



Session Information

NOVEMBER 4, 2021

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A Conversation with Simu Liu

A conversation with Simu Liu about his experience with diversity and representation and how we can learn to improve our own organizations so that others can achieve great work.



A Conversation with Elaine Welteroth

A conversation with Elaine Welteroth about her multi-hyphenate career path and how industries can better approach burnout, culture changes, and more.



BRAD RENCHER

Help Wanted: Talent Scarcity Starts at the Top

Brad Rencher, CEO of BambooHR, breaks down talent scarcity and provides actionable insights into how organizations can build a people-centric culture that attracts talent through mentoring, employee feedback, and talent development.

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NADINE ROBINSON

Protecting Mental Health During Periods of Sustained Stress

Mental health, a person's psychological and emotional well-being, is defined by our ability to cope with the daily stresses of life. During periods of high or sustained stress, humans can have a hard time navigating normal life stressors. Our stress response system is designed to protect us but often turns on during non-life threatening situations, which has adverse impacts on our bodies and brains. We can optimally support ourselves when we have an understanding of how our brains and bodies operate while we are experiencing stress.

These adverse impacts directly affect employees' productivity and can cost employers significantly. It benefits a company to invest in mental health at work, not just because caring for the people around us is the right thing to do, but also because it contributes to the overall success of the company.

The last 18 months have been incredibly difficult for leaders and HR professionals. It can be tough to imagine creating an environment of support for mental health in your workplace if your own stress levels are high and your mental health is compromised. To succeed here, leaders and HR professionals need to first care for themselves in meaningful ways that contribute to increased emotional energy and resilience.

Additionally, supporting mental health at work requires that we provide our team members access to the resources they need to support their own mental health as well as a workplace environment that cultivates openness and vulnerability. Offered in this presentation are a few suggestions on how to cultivate that type of environment at work.

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CASEY CAREY

Diversity is Not Enough: 5 Steps to Improve Equity & Inclusion

Let's be real. Having your employees complete annual training modules about diversity is never going to truly create a workplace that works for everyone. But that doesn't mean the challenge is out of your hands. On the contrary. Now more than ever, HR and business leaders have the responsibility to step up and lead their workforces into a new era of equity and inclusion. And the tools are within your grasp.

According to experts, unconscious bias drives 99% of our behaviors, day in and day out. Think it's just a social issue? Think again: It's also bad for your business. Companies in the top quartile for racial diversity are 35% more likely to report higher-than-median financial returns, and generate 38% more revenue from innovative products and services. Overcoming bias is critical to creating a workplace where everyone (and your business) thrives. And with unconscious bias informing our behaviors every day, the only effective approach to fostering diverse, inclusive, and equitable workplaces must be strategic, integrated, and continuous. Meet your 5-part strategic framework.

In this session, employee experience evangelist Casey Carey will discuss how to reduce workplace bias, create a level playing field, and help every star shine using continuous performance management, built upon a framework of goals and OKRs, feedback, recognition, performance conversations, and incentives. In addition, Casey will dive into the power of using internal talent reviews to reduce bias when determining employee growth opportunities, raises, and promotions, paving the way for leadership that truly reflects the diverse talent at your company. Plus, they'll share the long-sought golden ticket in DE&I: how to measure the outcomes of your efforts to gauge the success of your program.

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ADAM BOUSE

Empathy: The Leadership Skill You're Missing to Understand Your People

Many of us have been led to believe that the path to business success is through objective, detached, unemotional decision-making. But the most effective leaders aren't the ones who make purely logical decisions, detached from the messy internal experiences of ourselves and others. Truly effective, transformational leaders understand the pulse of their organizations, the thoughts, feelings, experiences that lead to stagnation, frustration, or thriving.

At this point in human history, it's more apparent than ever that tapping into empathy as a leadership skill is essential for the long-term stability and success of our people and organizations. On the surface, empathy can feel soft and unnecessary, a "soft skill" getting pushed by people who are "too sensitive." But empathy is a critical tool—a teachable, trainable skill—that leads to higher levels of trust, more effective communication, and more precise decision-making when it matters most.



ADAM SMILEY POSWOLSKY

Belonging in a Hybrid Workforce: Fostering Human Connection & Community in Challenging Times

The necessity of remote/hybrid work and social distancing have increased the lack of human connection at work. More than 60 percent of Americans are lonely and one-third of Americans show signs of clinical anxiety or depression amid the pandemic, so how do we emerge from the pandemic able to thrive together?

In this inspiring and timely presentation, author and motivational speaker Adam Smiley Poswolsky will share how we can attract top talent, increase human connection, and create more belonging by building supportive communities inside the workplace. Smiley will share tangible ways to make remote/hybrid work feel more human and more connected. We'll discuss how to stay engaged in the digital age, and how this time can be an opportunity for learning, connection, and belonging. Smiley will share practical strategies to help you re-imagine a collaborative, inclusive, purpose-driven work culture that empowers everyone on your team and excites the next generation of talent.



