



Session Information

ON DEMAND 2022

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Brad Rencher

BambooHR CEO Brad Rencher will share insights on discovering the two truths that matter most in your organization: why employees join and why they leave.



Anita Grantham

Anita Grantham, Head of HR at BambooHR, will dive into old perceptions of HR to discuss how we can adopt new approaches to becoming the best people leaders for today's workplaces.

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ANDY PRZYSTANSKI

State of People Strategy: How HR Drives Results in Times of Change

Each year, Lattice surveys hundreds of HR leaders globally to understand the forces shaping the profession and workplace. Andy Przystanski, Content Marketing Lead at Lattice, will share some of the most surprising findings from this year's State of People Strategy report. For example:

- Nearly all (83%) of HR leaders want to link compensation and performance. Most admit they have a lot of work to do.
- Recruiting fell near the bottom of HR's priority list. In its place? Retention, DEIB, and learning and development.
- Two thirds of HR teams have faith in hybrid work's future. Their only concerns? Culture and connection, not productivity.

From these findings and more, Andy will extract the shared qualities of the highest performing HR teams and most engaged cultures. You'll leave with actionable takeaways you can use to effect change in your organization heading into next year.

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ALICIA CAFARELI

How to Recognize and Reward Your People with Meaning

For organizations who want to retain top talent, the race is on to prioritize the things employees truly care about. Connection is one of those things. Your people want to feel like they belong and that they're part of a greater whole. But recent Blueboard research reveals stark gaps when it comes to employees' connection to their companies, including disconnection to company values as well as teammates. Join Alicia for a conversation about how you can identify and close connection gaps at your organization through effective, meaningful employee recognition.



AMY LENEKE

Dare to Lead: BRAVING Trust

Trust is the foundation of all relationships. Brené Brown writes that without trust, there can be no meaningful connection between people. It is the glue that holds teams and entire organizations together, yet many of us struggle to build, maintain, and repair trust. In this fun and informative workshop, we will dig into what trust is, how it works, and how teams can use the BRAVING inventory to transform their trust levels.



ANDREW TARVIN

Building a Positive Workplace Culture with One Smile per Hour

Humor is a litmus test for your company culture. That doesn't mean every meeting has to be hysterical, but if people never laugh or smile at work, they aren't fully engaged and they don't feel psychologically safe. Think about it: If we're asking people to bring their whole selves to work, humor has to be part of the equation because to humor is to human. Not to mention, it's good for business: organizations where humor is present have higher employee engagement, lower turnover, and increased profits.

So how do you create a culture where people bring positive and inclusive humor to their work? Through a simple strategy called One Smile Per Hour. This session will teach you how to assess the humor of your organization and build a positive place to work, one smile at a time.



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ANIEKEME UMOH

A Mindful Minute

Wellbeing at work is an increasingly hot topic. Forty-three percent of employees across the globe report high levels of stress, and reports suggest that up to 61% of US employees are at the risk of burnout. The problem is that we often wait until stress turns into a chronic issue before we take action. But there are steps we can take in the moment that stress begins to brew to drastically reduce it. Reducing stress at work leads to increased focus, productivity and engagement, and better teamwork. This presentation provides science-backed techniques to reduce stress at work on a daily basis. It empowers participants to mindful awareness and practical methods to increase their wellbeing and productivity at work.



BECKY SHARPE

A Sharper You

Every person has a best version of themselves. Some are fortunate to get to know and be this person for many years, enjoying a professional and personal life full of activities that feed their natural gifts and talents and brings them joy; others only see glimpses of their best self and never fully evolve. This workshop introduces participants to eight areas of focus, which when prioritized show participants simple and effective ways to sharpen their skills and focus on what brings them the most positive energy. These eight to great are: Mindset, Physical, Entourage, Fiscal, Nature, Community, Family and Timeline. Workshop participants will evaluate their "three words" and their shadows or opposites.



