

# AGENDA



NORTH AMERICAN  
HR EXECUTIVE SUMMIT  
**NAHRES23**  
December 4-6, 2023 | Orlando, FL



**Omni Orlando Resort at ChampionsGate**



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**DECEMBER 4, 2023**

4:20 pm - 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?



**Marisol Ramirez**  
VP, Human Resources  
**Berry Corporation**



**Ken Moses**  
Chief People Officer  
**Cascade Environmental**



**Gabe Dycus**  
Director HR  
**FedEx Services**



**Heather Stefanski**  
Chief Learning & Talent Officer  
**McKinsey & Company**

# AGENDA

5:25 pm - 6:00 pm

## Championing Diversity, Equity, and Inclusion: Strategies for HR Leaders

- Sharing success stories and challenges faced in implementing DEI initiatives.
- Discussing the role of the HR Leader in driving DEI initiatives and the challenges faced in doing so.
- Exploring the impact of DEI initiatives on the workforce and the organization's bottom line.
- Analyzing data and metrics to measure the success of DEI initiatives.
- Exploring future trends in DEI and how HR leaders can prepare for them.



**Jason Lioy**  
Chief People Officer  
Dawn Foods

**DOLLAR GENERAL**



**Dr. Johné Battle**  
SVP & Chief Diversity  
Inclusion Officer  
Dollar General Corporation



**Dr. Anthony C. Hood**  
EVP, Chief Diversity,  
Equity & Inclusion  
Officer  
First Horizon Bank

**MARS**  
Food & Nutrition

**Patricia Ordaz**  
HR VP North America  
Mars Food & Nutrition

6:00 pm - 7:00 pm

## LIGHT UP THE NIGHT

WITH DANCING AND LAWN GAMES!

SPONSORED BY: **plum**

**WELCOME RECEPTION**



6:30 pm



**THE**  
*Executive*  
**DINNER SERIES**

**PARADOX** 

**WILL HOST AN EXECUTIVE DINNER  
AT TREVI'S RESTAURANT**  
(EXCLUSIVE TO DELEGATES AND SPEAKERS  
- BY INVITE ONLY)

**DECEMBER 5, 2023**

7:00 am - 7:45 am

**Registration and Breakfast**

7:45 am - 7:50 am

**Opening Remarks and Important Announcements**

# AGENDA

7:50 am - 8:00 am

## Chair's Welcome Address



**Stephane Charbonnier**  
*Former Chief Human  
Resources Officer  
L'Oréal USA*

8:00 am - 8:35 am

## 10 Things We've Learned About Inclusion

- Sharing 10 unexpected lessons from the company's holistic approach to diversity and inclusion that will highlight for leaders and attendees:
- How global companies must think globally and implement locally
- How to push systems toward change without spiking internal discord
- Why innovating on inclusion requires both conversations and calculations
- How to strengthen culture through communities, not competition
- Sharing real examples and transparent learnings from Microsoft's ongoing diversity and inclusion journey.



**Lindsay-Rae McIntyre**  
*Chief Diversity Officer and Corporate  
VP of Talent Development  
Microsoft*

8:35 am - 9:10 am

## Work: What You Do, Not Where You Do It

- Discussing the challenges and advantages of the more traditional notions of work and emphasizes the importance of focusing on strategies and outcomes
- Exploring the changing landscape of work, and highlighting the emergence of hybrid and remote work.
- Emphasizing the importance of prioritizing the quality, significance of the work and the results an organization is after
- Leading organizations through transitions and gain practical insights into how to assess and embrace work arrangements that promote enhanced productivity, effective collaboration and job satisfaction
- Embracing the essence of work rather than focus of work, thus inspiring individuals to reexamine (or reinforce!) what works for their organization
- Empowering participants to reimagine their approach to workmodes and equip them with tips on how to navigate through conversation with leadership and employees about workmodes and productivity



**Kim Seymour**  
*Chief Human  
Resources Officer  
Etsy, Inc.*

# AGENDA

## ROOM 1 CHAIR



**Stephane Charbonnier**  
Former Chief Human  
Resources Officer  
*L'Oréal USA*

## ROOM 2 CHAIR



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

## ROOM 3 CHAIR



**Sam Shaddox**  
VP & Head of Legal  
*SeekOut*

9:15 am - 9:50 am

### BREAKOUT ROOM 1

#### Building a Foundation for a DE&I Program in 120 Days

- Emphasizing adequate training and development programs so employees can develop new skills or stay up-to-date with changes in their industry
- Offering flexibility so employees can balance their personal and professional lives
- Highlighting clear growth and developmental opportunities within their current role or the organization
- How to create the ideal competitive compensation package to gain and retain top talent in their industry