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ALLESSANDRIA POLIZZI

Psychological Safety for Yourself and Your Teams

In 2015, Google and Re:Work produced results from their 2-year study of what makes teams successful. They identified "psychological safety" as one of the most critical differentiators in high performing teams. Beyond this research, many academic studies have shown a direct correlation between fostering psychological safety and innovation, worker commitment, and team effectiveness. In fact, psychological safety is so critical to future organizational success that the International Organization for Standardization (ISO) has produced the first standards and guidelines for managing psychosocial risks in the workplace in June of this year. The ISO 45003, which connects to the UN's Sustainable Development Goals, addresses the many areas that can impact a worker's psychological health, including ineffective communication, excessive pressure, poor leadership and organizational culture.

In this course, we will go through the 6 dimensions of psychological safety and share proven tactics to identify and resolve barriers to psychological safety for yourself and for your teams to help you and your teams flourish.



AMY LENEKER

Kick Some Ask™ — 3 Steps to Asking Questions that Matter

Consider a recent day at work: How much time did you spend talking vs listening? How many meaningful questions did you ask? In this fun and informative workshop we will explore the three steps to asking questions that matter. We will look at evidence-based strategies to inform and improve our ability to ask questions. What are you waiting for? Let's Kick Some Ask™!



ANDREW TARVIN

Find Your Funny: Putting the Humor into HR

As the world settles back into some form of normal, you may have noticed something missing. No, not hugs--humor. Amidst all the Zoom calls, reply-to-all emails, and attempts at hybrid work environments, many workers have lost their sense of humor and the workplace has lost its sense of humanity. You can help to restore both.

By combining top communication theory with science-backed research and a heckuva-lotta comedic trial and error, we've discovered the 7 humor profiles anyone can leverage for creating



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humor that works. This program covers the skills, mindsets, and strategies necessary for today's HR professionals to excel. You will learn the foundation for messaging with levity, the key to building rapid rapport with employees, and how to tap into your natural sense of humor for increasing the impact of your message. Oh, and you'll have a lot of fun doing it!



ANNETTE CARDWELL

How High-Performing HR Teams Overcame Challenge in 2021

Lattice's State of People Strategy survey asked over 700 HR practitioners about their challenges, strategies, and priorities for this new year of big changes. In this presentation, based on the State of People Strategy Report, we will go over some of our key findings surrounding talent acquisition, culture building, hybrid work, and more. And we'll look at what the results tell us about how the highest-performing HR teams found success during yet another intensely difficult year.



BEN BROOKS

The Key to Employee Engagement: The Employee-Manager Relationship

For years HR departments have struggled to craft an employee experience that works to cultivate a powerful relationship between employees and managers. The vast majority of efforts have focused on top-down, cascading processes, standards, and directives. Alternatively, HR departments that are seeing significant success are empowering employees to meet managers halfway by being self-directed, advocating for what they need to succeed, and soliciting feedback. In this session Ben will address the key developmental areas that each employee can focus on, regardless of their role, rank, or experience, to become more self-directed.



BEN HASTINGS

The 5 Models of Performance Management: And How to Choose the One That's Right for You

The best performance management strategy addresses the needs of your organization and employees, but where do you start? HR professionals are confronted with endless tactics: your VP of operations loves OKRs, the new HR generalist has a laundry list of engagement ideas,



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and the sales team wants to go rogue. The key is bringing together a cohesive set of tactics to achieve a focused purpose that your team can agree upon.

In this session I provide five complete and cohesive performance management processes that you can steal for your own organization. Each one is designed to achieve one of the five most common purposes for performance management. You'll learn how to assess your organization's performance management needs, how to define a focused performance management approach, what role tactics like 360s and goal check-ins play in your greater strategy, how to implement one of our five templates at your own organization, and much more.



BETH RASHLEIGH

Crisis Proof Leadership

The Crisis Proof Leadership model uncovers what the best leaders do during times of crisis. In times of crisis, leaders tend to react in one of three ways: they bury their head in the sand and try to pretend it's not happening, they jump into action without fully understanding the scope of the problem, or they walk somewhere between the two and get better results.

It would be easy to think that only the strongest, toughest, most cutthroat leaders would thrive in a crisis-filled environment, but that's not the case. Highly empathetic, focused, values-driven leaders are better able to keep their teams engaged and thriving. In my experience developing and coaching leaders, there are seven competencies that, when demonstrated regularly lead to effective leadership in times of crisis. I call them the principles of prepared leadership.

1. Extreme Self-Awareness
2. Resilience
3. Results Oriented
4. Builds Trust
5. Demonstrates Empathy
6. Communicates Clearly
7. Grow Others

When you develop these competencies, in advance of crisis, you will be able to lead through crisis as effectively as possible. This session will provide tips and tricks that will help you become a crisis-proof leader.