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BEN BROOKS

Why Employee Development Is the Answer to the Great Resignation and Quiet Quitting and What You Need to Do Now to Win in 2023

HR faces unprecedented challenges with the Great Resignation, and more recently, Quiet Quitting. Staff are leaving in droves, faster than new employees can be onboarded. Plus, productivity is declining even when turnover isn't high because Quiet Quitters are not giving 100% at work if they aren't getting the support they need from their current employer.

According to McKinsey, the number one reason that people are quitting their jobs is the lack of employee development and advancement. Forbes notes that this applies to all levels of staff, as even CEOs are succumbing to the Great Resignation. However, LinkedIn learned that 94% of employees would stay with their current employer if it invested in their development.

HR departments who are making real changes are looking for new, effective ways to deliver employee development programs that employees will actually embrace, ones that have a significant impact on both the employees' personal and professional lives and will shift the way the employee answers, "How was work today?" at their dinner table.

In this energizing session, Ben will help HR professionals figure out how to stem the rate of turnover, energize disengaged employees, and set new hires up for success. Looking at both programs that are purchased from a vendor and ones that are built in-house, he'll break down what you need to look for and do to implement an effective, measurable, and repeatable employee development program. Ben will even share a few tried-and-true tips for getting a "yes" when you make the ask for budget.



BETH RASHLEIGH

Leadership Styles and Crisis

In this session, you'll learn how leadership styles evolve during times of crisis and how slight style adjustments can help you lead virtual and in-person teams, keep people engaged, and focus on what matters most.



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BRETTON PUTTER

The Secret to Building a Sustainable Hybrid Work Culture

Brett will discuss the one key element leaders are overlooking to complete the transition to developing an effective and productive hybrid work environment



BRIDGETT MCGOWEN

Walk That Walk and Talk That Talk: What the Most Confident Leaders Say and Do

In this interactive session, you will learn your own communication style, the communication styles of others, and how to communicate in a way that connects with others. You will learn about the four pillars of communication that paint the image others create of you, how to control that image, and how to consistently show up as a confident leader. You will walk away knowing how the fiercest, boldest, most successful leaders walk that walk and talk that talk.



CATHERINE MATTICE

Using Your Employee Onboarding Program to Reinforce Company Culture

Your organization most likely has an orientation program that reviews operating procedures, outlines policies, details job responsibilities, and describes how to use the employee portal. These all ensure the new hire has what they need to get the job done. What is often forgotten are systems for ingrain the new employee into the company culture, a process known as onboarding. A successful onboarding program increases employee satisfaction, retention, and engagement, which results in a more collaborative and productive organization.

During this presentation, attendees will:

- Discover the ROI of an effective onboarding program
- Discover the gaps in their current onboarding and best practices
- Recognize the key aspects to a successful onboarding program
- Discover ways to involve the entire organization in new hire onboarding



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CRISTIN SMITH

HR + Holistic Healthcare: Evidence-Based Practices with Data Driven Results to Attract and Retain Top Talent

Through evidence-based practices, holistic health care is changing the corporate workplace. Counterbalance employee burnout by providing interventions beyond physical health. Including practices to enhance emotional, mental, and spiritual health benefits both the employer and employee.

In this presentation, you will:

- Discover data driven and evidence-based interventions to retain your employees, increase productivity, enhance mental health, and decrease burnout
- Expand workplace wellness beyond physicality by integrating mental and emotional wellness
- Hit HR metrics and finance metrics through smart, bio-individualized wellness investments
- Understand how to incorporate the missing piece of workplace wellness to fit your companies needs



DAVID MEAD

Turn Attrition to Attraction

Every organization strives for high performance, growth, productivity and results. And the good ones throw in wellbeing, too. But often, organizations don't realize they are self-sabotaging those efforts through the experience they create for their people. When the culture we talk about doesn't align with the culture our people experience, "culture dissonance" occurs. People go into self-preservation mode and they find it more difficult to trust and develop connections with others. Healthy, productive environments have "culture congruence," where the stated culture aligns with daily behaviors.