**Tish Archie-Oliver**  
Chief Diversity, Equity,  
Inclusion & Belonging Officer  
*Unilever*

9:15 am - 9:50 am

### BREAKOUT ROOM 2

#### Navigating the Culture Journey: From Winding Roads to Construction Detours and Way Points

- Staying the course on culture – learnings from our 5-year culture transformation journey at Novartis
- Going “Glocal” – finding the balance of culture for all but with local meaning in a geographic and skill diverse organization
- A lived culture - the role of leaders in bringing culture to life for our people



**Rob Kowalski**  
Chief People & Organization Officer  
*Novartis*

# AGENDA

9:15 am - 9:50 am

## BREAKOUT ROOM 3

### Train Them Up': Workforce Development through Innovative, STEAM-Focused Programs

- Workforce Development through Innovative, STEAM-Focused Programs
- A Win/Win Approach for your People, Community and Organization

**AIRBUS**



**Caroline Jecko-Parkes**  
VP Human Resources &  
Workplace North America  
Airbus

9:55 am - 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

### Be A Hero To Your Frontline Heroes: How EWA Can Help Support Your Workforce During Uncertain Economic Times

During the global pandemic, our frontline heroes bravely kept our economy moving forward while making sure our communities had the necessities we needed to survive. Almost four years later, as inflation remains stubbornly high, we have the opportunity to support those very same frontline workers with impactful financial wellness benefits to help them manage their own finances during these challenging times. Join us as we discuss how Earned Wage Access is among those benefits that empower workers with choice and control over their earned income to pay bills on time and live a better financial life.

**dailypay.**



**Barbie Winterbottom**  
Workplace & People Strategy Expert  
Founder, The Business of HR  
Creator, The Executive Woman



**Jon Lowe**  
Chief People Officer  
DailyPay

11:40 am - 12:15 pm

## WORKSHOP BREAKOUT ROOM 2

### AI 101: Empowering TA with Automation

- The keys to maximizing the impact of AI and automation
- What AI and automation should do vs what recruiters should do
- How TA and HR leaders can prepare for the future of AI in talent acquisition and adapt to seismic technological changes
- How organizations can future-proof their hiring processes
- Where we are on the AI adoption curve according to Harvard Business Review, and what the future holds

**PARADOX**



**Kristen Bailey**  
VP, Talent Acquisition  
Paradox



# AGENDA

11:40 am - 12:15 pm

## WORKSHOP BREAKOUT ROOM 3



**McDermott  
Will & Emery**



**Yesenia Gallegos**  
Partner  
**McDermott Will & Emery**



**Stephanie Sanon**  
Partner  
**McDermott Will & Emery**

### DE&I After SFFA v. Harvard

- Background on the Harvard Decision, including a brief foundation in prior status of the law
- How the Harvard Decision affects future DEI efforts, including goal setting, metrics, pipeline measures, and how we talk about diversity
- Where lawsuits and challenges are being made, where public pressure for more diversity remains, and how we can remain committed to diversity within legal parameters

12:20 pm - 12:55 pm

### From Convenience to Catastrophe: What Monocultures and Group Think Teach us About Diversity

- The appeal and danger of convenient decision-making
- Why diversity and inclusion are critical to your organization's survival
- What we can do to avoid group think and unawareness, and instead create thriving organizations



**Sara Bowen**  
VP of Global Equity, Diversity & Inclusion and  
Employee Listening & Organizational Research  
**Boeing**

12:55 pm - 1:55 pm

### Networking Lunch

12:55 pm - 1:55 pm

### THEMED LUNCH DISCUSSION

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:

#### How to Win with Employee Wellbeing



**Mary Donato**  
Corporate VP of  
Human Resources  
**Ace Hardware**

#### Culture Transfer Strategies During Mergers and Acquisitions



**Jessica Jones**  
VP of Human Resources  
& Legal Compliance  
**Alliance Technical Group**

# AGENDA

## Cultivating a Culture of Transparency and Accountability



**Marisol Ramirez**  
VP, Human Resources  
*Berry Corporation*

## Mental Health Crisis – the Systems are Broken – What Can Companies Do? What Can HR Do?

Booz | Allen | Hamilton



**Betty Thompson**  
EVP & Chief People Officer  
*Booz Allen Hamilton*

## Mental Health as an Inclusive Well-being Initiative



**Taheti Watson**  
Chief People Officer  
*Canopy Children's Solutions*

## Leveling Up: Supercharging Talent Development for Modern Workforces



**Kathy Alder**  
Director Human Resources  
*Chris-Craft*

## How to Foster a Purpose-Driven Culture Through Compensation and Competencies



**Marla Franz**  
VP People NA  
*Curium*

## Implementing DEI Initiatives from the Ground Up



**Jason Lioy**  
Chief People Officer  
*Dawn Foods*

## Maximizing the Impact of HR Programs Through Purposeful Planning and Strategic Implementation Strategies



**Christina Reichenau**  
Sr. Director of Global Human Resources  
*Flowserve*

## AI-Driven HR Transformation: Navigating the Future of Hiring and Onboarding



**Hope Weatherford**  
Global Head of People  
*Fountain*

## Cost Containment Strategies to Combat Rising Medical Trend



**Steve Santangelo**  
SVP of Employer Sales  
*Garner Health*

## Successful Approaches to Promoting a Behavioral-Based Safety Culture



**Jeff Zierenberg**  
Chief Human Resources Officer  
*Grain Craft*

# AGENDA

## Centering Equity in your DEI Journey

Huge



**Toni Lowe**  
Chief Diversity Equity  
Inclusion Officer  
*Huge*

## The Power of Storytelling to Engage Your Employees

**MARS**  
Food & Nutrition

**Patricia Ordaz**  
HR VP North America  
*Mars Food & Nutrition*

## Fitting Flexible Work Into Our New Normal



**Sarah Larson**  
Deputy HR Director  
*MIT Lincoln Laboratory*

## Fostering a Sense of Shared Community Throughout a Distributed Workforce



**OraSure Technologies**

**Amy Steigerwalt**  
SVP HR  
*OraSure Technologies*

## Succession Planning



**Audra Romao**  
Chief People Officer  
*Orlando Magic*

## Boosting Health Equity for Your Employees



**Miycol Jones**  
Sr. Director, Employee  
Experience & Growth  
*Quantum Health*

## Enhancing & Streamlining HR Processes with ChatGPT



**Laura Cannizzaro**  
SVP, People &  
Customer Success  
*Shoes For Crews*

## Fostering a Sense of Belonging In Our Teams



**Oliver Konarkowski**  
VP – Head of Talent  
Development &  
Organizational  
Effectiveness  
*Spark Therapeutics*

## HR and AI: What Are We Doing Now, and What Comes Next?



**Megan Williams**  
SVP, Human Resources  
*The Auto Club Group*



# AGENDA

1:55 pm - 2:30 pm

## BREAKOUT ROOM 1

### Improving Efficiency through HR Technology

- Discussing how HR technology automates many HR processes, such as recruitment, onboarding, employee data management, performance management, payroll processing, and streamlining operations
- Enhancing employee engagement by utilizing HR technology to help engage with employees through employee self-service portals, mobile apps, and social media. This makes it easier for employees to access information, communicate with HR, and participate in company initiatives.
- Enabling data-driven decision-making about HR policies, workforce planning, and talent management.
- Supporting talent management through new technology to help identify and retain top talent by providing insights into employee performance, skills, and career goals



**Lanell Ohlinger**  
*VP Human Resources*  
**Kroger**

1:55 pm - 2:30 pm

## BREAKOUT ROOM 2

### Nurturing Talent and Culture Through Immense Growth

- Creating a programmatic talent agenda that aligns with cultural and business priorities
- Establishing a culture of trust through open communication from leadership
- Developing leaders and enabling them to be culture role models for their teams
- Advancing employee development across regions with unique cultures and customs
- Piloting programs across regions and teams and applying learnings for future strategies
- Developing a strong global DE&I strategy that underpins culture initiatives
- Measuring and continuously adjusting to shape the future



