 3**
STRATEGIC HR
& TECHNOLOGY

Fireside Chat: Driving a High Performance Culture Through the Application of Performance Management

- Understanding there is no 'one size fits all' when it comes to continuous listening
- What is the best combination of survey tools and topics when shifting to a continuous listening approach?
- Offering new ideas in census and pulse survey design as inspired by an organization's strategy and leadership needs
- Talking about what data the organization need most, how frequently, and where and when to collect and reflect on the information gathered about the employee lifecycle



Evan Wiggins
*Sr. Director Global
Employee Solutions*
Adobe

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**

High-Volume Hiring 101: Tactics For Success

Finding the most qualified candidates for a large number of open positions against the clock can feel daunting. Fortunately, the right tools and guidance can make high-volume hiring a lot easier. Join David Pumpelly, Avature SVP, as he shares valuable best practices from our customers' to help reimagine your high-volume hiring efforts. Regardless of what your unique high-volume hiring scenario may be, these key insights will help optimize your recruiters' day-to-day activities:

- Saving time by starting off with a database of highly qualified talent
- Identifying the most qualified candidates quickly with assessment features
- Preventing bottlenecks and meeting unique requirements by leveraging smart automation and customization.
- Streamlining candidate engagement, screening and more.



David Pumpelly
SVP North America
Avature

11:40 am - 12:15 pm

**WORKSHOP
BREAKOUT
ROOM 2**

Employee Experience: IT, HR and Operations Unite to Drive Desired Business Outcomes

Economic uncertainty and challenges in acquiring and retaining talent, are making employee experience (EX) an operational imperative. HR, IT and operational leaders often understand EX differently, and our global study reveals an even further divide between how employees feel their organizations are meeting their expectations.

To improve experience, now is the time to deliver EX initiatives that bridge the divide between employee expectations and desired business outcomes. We'll share the global study results and discuss how to make improvements in employee experience that matter most.



Sandra Moran
Chief Marketing Officer
WorkForce Software

11:40 am - 12:15 pm

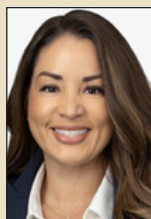
**WORKSHOP
BREAKOUT
ROOM 3**

Managing Your Workforce During Periods of Market Volatility

In response to the COVID-19 Pandemic, employers across all industries experienced various levels of labor imbalance. For many, this led to reductions in force. For others, a boom in hiring. Employers now face new pressures as they embrace for economic uncertainty, leading to questions and concerns about how to manage their workforce with minimal disruption. During this panel, we will share best practices for managing your workforce in a volatile market, including what your legal obligations are and the state and federal requirements to navigate when making certain restructuring decisions.



**McDermott
Will & Emery**



Yesenia Gallegos
Partner
McDermott Will & Emery



Dawn Peacock
Associate
McDermott Will & Emery

12:20- 12:55 pm

The Business Imperative for Emotional Wellness in the Workplace

- Supporting mental health and employee wellness in a dynamic and rapidly changing world.
- Understanding the evolving mental health landscape.
- Implications for the future talent pipeline and pivotal transition points.
- Best practices for establishing a wide range of programs to support employees and their families.



Anne Oxrider

SVP, Global Compensation & Benefits

Bank of America

12:55 - 1:55 pm

Lunch-And-Learn Roundtable Discussions

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

Driving a High Performance
Culture Through the Application
of Performance Management



Evan Wiggins
*Sr. Director Global
Employee Solutions
Adobe*

Transitioning to a Skills-Based
Organization



Avature



David Pumpelly
*SVP North America
Avature*

Prioritizing Benefits in '23 to Drive
Maximum Business Impact



Melinda Honcoop
*Interim Head of
People Ops
Care.com*

Migrating to a Work From Home
(WFH) Workplace



Lashree Obee
*VP, Human Capital
& Diversity
Chenega Corporation*

Ideas and Innovations to Attract,
Develop, and Retain Top Talent



Melissa Flores
*Talent Leader, Driscoll's
of the Americas &
Southern Hemisphere
Driscoll's*