In this interactive session, David draws on his personal experience, as well as the patterns he has observed in leaders and organizations around the world. He will identify and explore three specific leadership traits that, when put into practice, lead to culture congruence.

As a result of this session, participants will:

- Have a greater awareness of their leadership impact
- Understand a framework that can help them lead with greater consistency
- Have tangible tools that increase performance, retention, transparent communication, wellbeing and more



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DETHRA GILES

Build a Table, Don't Ask for a Seat

HR is always asking for a "seat at the table." It's time that HR stop requesting a seat and start building tables where solutions reside.



GABRIELLE BOSCHÉ

FIND YOUR PURPOSE! 3 Steps to Connect Your People to Their Purpose at Work

Has your company been impacted by the 69 million Americans who left their jobs last year? The Great Hiring has been followed by The Great Resignation and HR leaders are left wondering: what are we doing wrong?

The role we have played as employers has changed. So how do you compete for good people and retain the great ones too in a post-COVID-19 world? And how do you avoid the worker turnover that costs American companies \$30 billion last year alone?

In this session, discover:

- How to make your culture so good they won't leave
- The unbelievably simple strategy that creates deeper connection, increases retention, and improves work output—without adding another program or time consuming training
- What "purpose" means for today's employees—and how you can quickly help them find meaning at work
- How companies just like yours are implementing Purpose in their onboarding, training, and engagement

You will not want to miss this session geared towards leaders who are tired of losing great people and don't want to spend time and money on a system they aren't sure will work.





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GARY WARE

Reducing Burnout and Increasing Productivity Through Purposeful Play

We live in a fast-paced, high-demand, and overworked society. However, the need to produce, produce, produce is having a negative impact on our mental health and overall wellbeing. According to a CareerBuilder survey on stress, 61% of employees are burned out on the job. The solution to this massive problem is more than just vowing to take vacation time. It requires changing the way we work altogether in order to incorporate more rest, levity, play, and renewal into our day. In this session, you'll get clearer on the impact of incorporating play into your workday, and you'll learn activities that will help you elevate your team's mood, creativity, and capacity for connection.



Wellbeing



HR Newcomer



Culture/Values



Compensation/Benefits



Employee Experience



Career Growth

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JAN KECK

Deeply Connected Teams

In this session, you'll learn the three essential skills every leader needs to create a high-trust, high-performance team culture: having human-to-human conversations, leading with vulnerability, and facilitating connections.



JEANIE CHANG, LMFT

Coping with Grief and Trauma in the Workplace

We are experiencing grief and trauma like never before. Mental health and wellness must be a top priority for successful business outcomes in the workplace. Join a hope and healing session led by Jeanie Y. Chang, LMFT, CCTP -licensed clinician, global speaker, and executive coach. This session offers a safe space to help executives and HR professionals cope with grief and trauma in these adverse times. It starts with practicing mindfulness to build resilience in these changing times.



Wellbeing



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JEFFREY HARRY & SAMM SMELTZER

Making Work Suck Less by Fixing Broken HR Systems

How confident are you in your current HR practices and leadership team to adapt to these tumultuous times? If the answer isn't a resounding yes, then your HR systems may be broken. What about your HR approach seems antiquated? If employees quit bosses, not jobs, what have you done to improve the quality of your leaders? How is HR helping to grow the next generation of leaders that have a strong EQ foundation to manage a growing Gen Z workforce? The next generation of workers do not see an emotionally intelligent manager as a bonus but as a requirement to stay.

This workshop is a BS meter for your HR and leadership teams. It's an opportunity to reflect on whether you have the right system in place, and if so, how you can get leaders prepared to manage in this surreal future of work. This workshop lifts the veil on your team, your protocols, and all of your tried and true methods to see if they pass the litmus test needed to thrive now. You already know the results if you choose to stay the course—or you can choose to ask hard questions. Seek a truth that might challenge your perception of reality. See if you are ready to take the necessary steps to embrace a new sophisticated HR way that builds the leadership teams you've always wanted.