**Jennifer Weber**  
*Chief People and Diversity Officer*  
**The Archer-Daniels-Midland Company**

1:55 pm - 2:30 pm

## BREAKOUT ROOM 3

### Process Intelligence (PQ): The Key to Building High Functioning Leaders

Most organizations conduct leadership training to attempt to develop and retain their leadership talent, however, the last three years have put an unprecedented strain on our leaders and organizations. Leadership fatigue is at an all-time high, the "Great Resignation" is real and relevant, and the leaders of the future must possess much more than just IQ and EQ. Learn the four "Non-negotiable Elements of PQ" that make High Functioning Leaders:

1. Is your organization currently suffering from "Leadership Fatigue?"
2. Does your current Leadership Development program only highlight IQ and EQ?
3. Are your emerging leaders staying or leaving the organization? Do they even know they are emerging leaders?
4. Do you want to create a sustainable leadership culture of Clarity, Connectivity, and Consistency?



**Shane Yount**  
*President & CEO*  
**Competitive Solutions, Inc.**

# AGENDA

2:35 pm - 3:10 pm

## WORKSHOP BREAKOUT ROOM 1



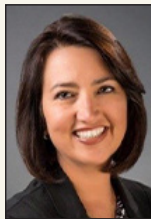
### Whac-A-Mole: Proactive and Personalized Solutions to HR's Biggest Challenges

Being an HR leader often feels like a giant game of Whac-A-Mole. You solve one problem, then another one pops up, then another...then another.

Faced with ever-evolving employee expectations, HR leaders need to innovate in 2024 and beyond to meet the diverse needs of their workforce. If you can craft a people strategy which offers employees a high degree of personalization and flexibility, you don't just get ahead of the game — you win it.

Join this session with {speaker} and Bright Horizons to learn:

- How to keep employees engaged by offering scalable solutions for their biggest life stressors (family care, education, financial support, etc.)
- How to collaborate with your workforce to ensure you're meeting the unique needs of each employee
- Winning people strategies you can implement to drive talent acquisition, retention, and business growth



**Denise O'Brien**  
GVP Growth Strategy  
and Operations  
Bright Horizons



**Mike Xavier**  
Sr. Director of  
Financial Health  
Comcast

2:35 pm - 3:10 pm

## WORKSHOP BREAKOUT ROOM 2



### More than a Paycheck: New Ways to Win the Race for Talent through Benefits!

There are exciting changes in healthcare coming that we can use to achieve new goals in 2024.

- By 2025 the Millennial generation will comprise 75% of our workforce. This will significantly impact how we design our benefits programs
- Digital solutions will not be a nice to have — but rather essential
- Empathy and messaging around how we will create a concierge approach in our programs will be paramount

Join our exciting session that will be geared towards every HR professional to understand what is coming and how we can develop cutting edge solutions to increase the value of our healthcare benefits programs.



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

2:35 pm - 3:10 pm

## WORKSHOP BREAKOUT ROOM 3



**Nicole Goldman**  
VP of Talent Acquisition  
Mission Technologies, an HII Company

### How Mission Technologies, an HII Company, has Transformed their Talent Attraction & Retention Strategy with AI

- Discover how an innovative aerospace & defense company is gaining a competitive advantage in hiring and redeploying technical and cleared talent
- Hear how HII has streamlined bids & proposals, skills analysis, and project staffing with a deeper understanding of internal and external talent
- Learn how the organization utilizes SeekOut across talent acquisition, talent management, and talent analytics to drive business impact

# AGENDA

3:15 pm - 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 pm - 5:05 pm

## Fireside Chat: The Evolving Role of a CHRO

- Discussing how CHROs are strategic business partners and are expected to contribute to the overall strategy and direction of the organization
- Ensuring the company has enough of the right type of talent to enable the business strategy and the necessary pipeline to fill key positions
- Responding to the evolving digital transformation by leveraging technology to streamline processes and enhance the employee experience -- while ensuring that employees have the right skills to navigate the transformation



**Christopher Shryock**

SVP, Chief People Officer, Sam's Club  
Walmart | Sam's Club

5:05 pm - 6:05 pm

## Live Interactive Musical Keynote: Creating a Passionate and Inspired Culture to Win

**You can have the best business strategy in the world. An inspired culture eats strategy for lunch."**

—Daniel Myers

In this multimedia presentation including four original songs, Daniel Myers will share his insights and experiences on winning through passionate inspirational leadership. You will not want to miss this experience as Daniel Myers connects organizational performance and leadership to the power of passion, using music to illustrate truths that apply to both business and life.