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CASSIE WHITLOCK

The Power of Compassion in the Workplace: How Understanding Your Coworkers Produces Better Business Outcomes

Cassie Whitlock, director of HR at BambooHR, guides a panel discussion on the essential power of compassion in developing trust between coworkers, boosting performance, and enabling capable leadership within your organization.



CATHERINE MATTICE

It's Not Inclusive If It's Not Psychologically Safe: A Key Component to Inclusivity & Equity

Too often, employers implement harassment prevention, safety, innovation and inclusivity initiatives as separate siloed programs. Rarely is psychological safety a main focus. As we all learned from the highly popular Maslow's Hierarchy of Needs, to feel like you belong, gain positive self-esteem, and ultimately become the best version of yourself, you need to feel safe. In other words, we all require psychological safety to be successful, and the workforce requires it to thrive.

Help your leadership team see that psychological safety plays a huge role in inclusivity and belonging, and in rebuilding your culture as the pandemic is coming to an end. Go beyond physical safety and consider additional best practices for getting your employees back in the office and your organization back on track – so your employees and the business can succeed. This presentation will highlight the importance of psychological safety as a basic human need and provide clear and actionable tips for building a culture where people can bring their whole self to work.



CHRISTOPHER LITTLEFIELD

Rethinking Recognition: Learn to Focus on What Really Works!

Study after global study shows that recognition is fundamental to engaging and retaining top talent and the profitability of our organizations, but employees don't leave their company because they didn't get a gift card or win employee of the month; they leave because they don't feel valued. As we battle the great resignation, it's time for HR leaders to stop spending



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their time and efforts managing complicated and expensive award programs and focus their efforts on what works: Supporting their leaders to nurture a culture of day-to-day appreciation, acknowledgment, and recognition with their people. In this session, we will show you how and give you the tools to nudge leaders from all levels to authentically connect with employees.



DANA BROWNLEE

Strategies for Building Anti-Racist Workplaces

Following George Floyd's murder and Amy Cooper's Central Park rant, many organizations rushed to issue corporate statements in support of Black Lives Matter. Virtually all pledged to build more anti-racist workplaces, but the truth is that since then the tangible actions and outcomes have paled in comparison to the lofty platitudes. True anti-racism is about impact, not intent, and by that measure many organizations have fallen short. The good news is that each of us can encourage anti-racist workplaces wherever we sit in the organization. In this engaging session we'll outline the three ways racism typically shows up in organizations (systemic, individual, and internalized) and identify specific, tangible actions we can all take to combat racism at each level.



DAVE MCKEOWN

7 Questions for a Stronger Strategy

Your leaders are fighting a gravitational pull. Every day they're getting sucked into the latest emergency, the biggest crisis, or the most disgruntled customer. It's having a deep and profound impact on their ability to set longer-term strategic plans in motion and as a result, is keeping them and their team from doing their best work.

This keynote is taken from Dave's work helping executive teams set and achieve their strategic growth goals with ease and provides a powerful process for helping your busy leaders elevate their focus away from daily firefighting and toward thinking more strategically.



DAVID MIKLAS

The Worst Advice HR Professionals Are Currently Following

This session is designed to bring your knowledge to the next level. HR professionals at all levels hear bad advice. Sometimes they follow that bad advice without realizing how poor it is. In this session you will learn from an experienced employment attorney who regularly sees what HR admins around Florida are doing that is not best practice. This is a session you do not want to miss.



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DETHRA GILES

D.A.R.E. to Have Deeper Conversations

Remember when "the talk" was the thing parents had with their children? Now, many organizations, human resources professionals, and company leaders are trying to figure out how to have a different talk: "the talk" about race at work. More complex than the talk is navigating our collective incompetence related to conversations around race, equality, and bias. The D.A.R.E. model was created by Dethra U. Giles to give you the tools to have deeper, more productive conversations to create higher functioning teams and more effective employees.



DUY NGUYEN

Community and the Sense of Belonging

What's one word you would use to describe your company culture? Now if we asked all your employees that, how many of them would agree? A 2019 Gallup poll showed that only 1 in 4 employees resonate with the values of their company. This dissonance creates workers that are disengaged and unfulfilled, leading to high attrition rates and a poor public image of the company. Join Duy and Mica as they discuss how to build thriving communities and engaged employees. The presentation will focus on three areas where the sense of belonging can be grown in your organizations: pre-offer, onboarding, and long-term support.



ELENA VALENTINE

How to Attract, Engage, and Retain Talent with Video

Our new reality has made fostering human-to-human connections with new and existing talent harder than ever. At the same time, communicating your company's values, culture, and employer brand has never been more important. So can you break through the screen and bring your company's story to life? Turn to video.

According to Forbes.com, 90% of customers report that video content helps make their purchasing decisions easier. So why not incorporate video into your hiring strategy to make the decision to join your company easier for candidates? Plus, video isn't reserved for just the careers page. Video can be used throughout your entire hiring process!

Find out exactly how in our chat with Elena Valentine, CEO & Co-Founder of Skillscout. She'll guide us through steps you can take to level-up your hiring strategy, employer brand and candidate experience with video.