Learning objectives:

1. Identify where your current HR foundation is on the spectrum.
2. Explore what aspects of leadership are being neglected and what you can do to address this.
3. Determine an action plan to tackle the weakest parts of your HR systems immediately.
4. Learn how to measure the EQ progress of your leaders throughout the next year.

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JILL CHRISTENSEN

How to Win the War for Talent

Organizations in the top tier of employee engagement outperform their peers by 147% in earnings and grow 90% faster than their competition. Additionally, engaged employees are 87% less likely to leave an organization. However, even though we have this powerful data, only 32% of U.S. workers are engaged, which means the vast majority sleepwalk through the day, giving you zero discretionary effort. How do you attract great workers and then inspire them to get off the sidelines, get into the game, and stay? Author of the best-selling book, *If Not You, Who? Cracking the Code of Employee Disengagement*, Jill has uncovered a proven strategy to build a unified high-performing team, resulting in increased revenue, customer satisfaction, productivity, and retention. Priceless.



JOSH TOLAN

How to Improve Speed to Hire Without Sacrificing Quality

Ever feel like you're missing out on great candidates because your hiring process is too slow? If so, your feeling is probably right. Talk to any job seeker and one of their biggest complaints about the hiring process is that it just takes too long.

Too much time between steps, too many unnecessary interviews, endless back and forth communication...ugh. But it's not just about moving faster, you have quality to consider too, right?! Remember, your hiring managers are counting on you!

So, what can you do? How can you improve speed to hire without sacrificing quality? Join this session presented by Spark Hire's CEO, Josh Tolan, to discover actionable tips, strategies, and tools you can deploy right now to set your organization up for hiring success.



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JULIE TURNEY

3 Ways to Reinvent Wellbeing That Even HR Will Want to Participate In

Wellbeing is more than a buzzword—it is a commitment to the people in your organization that you will provide the necessary resources, products, and support to help them grow and thrive.

HR teams spend countless hours creating wellbeing strategies and resources that often times fall by the way side, and let's face it, most of the time HR is not using the very thing they created for the people. So how do we change this dynamic and create wellbeing products and resources that everyone including HR will want to utilize?

In this session, Julie will share three ways HR can reinvent wellbeing and ensure they take the necessary time for themselves by creating healthy boundaries at work.



KARIN PEABODY

De-escalation for Frontline Workers

Call centers, frontline workers, and even in-office relationships are seeing increases in hostility and tension in their interactions. How do we equip employees with de-escalation skills that won't increase their own sense of burnout? This trauma-informed presentation offers a pathway for outward-facing employees to stay connected to themselves and others, even in times of conflict. Because almost all escalations begin with a power struggle, we have to be mindful of the language we use, the limits we have, and what we are calling "success." When we can stay connected to our purpose and our limits, we can be in reality, and ultimately, hope.



KATHY KLOTZ-GUEST

A-HA in the HA HA!: The Future of Wellbeing at Work Is Humor

The single biggest predictor of healthy culture? Laughter. Yet too often at work, we've been conditioned to think that anything not serious is less than professional. It's an old, false narrative that feeds fear. Instead, we need to unlock our own humor to humanize work, find joy, nurture our wellbeing, and succeed at work and life. At the heart of it it, humor is more than just "funny"—it's playfulness, connection, and empathy, and that can change everything. This talk reframes humor as a joyful part of how we show up every day to change our work, change our health, and create a happier culture.



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KATRINA KIBBEN

No One's Applying, Now What?

If no one qualified is responding to your job postings, you're not alone. If you're struggling to get people to respond, join Kat Kibben, CEO of Three Ears Media, to upgrade your job postings so that qualified candidates will apply.

Kat and attendees will explore the state of the job market and why candidates aren't applying. From better job titles to standing out in a world of top performers and highly collaborative team players, learn actionable insights that will teach you what content matters most to candidates, and understand what steps you need to master throughout the candidate experience to get the right people. Take away an actionable framework for advertising your jobs: what to say, where to post, and if you should spend money on job ads.