Navigate the Future of Talent



Rick Osmer
*Head of Sales, Enterprise
Gem*

**Benefits and Compensation:
How to Incentivize and Motivate
Senior Leaders**

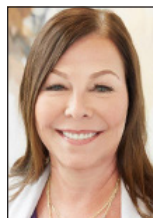
KELTIC



Rachel Lei
CEO
Keltic Canada
Development

**Rapid Growth Management Under
Internal and External Constraints**

 **KENDRA SCOTT**



Brandy Sislow
CHRO
Kendra Scott

**As a Remote Worker, Do You
Know What's Being Said
Around the Water Cooler?**

 **Lipman**



Lora Price
Director, Human
Resources
Lipman Brothers, LLC

**Taking the First Steps Integrating
New Technology/AI into the HR Structure**

 **Shared growth.
Shared success.**



Anne Anderton Warren,
SPHR, SHRM-SCP
EVP & Chief Human
Resources and Talent
Officer
MKC

**Understanding 6 Key
Challenges Organizations Will
Face in the Future**


O.C.TANNER
Thrive at work



Anthony DiFoggio
VP, Sales & Business
Development
O.C. Tanner

**How to Deliver Exceptional
Employee Experiences to Achieve
Better Business Results**

 **PACIFIC BELLS**
A FRANCHISEE OF TACO BELL



Melissa Johnston
VP of Human
Resources
Pacific Bells, LLC

**Navigating Cost Controls in the
World of Private Equity**

 **PRITCHARD INDUSTRIES**
A Building Services Company



Victoria Pasquale
SVP of
Human Resources
Pritchard Industries

**Employee Experience
and Retention Rate**

 **Ryder®**
Ever better.™



Galyna Krugov
Group Director
HR Employee
Services Operations
Ryder System, Inc.

**Dispelling the Myths Regarding
DE&I and HR integration**

 **SEMINOLE
Hard Rock**
HOTEL & CASINO



Brooke Cartus
VP of Diversity,
Equity & Inclusion
Seminole Hard Rock

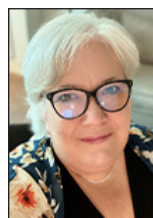
Leading Transformational Change



Rebecca McGarr
EVP HR Shell Projects
& Technology
Shell

**New Recruiting Strategies for the New
Normal of Business**

SmartRecruiters



Allyn Bailey
Executive Director
Hiring Success Services
SmartRecruiters

**Employee Engagement
in the Post-COVID World**

 **45 SOLOTECH**
years

Tiffany Surat
Director, Human Resources
Solotech

How to Build Remote Work Culture



Jessica Jones
*Former Executive VP
Human Resources
Digital Media Solutions*

1:55 - 2:30 pm

Walmart's People Transformation

- Partnering with the business to deliver on Walmart's mission – creating Good Jobs, Great Careers, and a Better Life for our Associates
- Leveraging data-driven decision making to transform our business for the future.
- Creating an Associate Value Proposition built around opportunity, inclusion, and well-being.
- Digitizing our tools and our work for the next generation of associates.
- The foundational role the People team plays in maintaining Walmart's culture.
- Listening at scale – how Walmart gathers feedback and responds to 1.6 million associates in the U.S.



Maren Waggoner
*SVP of People, End-to-End Operations
Walmart*

2:35 - 3:10 pm

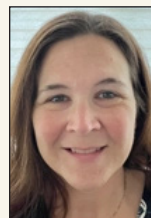
Building The Bridge of Employee Loyalty Through Pay

Employee loyalty begins with commitment. And commitment is a two-way street. An impactful way to demonstrate your loyalty to your team is through programs such as on-demand pay that empowers employees to take control of their finances. Something so simple as the timing of one's pay can make a world of difference in an employee's life.

**WORKSHOP
BREAKOUT
ROOM 1**



Stacy Greiner
*COO
DailyPay*



Melissa Johnston
*VP of Human
Resources
Pacific Bells, LLC*

2:35 - 3:10 pm

**WORKSHOP
BREAKOUT
ROOM 2**

Healthcare Cost Surge – Hundreds of New Specialty Drugs & Gene Therapies Ahead!

Exciting Changes in Healthcare: How it Will Affect Your Bottom Line!

We will see more change in Medical Advancements in the next 5 years than we have in the past 50!

Join us for our discussion –

- State of the market in Healthcare from both a medical advancement as well as marketplace disrupters in the Tech and Carrier Industry
- Genomic treatments are curing diseases – but they are costing employers millions of dollars! We will discuss how employers are grappling with the cost of these cures and new to market solutions they should consider
- Develop strategies to reduce company liability and costs

This session will interest every professional, whether you are responsible for your company's benefits, finances, or recruiting!