- How do you create an inspired and passionate culture?
- Why is passion strategically important to supply chain organizations?
- How do you identify your passions in life, and how can they inspire others?
- Discussing the four most powerful ways to inspire others
- Illustrating the difference leaders make to entire cultures



**Daniel Myers**

Sr. Fellow at Haslam School of Business  
**University of Tennessee**  
Retired EVP of Integrated Supply Chain  
**Mondelēz International**

6:05 pm - 6:10 pm

## Chair's Closing Address



**Stephane Charbonnier**

Former Chief Human  
Resources Officer  
**L'Oréal USA**

# AGENDA

6:10 pm

## Drinks RECEPTION



6:10 pm **HANGOUTS**

From 6:10 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



## THE *Executive* DINNER SERIES



**WILL HOST AN EXECUTIVE DINNER  
AT TREVI'S RESTAURANT**  
(EXCLUSIVE TO DELEGATES AND SPEAKERS  
- BY INVITE ONLY)

**DECEMBER 6, 2023**

7:30 am - 8:25 am

**Registration and Breakfast**

# AGENDA

7:45 am - 8:20 am

**BREAKFAST  
WORKSHOP**

**BREAKOUT  
ROOM 2**

## Solving the Volume Recruiting Challenge with AI

- AI's Evolution in High-Volume Recruitment:
  - o Explore how AI is reshaping the landscape of high-volume hiring, from mobile applications to real-time chat support, and understand its pivotal role in streamlining the recruitment process for 2024.
- Speed, Automation, and Quality:
  - o The Winning Trinity: Learn how speed in hiring drives quality, reduces costs, and enhances predictability, and find out how automation can boost productivity by over 90%, delivering remarkable efficiency.
- AI Unleashed: 5 Essential Considerations:
  - o Get ready to revolutionize your recruitment process by evaluating AI options, including chat applications, real-time support, market updates, and automated workflows, to serve candidates seamlessly from application to their start date.



**Hope Weatherford**  
*Global Head of People  
Fountain*

7:45 am - 8:20 am

**BREAKFAST  
WORKSHOP**

**BREAKOUT  
ROOM 3**

## Which HR Leader Are You? Exploring HR Personas and Their Approach to Evolving Workforce and Benefit Priorities in 2024

Your industry, corporate culture and leadership style can influence the way you approach workforce priorities and benefits strategy. In this session we'll explore common HR archetypes and their approach to supporting the diverse needs of their workforce in 2024. Join the Wes Burke, CHRO at Care.com to explore:

- Common HR archetypes and their top priorities, appetite for risk, and determinants of success
- Macroeconomic and societal changes influencing 2024 benefits strategies
- How to measure the perceived and business impact of your benefit investments



**Wes Burke**  
*CHRO  
Care for Business*



**Jess Marble**  
*Director  
Care for Business*

8:25 am - 8:35 am

## Chair's Welcome Address



**Stephane Charbonnier**  
*Former Chief Human  
Resources Officer  
L'Oreal USA*

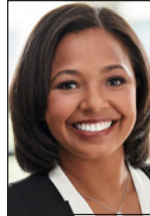


# AGENDA

8:35 am - 9:10 am

## The Secret Sauce to a Seamless People Experience: Lessons from the Golden Arches

- Fostering a seamless experience from employees to customers to overcome challenges and accelerate business results
- Offering strategies to meet shifting employee expectations and drive retention by building great workplaces, promoting engagement, and providing meaningful work
- Modernizing ways of working across all levels of an organization to enable more rapid innovation and effective collaboration
- Developing local and national HR teams to focus on future-focused initiatives grounded in insights to best deliver for employees



**Shammara Howell**  
Chief Field People Officer,  
McDonald's USA  
**McDonalds**

9:10 am - 9:45 am

## How Toyota North America Looks After Employees' Mental Health to Evolve the Workplace for Future Mobility

- Effective strategies to re-engage employees, taking new approaches to hiring, and using alternative tools such as social media to tell the industry's story and lure fresh talent
- How to inspire employees to make changes, not only for themselves but to impact change for the organization
- Offering examples on how to leverage technology differently and breaking molds to spark passion and strengthen employee loyalty
- Taking a look into Toyota's customer-centric approach that puts the team member, or employee, first which, in turn, attracts new talent to the organization and offering examples about employee well-being including mental, social & financial health