KELLY LOUDERMILK

Influencing at Every Level: Having Your Seat and Voice at the Table

You are the ultimate HR leader! You balance all things people-related in your company and work with the C-suite on the strategies for your people. You have your seat at the table, but you often run into a wall when gaining buy-in during times of market crisis or company change. You are the people expert and want to have your seat at the table mean something. In this session, we will explore subtle psychological techniques to enhance your presence at the table so that you can influence at every level.

After attending this presentation, you will be able to identify the best ways to read people, persuade them, and influence human behavior. You will be able to distinguish your communication from a voice in the room to "the" voice at the table. And you will learn how to become a more positive and confident person making an impact as a people leader.



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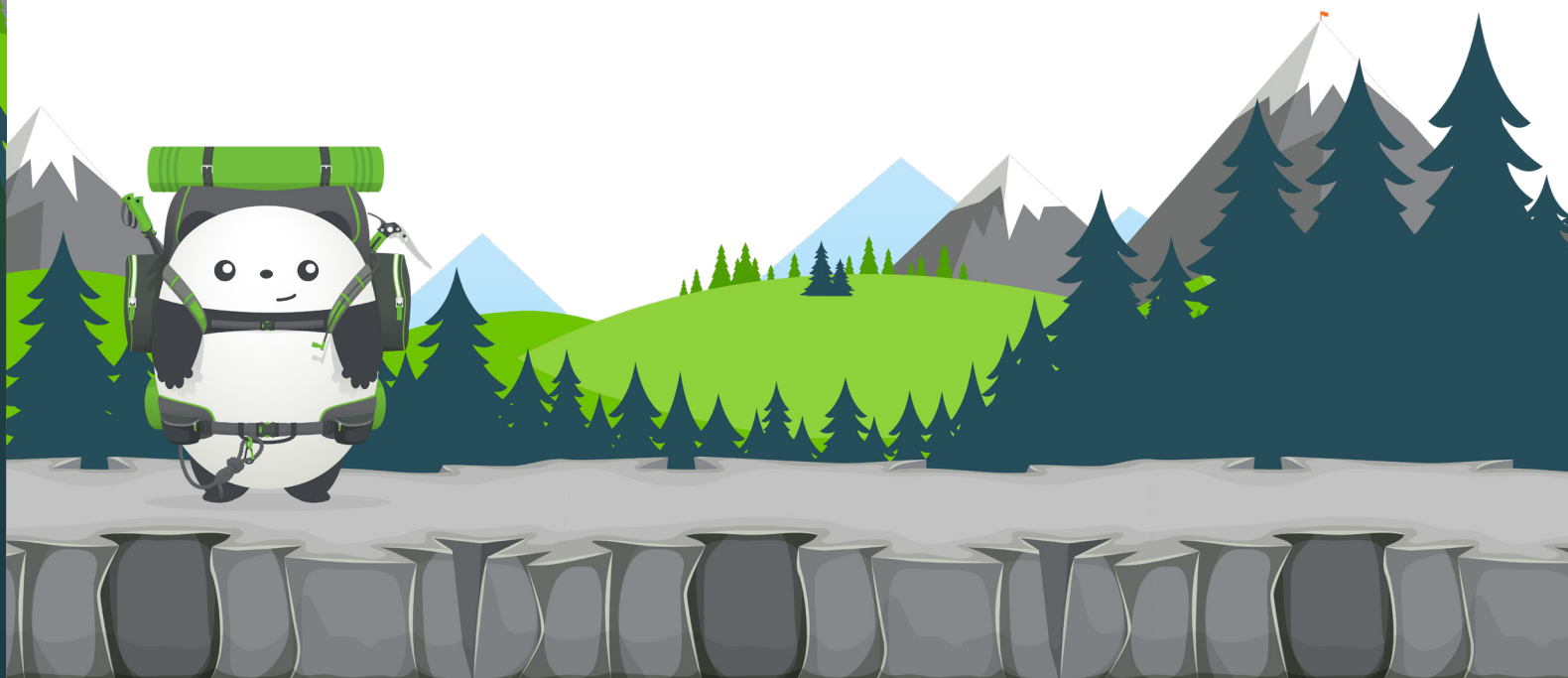
DR. KERI OHLRICH