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EMILE STUDHAM

Enable "Real Talk" Within Your Corporate Teams Using 3 Lessons From Professional Sports

In this session, Emile will share real stories and examples covering 1) three core misconceptions about what an inclusive, healthy, and high-performing culture looks, 2) common pitfalls corporate leaders make that lead to consistent team dysfunction, 3) three crucial understandings from professional sports that help corporate leaders become role models, share power, and build self-managing teams, and 4) essential team systems and structures that create safety for teams to practice "real talk," generate peer to peer accountability, and build trust within a hybrid workforce.



ESTHER JACKSON

Leading in HR with the Right Qs

As if one "Q" isn't enough! Well, it isn't. Increased attention has been given to IQ, EQ, AQ, and others in the last few years. There is a good reason for it. Research has shown that leaders who are able to outperform others have a higher EQ and AQ but not necessarily a high IQ. The good news is that these are things you can tackle with a customized plan to develop your Qs for positive HR impact.

With today's persistent state of change, organizations require leadership with high Qs to positively impact the 4 Rs—recruitment, retention, resilience, and reskilling. This is one of many cues that it's time for HR to lead with the right Qs. How do I assess my 'Q' state? What skills are characteristic of high Q leaders? What steps can I take to develop my Qs? We will go on a journey in this session that gets you answers to these questions and more.



GALEN EMANUELE

Learn How to Build a Culture of Feedback

Galen will show you how to build a "culture of feedback," where feedback is embraced as an opportunity to build and strengthen relationships, and as a tool to continually improve as individuals and an organization. This session also includes a simple, effective model for giving and receiving feedback that can be shared and taught to leaders and employees to create a consistent, positive experience across the team.

Feedback done well within organizations is imperative to building trust, stronger relationships, and accelerating improvement. The ability to skillfully give and receive feedback is a requirement



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for cohesive teams as well as personal and professional growth. Learn how to establish and embrace an environment that is open and receptive to feedback, where it's productive, safe, welcome, and sought after.



GARRISON GIBBONS

Introducing Employee Success: A New Approach to HR

We've all heard of customer success: the idea that dedication to the success of the customer leads to higher engagement and stickiness, further commitment and investment, and ultimately, creates brand advocates and fans. But have we fully brought this same approach to the way we run our businesses internally?

To Garrison, branding, communications, and HR fit together quite obviously. After all, HR people are the ones who attract talent, communicate the brand value and purpose daily, and constantly center the employees around that vision. At their last company, Garrison led both human resources and communications, which got them thinking: how are HR and communications actually related? This is how "employee success" was born.

"Employee success" is the idea that defining and perfecting the connection between brand, business, and people leads to increased engagement, higher productivity, and ultimately, helps meet business outcomes. In this session, Garrison walks viewers through the philosophy, the approach in practice, and ways to begin imbedding employee success into your HR organization tomorrow.



HAKEMIA JACKSON

Workplace-Induced Trauma: Building a Trauma-Informed Organization

When you first embarked on your career journey, did you ever think you would experience workplace trauma? 2020 was a difficult year for everyone, and 2021 hasn't been much different. The coronavirus pandemic brought pain and confusion. The unforeseen workplace modifications and the new standards of The Future of Work in 2021 has been stressful or traumatic for everyone to some degree. Companies are finally waking up and recognizing the impact of workplace-induced trauma on their talent. Emboldened employees are sounding the alarm on the effects of stress and trauma on their physical health, mental health, and job performance. Everyone has a choice in how they respond to stress and trauma, but in order



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to see and exercise that choice, we need to create space to understand and address workplace-induced trauma. Trauma can be a difficult topic to read about and discuss. However, companies can be proactive in addressing trauma before it reaches a crisis point. It is important to have a common understanding of it in order to prevent, mitigate, and avoid retriggering trauma. The window of opportunity to explore healing and combat traumatic experiences is NOW. Become a trauma-informed organization.



J.T. O'DONNELL

4 Reasons Why Executive Presence Will Make (Or Break) Your Leadership Team In The Near Future

The pandemic has disrupted every aspect of the workplace. Employees want different things from their employers. Especially, from its leadership team. Executive presence is what employees say about your company's leaders when they're not in the room. If your executive team is not acutely aware of how their individual and collective executive presence is interpreted, it runs the risk of turnover and a poor employer brand reputation. In this session, I will explain why companies who want to succeed in the future will start to pay close attention to the executive presence their leadership teams are revealing to the world.



JEANIE CHANG

Embracing Cultural Confidence® in the Workplace: The Power of a Happy Workplace

"Happy Workplace, Psychological Safe Place." So says clinician and speaker Jeanie Y. Chang, LMFT, CCTP, CMHIMP, who indicates psychological safety is vital to producing successful outcomes at work. Research shows the numerous benefits, including greater employee engagement and productivity because employees feel more comfortable being themselves and trust their colleagues. It begins by understanding how normalizing our mental health experiences promotes a culture of belonging and authenticity. This creates a ripple effect across an organization to produce a healthier and happier workforce.