**Kimberly Cockrell**  
Chief Human Resources Officer  
**Toyota**

### ROOM 1 CHAIR



**Stephane Charbonnier**  
Former Chief Human  
Resources Officer  
**L'Oréal USA**

### ROOM 2 CHAIR



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

### ROOM 3 CHAIR



**Sam Shaddox**  
VP & Head of Legal  
**SeekOut**

# AGENDA

9:50 am - 10:25 am

## BREAKOUT ROOM 1

### Join the Movement! Future Ready Leadership: Tapping into Enterprise Intelligence

- In the Networked Age, every day is exam day, full of new and unpredictable challenges. Learn how HP is tapping into enterprise intelligence to build and scale networked leaders to work at speed and drive new ways of working.
- Through intentional connection points with the executive leadership team, Board of Directors, catalytic speakers, and tactical tools to experiment with new knowledge in the flow of work, learn about our Future Ready Leadership experience to build the next generation of leaders at HP.
- Partner with us! Join the conversation to help workshop ideas and expand your networks to build future ready leaders.



**Suzanne Shah-Hosseini**  
*Sr. Director, Client Enablement & Executive Development Solutions  
HP Inc.*

**Jana Stone**  
*Sr. Manager, Executive Development Solutions  
HP Inc.*

9:50 am - 10:25 am

## BREAKOUT ROOM 2

### Evolving the LEGO® Leadership Playground

- Evolving leadership models to meet changing business needs
- Leveraging shared language to support change management efforts
- Driving employee engagement and development by providing opportunities for employees at all levels to demonstrate effective leadership
- Creating safe spaces to tackle difficult topics and drive a culture of innovation
- Creating a framework for all employees to unlock their potential



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

9:50 am - 10:25 am

## BREAKOUT ROOM 3

### Fireside Chat: Leveraging Team Effectiveness to Drive Business Performance in Times of Transformation

- Assessing Team Dynamics and Effective Ways of Working
- Consultation and design to curate team development actions
- Sustainment tactics for Org and Team Renewal



**Rosa Santos**  
*VP Talent & Org Effectiveness  
PepsiCo*



**Jane Forman**  
*VP Human Resources  
PepsiCo*

# AGENDA

10:25 am - 11:15 am

## Pre-Arranged One-to-One Meetings

10:30 am – 10:50 am: Meeting Slot 8 / Networking

10:55 am – 11:15 am: Meeting Slot 9 / Networking

10:40 - 11:15 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.

### Inclusion Innovation- Winning with DEI

**DOLLAR GENERAL®**



**Dr. Johné Battle**  
SVP & Chief Diversity  
Inclusion Officer  
Dollar General Corporation

11:20 - 11:55 am

## Fireside Chat: A Look into Amazon's People Experience and Technology Solutions

- Discussing the benefits of Amazon's human-centered design approach to shape the way we think about the world through the PXT framework
- Heavily investing in technology to creating a unique and engaging experience for each employees that combines one-on-one conversations with technology-driven support
- Taking a customer obsessed approach that listens to feedback to continuously raise the bar for how we support employees
- Emphasizing the importance of valuing real human experiences and diverse perspectives in HR practices to enable people from all backgrounds to succeed

**amazon**



**Joel Martinez**  
HR Director  
Amazon

# AGENDA

12:00 pm - 12:35 pm

## WORKSHOP BREAKOUT ROOM 1

### Reimagining a New People-centric Future: Insights from the 2024 Global Culture Report

Organizations are facing increased expectations to put people at the center of business—the next step is making that practical. Join Mindi Cox, O.C. Tanner's Chief Marketing & People Officer, as she shares new research and actionable insights from the 2024 Global Culture Report, focusing on strategies to create a people-centric future that allows all employees to stay, feel fulfilled, and do their best work.