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

2:35 - 3:10 pm

**WORKSHOP
BREAKOUT
ROOM 3**

Leading the Way in Fair Pay

Now more than ever organizations are focusing on DEI and rightfully so. Organizations that hire, promote, pay equitably, and can prove it to their employees and investors will win the war for talent. If an organization doesn't have measures in place to prove it's a fair pay workplace, then it cannot ascend to the highest level of the pay equity maturity model and compete in a tight labor market. In this session we will...

- Discuss how organizations can ascend the pay equity maturity model by specifically outlining the steps they need to take and in what order to prove that they are a fair pay workplace
- Highlight the characteristics of employers at each level, as well as the necessary tools and metrics required to advance to the next stage
- Share what leaders are doing to achieve pay equity in the workplace goals



Joanna Kim-Brunetti, Esq.
EVP of Regulatory Affairs
and Chief Legal Officer
Trusaic

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

4:30 - 5:05 pm

The Science of Leadership – What Differentiates Good from Great

- Leadership has never been more important than it is today
- The leadership research is clear and we understand which qualities drive effective leadership
- Learn the science behind proven leadership characteristics and the competencies that build high-performing teams
- Hear how UnitedHealthcare scaled a shared language for attracting, assessing, developing and promoting talent
- Understand how learning behaviors and learning agility can contribute to building a culture of innovation



Stephanie Fehr
EVP, Chief People Officer
UnitedHealthcare

5:05 - 5:40 pm

Fireside Chat: Great Leadership Doesn't Just Happen

An effective and thriving workforce starts with attracting, assessing, hiring, and developing the right people. Building teams of leaders who allow all employees to grow, thrive and feel empowered is the cornerstone of creating great culture. Johnson & Johnson is taking a science-based approach to unlocking the potential in every future leader – to best place, advance and support individual employees on their career path. In this session, Michael Ehret, PhD, Head of Global Talent Management, will share insights into building the strongest ecosystem of talent development focused on these key themes:

- Hire: What makes a great leader?
 - Credo-aligned talent access
- Grow: Empowering the next generation of leaders
 - Connecting passion with skills of the future via J&J Learn
- Hold accountable: Creating an environment of accountability
 - Future proofing with science-based and data-driven people decisions

Johnson & Johnson



Michael Ehret, PhD
Head of Global Talent Management
Johnson & Johnson

5:40 - 5:45 pm

Chair's Closing Address



Tiffanie Boyd
SVP & Chief People Officer
McDonald's, USA

5:45 - 7:00 pm



5:45 - 7:00 pm

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.

TALENT RETENTION & DEVELOPMENT
HANGOUT



At Bar 1 in the Exhibition Hall

DIVERSITY & INCLUSION
HANGOUT



At Bar 2 in the Exhibition Hall

STRATEGIC HR & TECHNOLOGY
HANGOUT



At Bar 3 in the Exhibition Hall

6:30 pm - onwards

Salary Finance

Will Host an Executive Dinner
Location Trevi's (Private Dining Room)
(By Invitation Only)

December 7, 2022

7:45 - 8:40 am

Registration and Breakfast

8:05 - 8:40 am

**BREAKFAST
WORKSHOP
BREAKOUT
ROOM 2**

Fireside Chat: 2023 Is Coming in Hot. Are You Missing These 3 Priorities in Next Year's Plan?

Indicators already show the economy slowing, and organizations are tightening budgets as a result. What's the best strategy for HR leaders? Take the lead in finding ways to maximize efficiencies across people and existing program investments.

Attend this session to hear how to successfully navigate business challenges by focusing on three key priorities:

- **Tackle mental health issues:** Burnout will continue to be a chief cause of job flight, with 88% of working parents suffering from exhaustion and fatigue at work, and 72% of frontline workers saying they're barely able to manage stress or worse.
- **Address family care gaps** – 74% of employers believe supporting working parents is a top priority, but less than four in ten believe they're providing effective support. With 89% of sandwiched employees missing work due to caregiving demands, they may be right.
- **Supporting multi-generational workforce needs:** With 5+ generations employed today, finding solutions that work for all is hard. Flexible hours may keep Boomers working as well as the 51% of Millennials who missed work because of elder care responsibilities. Can free or low-cost education or better DEI policies attract more Gen Xers and GenZs?