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JEFF HARRY & LAUREN YEE

Deconstructing the BS of Office Politics

Office politics get a bad wrap — but in actuality, they are simply the unavoidable, invisible doorways and grapevines that exist in the workplace. We put a positive spin on politics and will facilitate a series of experiential play activities and discussions, which will provide you with tools and a playful way to practice using these pathways for good. Let us help you redirect the mental energy currently devoted to unhealthy coping mechanisms and channel it towards identifying the underlying obstacles getting in the way of success and understanding each other. Prepare to replace confusion with clarity, by adjusting your communication habits that will help build a stronger, healthier team for the future.



JERRY WON

Innovation Through Authentic Storytelling

Innovation for organizations cannot begin until its members feel that they can truly be their authentic selves at work. Jerry will share how he found his authentic voice through his journey in corporate America and higher education. He will also share the lessons he has learned while interviewing some of the most innovative leaders today.



JOB VAN DER VOORT

Belonging, Trust, and Psychological Safety: Developing a Remote-First HR Skill Set

Your team members love working remotely — but do they love working remotely for your company? Job van der Voort, CEO of Remote and leader of more than 450 employees in 50 countries, is one of the most experienced remote people leaders in the world. In this presentation, he shares tips for HR leaders to create more trust, connection, and confidence within their remote teams.



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JOE URBANSKI

From Training Department to Strategic Partners

Does your training department operate like a fast food restaurant or warehouse fulfillment center for the company? It takes orders, customizes requests, manages the assembly line, monitors progress, and delivers the goods. Maybe this is why training is the first thing to get cut when budgets are reduced. Training is seen as an expense—rather than an investment to yield a return by transforming onboarding, engagement, and retention.

It's time to transform your training department into a strategic partnership with departments and key stakeholders. This starts with defining what it means to be a strategic partner and ends with a comprehensive approach to delivering solutions that drive the culture, strategy, and capability of the business. So if you're ready for your training department to be seen as a strategic partner in driving the results that are Really Most Important™ now and for the long-term while becoming an extension of the executive team, hop into this session to transform your training function!



JORIS LUIJKE

Beyond Company Values: How to Shape Culture Through Employee Behaviors

Leaders watch their culture morph over time, sometimes into something they don't want, yet feel powerless to stop, and their anxiety makes sense. There are many companies with failed cultures, from Lehman Brothers to Volkswagen to IBM. They all started out with strong clear values and maintained strong cultures for decades. So what happened to these once-great companies?

Ultimately, guiding company culture is more than writing down your values. It's about influencing people's actions and behaviours. In aggregate, those behaviors define your culture. So the question is: How do you make people behave and act in line with what you value without enforcing rules? In this session, we'll explore how new technology and a better understanding of how to nudge employee behavior makes it easier than ever to operationalize and scale culture.



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JOSH TOLAN

Virtual Hiring Tips for the Year Ahead

Virtual recruiting is the primary recruitment method for a variety of organizations today. A solid virtual recruitment strategy involves not only searching for candidates through professional sites, online career forums, and social media, but also conducting virtual interviews and virtual onboarding processes.

More than 6,000 organizations of all sizes utilize Spark Hire's video interview platform to interview millions of candidates in 100+ countries, which means we have seen (and helped troubleshoot) almost every type of virtual hiring challenge—from last year's abrupt hiring halt to this year's talent shortage, the "Great Resignation," and everything in between.

Join Spark Hire's CEO and founder Josh Tolan for Virtual Hiring Tips for the Year Ahead, where he'll cover key learnings on how organizations of all sizes can:

- Make virtual recruitment a competitive advantage in 2022
- Streamline the virtual interview process to hire top talent faster
- Create a backlog of talent to prepare for employee turnover
- Reduce time to hire and boost employee retention
- Create a fair and equitable hiring process for all
- And more!



JULIE TURNEY

Where Is the HR for HR?

Many people laugh at the definition of human resources as "the unofficial psychologist, lawyer, event planner, teacher, peacemaker, career planner, and detective." This definition just serves as a constant reminder to me of what led to each of my burnout episodes.

The truth is many HR professionals are struggling to be all things to everyone, and I am on a personal mission to see that change. In this presentation, you will learn what HR burnout looks like and the positive steps you can take immediately to start taking better care of yourself from today.

Join me as I share my story of how I went from HR burnout to now creating safe spaces for HR professionals to lean in, grow, and thrive.



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KAREN BURNS

Using a Resilient Leadership Framework to Support Staff Leadership Development

In the past year, the Island Institute has defined what makes a resilient leader. Through an extensive process that included interviews with dozens of leaders, evaluations of our past programs involving leadership, and a literature review, we have developed an Island Institute Resilient Leadership Framework that defines seven competencies that are essential to effective leadership along the coast of Maine and within our staff.