Session insights include:

- Leading with practical empathy
- Supporting the unseen 80%
- Achieving equitable flexibility
- Cultivating nimble resiliency amid change



**O.C.TANNER**



**Mindi Cox**  
Chief Marketing & People Officer  
O.C. Tanner Company

12:00 pm - 12:35 pm

## WORKSHOP BREAKOUT ROOM 2

### Building Talent Resiliency With Early-Career Tech Talent

Over the past year, there's been a fundamental shift in the way Gen Z tech talent approaches the job search. High-profile layoffs have shaken confidence in both big-name tech companies and fast-growing startups. Yet the tech contraction has also opened up opportunities for employers in other industries to attract early-career tech talent, while also pushing tech students and new grads to reflect on what's most important to them in their careers. Join this session to:

- Understand the larger labor market trends for early-career talent, like what industries and geos are attracting tech talent
- Learn what Gen Z wants from employers and how any company can build an employer brand that resonates with early-career tech talent
- Reimagine internships, co-ops, training, and mentorship programs to attract and retain tech students and new grads from diverse backgrounds

**Handshake**



**Monne Williams**  
Chief Impact Officer  
Handshake



**Gene Finley**  
Executive Director  
of Impact  
Handshake

12:35 - 1:35 pm

**Networking Lunch**

# AGENDA



## INTERACTIVE THINK TANKS

During the Day Two Executive Lunch there will be ten different 'Interactive Think Tank' topics set up in the Event Lawn.

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

Human Resources  
as a Strategic Advisor  
to Business Strategy

### TOPIC 2

DEIB as Part of the  
Corporate Brand and Being  
an Employer of Choice

### TOPIC 3

New Ideas in Attracting  
and Retaining Top Talent

### TOPIC 4

Retention Strategies for  
Entry-Level and Front-Line  
Positions

### TOPIC 5

Succession Planning and  
Knowledge Retention in the  
New Normal of Work

### TOPIC 6

Beyond the Survey:  
Understanding Our People  
to Serve Them Better

### TOPIC 7

HR Challenges and  
Opportunities in WFH/WFA/  
Remote/Hybrid Workplaces

### TOPIC 8

HR Challenges and  
Opportunities in Small- and  
Medium-Sized Enterprises

### TOPIC 9

Running an HR Organization  
Across a Global Footprint

### TOPIC 10

Innovations to Connect  
Corporate Values to  
Workforce Behaviors

1:35 - 2:10 pm

## BREAKOUT ROOM 1

### Are You Ready For a New Deal When It Comes To Employee Engagement?

- Engagement is at the forefront of company's priorities list today
- Shifting Sands and new realities of the past few years
- What's at stake
- What should be the role of HR and how to think about it?



**Stephane Charbonnier**  
Former Chief Human  
Resources Officer  
**L'Oréal USA**



# AGENDA

1:35 - 2:10 pm

## BREAKOUT ROOM 2

### Preserving and Evolving New Balance's Culture

- In a world where so much is changing globally, how can we identify and respond to the evolving needs of our workplace?
- Prioritizing the employee experience and wellbeing through noticeable focus on purpose and the role of work in the lives of employees
- Contemplating the extent of culture through emotional, mental and financial wellness and how that contributes to a sense of belonging and safety for all employees
- Exploring new ways of working and offering specific examples to create opportunities for employees' growth and development that advances that also advances business
- Creating a robust strategy and model rooted in best practices, innovation, and data



**Joan McGrail**  
Chief Human Resources Officer  
**New Balance Athletics, Inc.**

1:35 - 2:10 pm

## BREAKOUT ROOM 3

### Fireside Chat: Navigating HR Challenges and Innovations Through JCPenney's Employee-Centric Approach

- What does senior management and the workforce at large need and want from Human Resources, and how can their expectations be exceeded?
- How can HR departments find the right mix between employee/team autonomy and company oversight?
- How is JCPenney empowering employees at the store and corporate levels and what technologies have proved effective there?
- How is JCPenney living out its new brand value proposition, "Make it Count," for its employees?



**Andre Joyner**  
SVP/Chief Human Resources Officer  
**JCPenney**

2:15 pm - 2:50 pm

### Investing in People to Drive Business Growth

- Driving impact by connecting HR priorities to a growth strategy
- Listening to employees to enable more effective learning
- Scaling meaningful and measurable impact in a complex global environment
- Bringing access and equity to broader dimensions of difference, delivering diversity and belonging worldwide
- Turning business constraints into inspiration and opportunity



**Stephanie Lundquist**  
Chief Human Resources Officer  
**Cargill**

# AGENDA

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2:50 - 3:00 pm

**Chair's Closing Address**



***Stephane Charbonnier***  
*Former Chief Human  
Resources Officer  
L'Oréal USA*