Stephanie Rose
VP EdAssist Client Relations
Bright Horizons



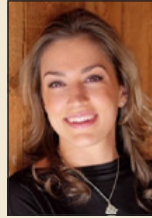
Wendy Reynolds
Senior Director of Benefits
Orlando Health

8:05 - 8:40 am

**BREAKFAST
WORKSHOP
BREAKOUT
ROOM 3**

Improve Employee Retention, Wellbeing, Productivity, and Quality of Life Through Caregiving Support

- Discover why the growing caregiving crisis is a critical workforce concern, and what it means for employers' ability to attract and retain talent
- Learn about the impacts of caregiving on employee wellbeing and productivity, and where existing benefits and resources are falling short
- Explore ways employers can deliver holistic caregiving support and differentiate your organization in the race to attract/ retain talent
- Illustrate real-world examples of how leading employers like Cisco, Hilton and Memorial Hermann Health System are building a culture of care



Kristin Spodobalski
*Sr. Director of Growth - Northeast
Wellthy*

8:45 - 8:50 am

Chair's Welcome Address



Tiffanie Boyd
*SVP & Chief People Officer
McDonald's, USA*

8:50 - 9:25 am

The Workforce is Hybrid. Are you ready?

- What are the implications of being "hybrid" on the workplace, company policies, culture, and talent?
- Key things to consider to build a hybrid strategy that works for you
- Lessons learned doing hybrid at scale for 10 years
- Mythbusters! Can we debunk some of the worries and media around hybrid work and its impact on inclusion, culture, early in career talent, advancement and diversity?



Jennifer Saavedra
*Chief Human Resources Officer
Dell Technologies*

9:25 - 10:00 am

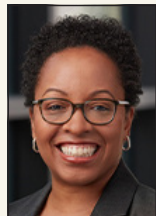
Underrepresented or Institutionally Failed? Building in DE&I as a Strategy for Growth

- Making the business case that DE&I is not just an HR exercise but one that needs to be built in as a core strategy for business growth or we are failing our key constituents: employees, consumers, and shareholders
- Examining the new forces at play that are rapidly accelerating both employee and consumer expectations of the role companies play in driving equality both inside our companies and within our communities
- Discuss how building an organization with a fairness mindset is key to our efforts and ultimately a strong, sustainable strategy
- Share human insights through storytelling that recognize the different needs, beliefs and expectations of our key stakeholders
- Reflect on the question - how do we build an organization that values, respects, and includes all so that employees can be their best self and we can make powerful connections with our consumers?



Shelly McNamara
*Chief Equality & Inclusion Officer
Procter & Gamble*

ROOM 1 CHAIR



Tiffanie Boyd
SVP & Chief
People Officer
McDonald's, USA

ROOM 2 CHAIR



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

ROOM 3 CHAIR



Robyn Barker
VP
AtlasJobs

10:05 - 10:40 am

BREAKOUT ROOM 1 TALENT RETENTION & DEVELOPMENT

Fireside Chat: "People Experience" is The Most Important Contribution HR Provides for Our Organizations

- Discussing how understanding and fostering colleague health and wellbeing has evolved into a major facet of what the HR team brings to the company as a whole
- Demonstrating the value of a purpose-driven culture for personal and professional growth, as well as a key driver of positive business outcomes
- What does health equity mean, and how are HR professionals moving the needle on what companies do for their employees?
- Illustrating how Diversity, Equity, and Inclusion foster a sense of belonging. What do the organizations that are great at DEIB all have in common? What lessons can we take from their examples?



Payal Sahni Becher
Chief People Experience Officer, EVP
Pfizer

10:05 - 10:40 am

BREAKOUT ROOM 2 DIVERSITY & INCLUSION

Maximizing the Employee Experience:

- Discussing "Talent Moments that Matter"
- Exploring the importance of implementing innovations and changes we want to make, rather than the ones we had to make due to the disruption from the pandemic
- Tackling the challenge of talent retention: How to take the data from surveys to have insights on why employees are leaving and interjecting solutions towards motivation in different departments
- Offering best practices regarding individualized flexibility, talent acquisition, development and how to integrate an internal talent platform



Pamela Moore-Thompson
VP, Talent Strategies and
Organizational Effectiveness
UScellular

10:05 - 10:40 am

**BREAKOUT
ROOM 3**
STRATEGIC HR
& TECHNOLOGY

Working Across Departments to Showcase Corporate Social Responsibility Efforts to Attract and Retain Talent

- Understanding how key CSR activities can enhance company image and support competition for top talent in an era where social impact of an organization can be make or break
- Starting the conversation on the power of CSR activities; Working across departments to deliver a consistent message and brand image
- How do you promote your efforts without coming across as self-serving or inauthentic?
- Building a self-reinforcing, self-perpetuating cycle of doing good as good for business
- Do different generations look at this sort of thing differently? How can make the most positive impact across all the relevant demographics?