In this session, you'll learn all about the Island Institute Resilient Leadership Framework and how using it can improve the culture and performance of your teams. You'll also see how we've used the competencies as a guide for our own organizational culture, and as a tool to improve individual and team performance.



KATIE WALL

How to Make Culture Building a Priority in this New Hybrid Work Environment

A positive office culture is becoming one of the biggest benefits that new applicants look for when searching for a job, and one of the main reasons employees stay or leave an organization. Cultivating a cohesive, psychologically safe, and productive workplace culture means focusing first and foremost on the specific individuals on your team. As the work environment changes because of the pandemic, learn why it is necessary to prioritize culture and how to do it effectively and efficiently. In this session, you will learn practical ways to apply regular culture-building activities and debrief conversations as a regular practice with your team, whether they be virtual, in-person, or hybrid. You will walk away with a few activities to try with your team, and the data around why it is so important to prioritize culture in this new normal at work.



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KATRINA KIBBEN

Coming Out: Pronouns + Creating More Inclusive Candidate Experiences

A critical part of helping people thrive at work is creating a safe space to work. Even in supportive environments, many transgender and gender non-conforming individuals can still expect uncomfortable conversations. It starts during the candidate experience, and small tweaks can lead to better communication for everyone—whether you're transgender or simply someone with a name that could be mistaken for a different gender between different languages, cultures, or generations.

While you probably know to say things like “salesperson” instead of “salesman,” there are plenty of other ways gendered language creeps into our everyday speech. So how can you be a better ally?

In this session you'll learn, 1) what pronouns are and how to appropriately use them, 2) tips for practicing pronouns when you get them wrong, 3) strategies to build belonging in the candidate experience with more inclusive language, and more!



KELLY LOUDERMILK

Employer Branding as an HR Department of One: Making Your Company Work for You!

You are the ultimate HR hero! You balance all things people-related in your company between recruiting, performance, benefits, employee relations, payroll, and more. You are always on point. And you know there is one thing missing that brings it all together: your ultimate plan that translates across all departments, parts of the employee life-cycle, and people, but you are unsure what that is or how to craft it. In this interactive session, we will uncover what employer branding is and how it applies to your role as an HR professional, and the ways you can impact your business goals at every level.



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KERI OHLRICH

reCHARGE® Your HR Passion

It keeps coming at you in HR: COVID-19, vaccines, lay-offs, the big resignation, hybrid/remote work, mental health and wellness, back to school, day care, elder care. As HR professionals, we have been taking care of others, working with leaders to find solutions to problems we didn't think we would have, and managing changing rules and regulations for the workplace. But how are you doing? How are you managing your own mental health and your passion for HR? Let's take a breath (and about 25 minutes) and focus on you! Before you attend another best practice session, put on your own oxygen mask first. Join Dr. Keri Ohlrich, as she talks about taking time to focus on your passion and what connects you to HR. Based on her CHARGE® model and lessons learned from coaching and interviewing people across various industries and levels, Keri will share ideas on how to re-ignite and better articulate your passion for HR, as well as provide you an opportunity to identify the top two actions you can take after the session. We all know HR is a powerful force in the organization and can positively impact the world. Looking forward to spending time with you to reCHARGE your HR passion!



LAWRENCE E. HENDERSON, JR.

Are You Done Pontificating? Getting to the Real DEI & Culture Work

We the "organization" support diversity, equity, equality, education, empowerment, inclusion, justice, belonging, anti-racism training, racial reconciliation, cultural competency, being an ally and advocate... and whatever other verbal gymnastics your organization decided to engage in over the past two years. Sound familiar? From a global pandemic to social unrest to a "social awakening," leaders, employees, those that represent the marginalized groups that live this DEI life daily are flat out tired. So let's break the barrier of pontificating and be about the work needed to move us forward. Company statements are nice, bringing in DEI and leadership consultants is great, but it will be the leaders of the organization that move DEI and culture work past being relegated to cultural awareness history month programs and begin putting the posters into practice. It's time to put some actions behind your words.



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LIANE DAVEY

The Good Fight: Build a Productive Conflict Culture

Business today is more competitive than ever. Getting ahead and staying ahead requires your teams to make tough calls, face hard choices, and to work through conflict. But no matter how much you invest in conflict workshops and training, productive conflict is still rare. Why?

Because productive conflict is about more than the right skill set. It requires the right mindset and the right processes, neither of which come naturally. In this session, Liane will walk you through a six-step process for creating a culture of productive conflict that will improve results and enhance engagement. You will walk away being able to do the following:

- Make the case to your organization for why conflict is not only inevitable, but valuable
- Target the key skills that will allow your workforce to have conflict productively
- Prepare your employees to work through resistance on the path to resolution



LINDSAY BOCCARDO

High Achiever Land: Managing Your Stress and Performance Expectations in a Multigenerational Workforce

Welcome to High Achiever Land, a place where perfectionists and leaders end up when they've put others before themselves for too long. In the spirit of caring for new staff and making sure seasoned staff feel respected and appreciated, we can lose ourselves in giving more and more, and each generation has different expectations around what leaders should be providing. So how are we supposed to support everyone?