Focusing on Your HR Brand: Top 10 Development Ideas for 2023

We love to learn in HR. We study the latest laws and best practices. While it's important to do this in service to others in the organization, what are we doing to focus on our own brand and personal growth? Regardless of where we are in our careers, we need to be role models and prioritize the importance of developing ourselves and our HR brand.

Join Keri as she shares the top ten development ideas to propel your career. The session will include a combination of ripped-from-the-headlines examples, insightful tips on ways to develop your HR brand and, and the all-important pitfalls to avoid.

Your call to action is to put your development first and join this exciting session throughout the candidate experience—see you there!



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KHADIJA MOORE

Get Ahead! Build Your Career Equity

Gallup's research indicates that the number one reason people seek job change is for career growth opportunities, and according to Glassdoor, 73% of employees change employers to get ahead in their careers!

In a competitive labor market, supporting employees' careers not only helps build a better employee experience, it can also improve talent retention and even attraction. On the other hand, we know that supporting career growth can be both complex and time consuming. Careers paths are often times more lattice than ladder in nature. Training alone is not enough to support advancement. Crafting ways for employees to find and communicate their unique value is difficult. Yes, the list goes on! But what if you could enable employees to own their careers and build greater career equity that supports their professional growth? That's what this session will tackle.

Leveraging talent management and career coaching best practices, this presentation will leave you with a career equity framework that acts as a roadmap to support self-directed advancement. The framework will focus on:

- Purpose: Defining career scope and goals
- Positioning: Determining unique value
- Paths: Exploring the ways career equity can be built
- Planning: Selecting steps most relevant to the goals
- Pitch: Achieving wins that demonstrate value

Find out how these elements can be leveraged by your teams and workforce. Of course, HR professionals can also get ahead and build their career equity, so you too can use it in support of your own professional journey!



LEE OHANIAN, PH.D

The Importance of Worker Productivity in Today's Economy

Lee Ohanian explains our current economic state and what that means for employers. During this session, he'll explain how the U.S. economy is trending and why. You'll also learn about what you should be focusing on in 2023 to achieve growth goals and improve retention during a time of projected economic turbulence.

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LEIGH HENDERSON

Surviving a Toxic Workplace: How HR Can Better Support Employees

If your organizational culture is less than ideal, employees need your expertise and support now more than ever. And moreover, they expect it!

In order for your employees to survive and ultimately thrive through a toxic environment, there are a few important areas HR professionals should focus on to ensure trust and maintain credibility with those they support.



LIANE DAVEY

Thriving in Hybrid Teams

Many organizations are envisioning a future that includes permanent or part-time remote work. While the advantages of remote work are clear, the challenges are also becoming evident, particularly the challenge of managing teams with both remote and in-office members. Hybrid teams are the future of work, but they present unique psychological challenges. In this talk, you'll learn the key pitfalls of hybrid work and strategies and techniques that will ensure your teams are as productive, innovative, collaborative, and fun as any traditional team would be.



LIESEL MERTES

Things Fall Apart: How to Support Your People During Disruptive Life Events

When an employee receives news of a death, a divorce, a disturbing headline, or a diagnosis, they need meaningful support. However, most coworkers and managers have little idea of what to do or say. Instead of offering impactful and relevant support, many default to silence or toss out a tired cliché.

A recent report on workplace empathy showed that 76% of employees directly linked productivity to the presence (or absence!) of empathy. How your organization supports people in the midst of hard times matters; it boosts mental wellness, drives retention, helps to attract talent, and alters brain chemistry.

What if you could feel empowered to competently care for those around you at work? In this interactive and inspirational session, workplace empathy expert Liesel Mertes will equip HR professionals to be workplace first responders, offering empathy and compassion when it matters most.