DIAGEO
NORTH AMERICA



Elaine Doyle
SVP HR
Diageo North America Inc.

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

10:45 - 11:30 am

INTERACTIVE THINK TANKS



INTERACTIVE THINK TANKS

During the Day Two Morning Networking Break there will be four different 'Interactive Think Tank' areas set up in the Exhibition Hall. These are informal and unmoderated networking opportunities for like-minded attendees to get together in small groups to brainstorm and discuss issues of common interest. Icebreaking questions and topics of possible conversation will be provided but are by no means mandatory.

TOPIC 1

How to Build More
Inclusive Cultures
and Environments

TOPIC 2

Mental Health
and Returning
Back to the Office

TOPIC 3

How Leadership
Fosters Employee
Support Systems

TOPIC 4

Leadership Succession
Planning

10:55 - 11:30 am

Executive Focus Groups

Executive 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.

**HR CULTURE
EXECUTIVE FOCUS GROUP**

**Innovative Strategies in the HR Landscape:
Leveraging Opportunity as the Primary Benefit**



Kristin D'Angelo
*VP, HR Business Partners
DISH Network*



**ORGANIZATIONAL DEVELOPMENT
EXECUTIVE FOCUS GROUP**

**Attracting More Candidates to Hourly
Roles Now and in the Future**



Kim Giangrande
*SVP Human Resources
LATICRETE International, Inc*



11:35 am - 12:10 pm

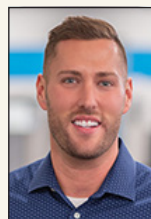
Talent Acquisition as a Revenue Driver: How GM, McDonald's, and US Xpress Transformed Recruiting to Drive Bottom Line Results

- We've all heard the trope that recruiting and talent acquisition is a "cost center." But what if it wasn't? What if TA leaders could position themselves as revenue drivers?
- Find out how companies like General Motors and McDonalds have returned millions to their bottom line. And hear directly from the SVP of Talent Acquisition at US Xpress, one of the country's largest trucking companies, on how his team has saved the business millions by reducing cost per hire by 30% and achieving hiring targets 3 months ahead of schedule — all while navigating one of the most competitive labor pools in the country.
- This session will explore the value that automating repetitive hiring tasks — like candidate screening, interview scheduling, and onboarding — can have on the business, and how it's helping employers hire faster and create better experiences for everyone.

**WORKSHOP
BREAKOUT
ROOM 1**



Josh Zywiec
*Chief Marketing Officer
Paradox*



Jacob Kramer
*SVP, Talent Acquisition
US Xpress Enterprise Inc.*

11:35 am - 12:10 pm

Thrive in Uncertainty: Using Talent Data and Intelligence to Align Your Talent with Business Priorities

Do you have the right talent aligned to your top business priorities? Do you understand the talent you have today--their skills, experiences, and aspirations? In times of economic uncertainty, it becomes more critical than ever to ensure you have rich talent data and intelligence informing your talent deployment strategy. Helping you make the best decisions about talent, and matching up the right people in your organization to the right opportunities so your people and your organization can grow together.

**WORKSHOP
BREAKOUT
ROOM 2**



Claire Fang
*Chief Product Officer
SeekOut*

11:35 am - 12:10 pm

**WORKSHOP
BREAKOUT
ROOM 3**

What's Next in Talent and Performance: The Neuroscience of Psychological Safety

- In the wake of disruptions prompted by COVID-19, the great resignation, geopolitical conflict, and social unrest, leaders and teams struggle to perform while managing an increased sense of ambient threat.
- That sense of threat can have a breathtakingly negative impact on decision-making, emotional regulation, well-being, and employee engagement — all of which ultimately damage business efficacy.
- While resilience and self-regulation may seem like individual issues, leaders and enterprises can play a critical role in mitigating the impacts of threat by promoting a cultural climate that diminishes our perception of threat and enhances a shared sense of purpose, and collegiality — creating a climate of candor and support.
- Science shows that psychologically safe climates drive better talent and business outcomes. Join Christy Pruitt-Haynes of the NeuroLeadership Institute in exploring the critical issues impacting organizations today. Learn how talent leaders can harness neuroscience-backed habits to cultivate psychological safety across organizations.