In this session, Lindsay will share strategies to help you manage your energy, create and maintain boundaries, and know when and how to say "yes" or "no" when people need your time and attention. She'll fold in generational research around stressors and definitions of success to give you a deeper understanding of how to communicate and coach different generations. We'll also explore the importance of pacing yourself by using intentional celebration, as it is the final key to your growth, and no matter the generation, growing humans are happy humans!





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LISA LINDSEY

Level Up Your HR Leadership

You love your career in HR, but if you are like many in the profession, you might find that you have difficulty getting your voice heard or being a part of the critical conversations taking place throughout the organization. Despite that you are ready to be more than just the person responsible for the operational and transactional functions. You are ready to be viewed as a vital part of the organization's success, the person who is looked to for strategic leadership about the company's people. This session is designed to help motivated HR professionals enhance their leadership and influence within their organizations.



LIZ WEBER

5 Stages of Rock-Solid HR Leadership!

Are you tired of working 50, 60, 70+ hours a week? Do you come in early and stay late, just to get your work done? Are you frustrated by what your HR team members – or some managers – can't do or can't figure out for themselves? Would you like to learn why you're always playing catch-up just to keep up? If you answered 'YES!' to just *one* of these questions, this presentation is for you! Through client examples, exercises, and assessments, Liz Weber will share her amazingly simple model: The Five Stages of Focused Leadership Development®. This model will help you quickly identify why your HR team – or some managers – underperform, depend upon you to solve their problems, and cause you to work the long hours you do.

In addition, you will have the opportunity to take a free assessment to learn your current stage of leadership. With that insight, you'll be able to identify what leadership behaviors to change to enhance your own and your team's performance!

If you frequently coach managers on how to manage their employees more effectively, this program and Liz's model will be your new favorite tool!



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LIZA WISNER

The 7 Habits to Optimize Diversity, Equity & Inclusion

Join in for a hands-on workshop where you will unpack the research around DEI and build your own plan around the 7 Habits to Optimize Diversity, Equity & Inclusion that will help grow you and your organization. In this session you will learn holistic approaches to DEI to create a new business culture; ways to develop, establish, and communicate strong DEI values across your organization; how to assess your business needs and prioritize DEI efforts; how to integrate your DEI program into current and ongoing learning programs; how to measure, evaluate, and evolve your DEI program; how to leverage technology and platforms to enable your DEI program; and ways to recognize and celebrate your DEI progress.



LORI KLEIMAN

Compliance Conundrum: Top Legal Issues Facing HR

HR teams are pulled in different directions every day. Staying on top of human resources activities can be complex enough, but add to that the compliance changes that are coming to a local, state or federal jurisdiction in the near future. You don't have to figure it out on your own. Join us and get a quick overview of what is on tap for 2019 compliance now! We'll evaluate what is on the house floor, decisions the Department of Labor is likely to enforce, and cases before the Supreme Court that will impact our policies and procedures. Take out your crystal ball and look into the future of employee-centered business compliance.



MARGARET SPENCE

All Aboard: How HR Leaders Build Inclusive Leadership Capacity

Organizations can build powerful mission statements around diversity; you can issue public-facing statements on inclusion; you can even champion equality and never move to create equity for diverse employees or female stakeholders. Five years from today, given the landscape of your organization, will any see a noticeable change in your DEI program?

Human resources and executives lay the foundation for diversity and inclusion, and senior leaders set the tone and signal to everyone that diversity is imperative. Managers must then carry the culture forward and execute a plan to create belonging for all employees and stakeholders. We all know the "what," but here's the how: How do you make it all stick? How do you develop inclusive leadership capacity that creates sustainable DEI impact?



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The opportunity for human resources leaders to create a transformative shift in how we view inclusion and equity is imperative for business success. This program is a powerful view of how organizations, managers, teams, and individuals can champion inclusion, equity, and equality to foster diversity.



MATT SCHULMAN

Compensation in a Post-COVID World: The Data Behind Remote Work and The Great Resignation

The topic of remote work has stirred up a lot of controversy and advocates on both sides are trying to navigate a world in which people prefer one or the other. One major point of contention in remote work situations is what happens to an employee's compensation when they move from a Tier 1 city (San Francisco) to a Tier 2 city (Austin) because their job is fully remote?

In the background of all this, existing diversity and equity conversations keep popping up and things like unequal pay for minority groups and women are now actively being discussed in board rooms and the media all across the country. Throw all these issues together and we've seen an unprecedented number of changes to employee compensation, retention, attrition, and recruiting in the HR world.

Join Matt Schulman, CEO and founder of Pave, as he walks you through the data of how remote work and The Great Resignation have driven interesting new trends in compensation.