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LINDSAY BOCCARDO

Every Generation Matters: Why Building Multi-Generational Teams Is the Future of Work

Generations misunderstanding each other is not a new problem. In fact, every generation thinks the one that comes after them is less competent, more entitled, or harder to work with in the office. The good news is that no one generation is broken.

According to a 2019 study, multi-generational teams with a range of 25 years or more from youngest to oldest meet or exceed expectations 73% of the time. Those with a narrow range of fewer than 10 years did so only 35% of the time. The future of work is truly about inclusion. Leadership acumen is measured by a person's ability to transform diverse groups of humans into cohesive, effective, and compassionate teams.

In this interactive session, Lindsay will guide a conversation about generational differences over the four decades of employees in today's workforce. She'll invite attendees to examine experiences they had growing up and how those directly affect their relationships at work. Attendees will also learn:

- Why the divide exists between different generations
- What factors actually play into generational tension in the workplace
- What future young employees will be looking for in your company culture



LISA LINDSEY

The Single Most Important Skill Every HR Professional Must Develop

As a human resources professional, regardless of your level within an organization, you will often be required to influence your peers, front-line managers, executives, and the organization as a whole, to act. Whether it is asking the employee population to complete their performance reviews, convincing the CFO to fund an initiative, or ensuring that everyone can get on board with a major organizational change, your ability to persuade will constantly be on display.

By developing this critical skill, HR professionals will be well positioned to improve their ability to transform their leadership, which will ensure their ability to be effective, gain and build consensus and drive change within their organization—regardless of who you need to influence.

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LIZ WEBER CMC CSP

Reboot Your Values, Reboot Your Culture

Do your team members' eyes gloss over when you mention the company's values?

Are you battling an onslaught of snide comments and sidebar conversations during all-hands meetings?

Is morale in the toilet and you're expected to turn it around—now?

If you answer yes to just one of those questions, you're not alone and you can do something to turn things around. Even though everyone hears "culture is everything," most organizations don't do anything to create and then leverage a great company culture to attract, train, promote, and retain incredible people. Does yours?

In this program, Liz shares how to reboot your organization's culture by doing a reboot of your organization's values now. An organizational culture reboot may just be the key to your organization's success.



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MARGARET SPENCE

Your DEI Story Is Hiding in Your Data: Build Powerful Stories to Drive Change

Your data tells a story—do you know what it's saying? Diversity and inclusion data plays an essential role in creating effective organizational change strategies. Generating charts, tables, and graphs will not change the hearts and minds of your leaders. Great algorithms have allowed us to amass volumes of talent data, but communicating the data to managers and leaders while using the data to enable better decision making is virtually impossible. While many people managers may be hesitant to take a granular approach to analyze their data, doing so is crucial for building effective programs that successfully leverage diversity and inclusion. Storyboarding your data will uncover stories and insights hidden within it.

Learn how to use DEI Data Storytelling™ to gain valuable insights and to provide the foundation for implementing practical solutions that drive lasting change.

This session will help your team understand how to effectively connect people to process to DEI while moving all stakeholders from passive participation to active champions for inclusion initiatives. You will walk away learning how to:

- Think horizontally and vertically using DEI data as a critical driver to leverage change
- Leverage and link data to tell the organizational DEI story beyond the mission and vision
- Build a change strategy by framing the Micro-DEI data to build trust, connect the process to results, and build success as a core driver for change



NICK GAVRONSKY

Compensating Smarter: Building a Solid Compensation Plan for Better Retention

With uncertainty in the job market, inflation, changes to the way we work, and more, creating a solid compensation strategy is more important than ever. Join Nick to learn how better compensation data can help you throughout the employee lifecycle, how to enlist executive support, and the steps to take toward creating an incredible compensation strategy.



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ROB SADOW

The Great RTO Debate: To Mandate or Not?

Is enforcing a return to office actually doing more harm than good? Join Scoop Technologies CEO and Co-Founder Rob Sadow, as he examines the implications of mandatory RTO policies, what today's employees really want, and how leaders can find common ground without sacrificing top talent or workplace culture.