NeuroLeadership
INSTITUTE



Christy Pruitt-Haynes
Global Head of Talent and Performance
NeuroLeadership Institute

12:15 - 12:50 pm

Leading with Purpose and Well-being

- Changing ways of working have elevated the need to create culture and belonging in new and different ways
- How can you take a holistic approach to creating an exceptional people experience?
- How can regular talent processes like onboarding and performance management drive connection to your company's values and purpose?
- How can you build organizational and leader capability around well-being to drive connection and performance?



Teresa Mazur
Head of HR, Global Corporate Functions
Takeda Pharmaceutical

12:50 - 1:50 pm

Lunch-And-Learn Roundtable Discussions

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

Talent Attraction, Development and Retention During the Great Reset



Kristen Rohrbaugh
Executive Director
Human Resources
Ally

Pay Equity: The New Way to Fair Pay Best Practices



bry
BERRY
CORPORATION



Marisol Ramirez
VP, Human Resources
Berry Corporation

Organizational Culture: How to Cultivate Culture as We Grow, Expand, and Navigate Turbulent Times.



Kelly Sumey
VP, Director of
Human Resources
Boyd Watterson Asset Management

**Retain and Attract Talent During
the Great Resignation While
Reevaluating Workplace Culture,
Human Capital Strategy, and the
Future Workforce**



deceuninck

Lytia Watson
VP of Human Resources
Deceuninck North
America

**Thriving through Uncertainty:
Engaging Your Workforce While
Addressing the Bottom Line**



Larry Kleinman
EVP, Chief Human
Resources Officer
Highmark Health

**Employee Retention In A Highly
Competitive Market**



Angie Millette
Director of Human
Resources
Preferred Materials

**Future Of Our Workforce, How
To Not Just Recruit, But RETAIN
Diverse Talent**



Brooke Cartus
VP of Diversity,
Equity & Inclusion
Seminole Hard Rock

**Purposeful Work Scheduling –
Think Compressed Work Week, 4
Day Work Week**



Dave Teeter
VP, Talent & Organization
Effectiveness
Wabash

Scott Rozzi
VP, People Operations
Wabash

**When Change is Constant: Change
is the New Normal. How Do We as
Businesses and Organizations Stay
Nimble, Flexible, and Empathetic
to Avoid Change Fatigue?**



Giselle Martinez
Director, Human
Resources
Royal Caribbean Group

1:50 pm - 2:25 pm

Fireside Chat: The Great Reimagination: How to Foster a Sense of Belonging

- How can we begin to rethink and refocus to become more closely aligned with the mission of our organization
- Exploring the importance of connection and building relationships and how senior leadership can inspire a new generation of diverse talent
- Mastering how to identify barriers in your organization through a critical lens and exploring ways to remove them
- Understanding that one size does not fit all when it comes to solutions and offering insights into different approaches



John Ferguson
Chief Human Resources Officer
NASCAR

2:25 - 3:10 pm

Panel: Generating High Productivity Through Training and Total Workforce Engagement

- What does investing in your people look like on a day-to-day ongoing basis?
- How does the workforce contribute to steady cumulative improvements as the engine of long-term culture change and improved productivity?
- Discussing motivational tools that solicit grassroots contributions: Competition, recognition, entertainment, and a sense of accomplishment
- Offering examples where training, mentorship, job shadowing, and cycling through different job functions improves retention, job satisfaction, and contributes to improved performance
- How far can a culture of continuous improvement and total workforce engagement permeate an organization?

Moderator:



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

Panelists:



Janette Batten
VP, Global Talent
Acquisition and
Workforce Planning
3M Company



Tania Perez Sastre
Sr. Director HR
Grupo Bimbo



Aaron Holsinger
VP, Human Resources,
Payroll, HRIS and
Analytics
Ingersoll Rand



Danell O'Neill
EVP, Brand, Marketing, HR,
Corp. Comms & Facilities
Topco Associates, LLC



Steven Beggs
Director, Talent
Acquisition, Learning
and Change Management
Wolseley Canada Inc

3:10 - 3:15 pm

Chair's Closing Address



Tiffanie Boyd
SVP & Chief People Officer
McDonald's, USA