MCKENDREE HICKORY

Inclusive Leadership

Inclusive leadership is synonymous with great leadership, but do your managers and executives practice behaviors of inclusion? Do you know how to leverage difference, make sure every voice is heard, and create a space where people can be themselves and do their best work? In this mini-workshop by LifeLabs Learning, we'll share research on what makes inclusive leaders different. You'll walk away with an assessment of the strengths and gaps in your leadership culture, simple micro-inclusion habits you can use immediately, and tips for gaining leadership buy-in.



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NADYA OKAMOTO

The Future of the Workplace for Gen Z

In this presentation, I'll review my vision for the future of the workplace for Gen Z and touch on the actions of support/inclusivity for Gen Z in the workplace. Oftentimes, underserved and marginalized communities, especially communities of color, do not feel supported in their respective job fields. As a CEO/co-founder, I'll showcase my own unique perspective on how I make my workplace an inclusive and welcoming one for our Gen Z employees.



PRIYANKI AMROLIWALA

Healthcare Recruiting: What's Really Going On?

Let's discuss how difficult recruiting in healthcare has gotten since the pandemic!



ROB SADOW

Get Prepared for Hybrid Work!

COVID-19 has changed the way we work! While employees and employers adapted quickly in crisis, the emerging hybrid work model is a new one for the vast majority of employers. This session will explore the key phases of the employer hybrid work journey.

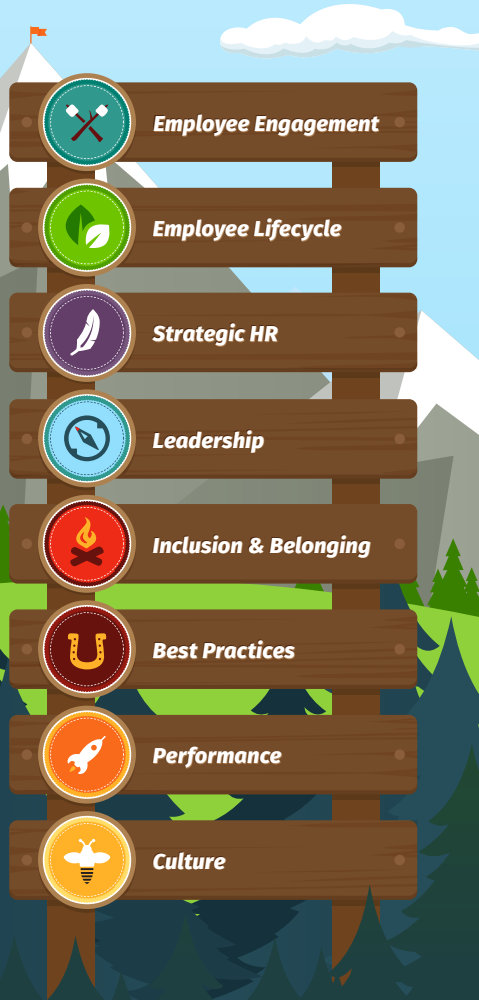
You'll walk away with a lot more confidence on how to approach hybrid work for your organization, including proactive solutions you can put in place and how technology can help you manage the transition.



STACEY GORDON

Embedding DEI into Your Company's DNA

The business case for diversity is known, and diversity is beneficial in theory, but how many companies believe this enough to put it into practice? The problem has been identified, but remains unsolved. Mainly because there isn't truly a problem if it's not costing the company money. Stats, statements, and standards alone will not change anything, but together, they are the underpinnings of a strategy. Stacey facilitates a session that will walk the audience through the rationale for creation of a strategic change management plan that will move leadership past the circular conversation about diversity and inclusion in the workplace.



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TALISA "TALI" LAVARRY

The Case for Authentic D.E.I.

From small startups to Fortune 500s, companies are facing harassment and discrimination charges like never before. According to Westlaw, a legal research service by Thomson Reuters, plaintiffs now have just over a 50 percent chance of winning when employment practices liability (EPL) claims go to trial.

While the need to both educate and train leaders in the workplace has increased, so has resentment. If we pay close attention to blog posts and social statuses, it's not hard to find resistance from those that believe the training and any strategic solutions are unnecessary. The EEOC begs to differ, with more than 1.8 million complaints filed since 1997, and over a million taking place since 2010.

This training allows HR professionals, labor law and discrimination investigation professionals, as well as business leaders and stakeholders to hear a trained DEI&B facilitator present a winning case in regard to the value and importance of placing a priority on DEI&B within their business strategies and plans.



TINA ROBINSON

Coming Full Circle: Unleash the Engaging Power of the 360

360s. We love them and we hate them. They sound like a good idea in talent development discussions, but then sputter in the execution. Yet they offer so much potential. Ready to breathe new life into this familiar tool in your talent toolbox? Join us! In this case-study-based session, we share hard-earned wisdom, lessons learned, and practical 360 strategy and operational tips. You'll learn how to move the 360 beyond performance management, transcend employee development, and reimagine the 360 as your secret weapon in the battle for engagement.



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