ROBIN SCHOOLING

User Adoption: How to Successfully Herd ALL the Cats!

Selecting and implementing new HR technology is often exciting for your HR team, but what does everyone else in the organization think? How do you get people to actually use the new tech you've launched? We'll discuss some successful roll out strategies around communication, testing, and feedback you can implement to ensure all end users are reaping the benefits of your new technology platform.



DR. ROCHELLE HAYNES

When It Comes to Freelancers, Choose the Red Pill

If your business finds with working freelancers or "open talent" as more problematic than beneficial, then you might be doing it wrong! As the Great Resignation and Quiet Quitting continue, firms will find themselves increasingly managing a mixture of full-time and independent talent. There are several benefits to including freelancers in your team. Whether your company experiences the benefits or the challenges will depend on key business considerations. In this presentation, Rochelle will discuss how HR and businesses need to evolve to ensure they can attract a diverse range of talent.



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RONA LEWIS

You Want It WHEN?

If you don't feel safe, you'll never have enough time! Psychological safety is critical and not only for finishing a project. It's also a necessary ingredient for creativity. Without creativity, innovation is impossible, no matter how much time you have! This is needed for hybrid and WFH employees. Many feel alone, paranoid, and like they lack life balance.

Instead, a psychologically safe environment promotes intellectual bravery. Hybrid and remote workers can become silos; they stand alone and don't share with each other or communicate. They keep secrets and ideas to themselves because they're afraid to be judged. In this talk, Rona shares ways to facilitate engagement and reduce that feeling of overwhelm to foster trust, vulnerability, and authenticity.



RYAN NAYLOR

Leverage Culture Marketing™ to Radically Improve Your Hiring

Never has hiring been as challenging as it is today. You must stand out and be radically better than your competition. Learn what the top five percent of hiring companies are doing right now to create a recruiting advantage.

Ryan will break down three important considerations to build a higher quality pipeline of better applicants:

1. Culture Marketing™
2. Alignment
3. Visibility



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STACEY GORDON

Leadership Evolution: The Formula for DEI Success

Leaders are searching for the formula to help them understand their role in diversity, equity, and inclusion in the workplace. They know DEI is critical for leading more effectively, driving innovation and creativity, and building a great work culture. If you've been tasked with addressing DEI or, at the very least, have been asked to offer unconscious bias "training," you'll gain a clearer understanding of the case for diversity and obtain a roadmap for showing leaders why DEI matters to their company. Using change management principles, you'll identify a formula that will help you identify senior leaders' commitment to DEI as well as prompt them to use their authority to take action to embed DEI into their company goals.



STEPHANIE CRAMER

Recruiting with Empathy: Candidate Experience Rooted in a Whole Human Approach

In this session, attendees will learn to rethink their candidate experience by slowing down to focus on the candidate "why" instead of the "what." The "whole human" approach is rooted in the why. By focusing on the "why," talent acquisition professionals can develop win-win solutions that will not only attract but will be the foundational components for securing engaged employees.



TINA SCHUST ROBINSON

The Stay Conversation: Making Engagement Personal

The Great Resignation, now evolving into Quiet Quitting, continues to keep leaders up at night. How do we retain and motivate our best people? What do they want and need from the workplace? Are we equipped as a workplace to honor these desires? We know engagement remains a cross-cultural challenge, so how do we address an old problem in new ways? By reminding people managers—and ourselves—that engagement is personal. That we each stick around a job for different reasons. We need to have personal conversations with our persons and human heart-to-hearts with our humans. Only then can we as leaders curate a workplace experience that encourages engagement and supports retention.

In this engaging session, Tina will equip you with skills, structures, and soundbites to bring back to your people managers, empowering you to have your own stay conversations with your leaders. Your employees are wondering, "Do I stay or do I go now?" It's time to evolve the Great Resignation into the "Great Reflection" with powerful stay conversations.