People Analytics Conference
Accelerating Value Through Human Capital for the “Next Normal”

DAY ONE
Tuesday, October 19, 2021

Welcome & Opening Remarks
Beverly Tarulli, Conference Chair and Clinical Assistant Professor and Lead Faculty for Human Capital Analytics and Technology, New York University.

10:00 am – 10:30 am (ET) General Session A
Opening Panel: Essential Lessons from the Application of People Analytics During Turbulent Times
Amid profound pandemic-induced uncertainty, business leaders turned to People Analytics teams for insights. This opening panel will reflect on how People Analytics assisted companies in making people-related decisions and will envision how it stands poised to deliver even more value as the economy reopens with the promise of sustained growth in the forecast.

Brian Fishel, Chief Human Resources Officer, KeyBank
Jennifer Frame, HR Director, Workforce Insights, Learning and Leadership, Dow
Wendy Hirsch, Vice President - HR Technology, Analytics and Services, Eaton

10:30 am – 10:35 am (ET) Break

10:35 am – 11:05 am (ET) General Session B
Using People Analytics to Inform Critical Decisions About Emerging Business Models
As organizations in North America slowly emerge from the pandemic, many are rethinking how they do business and how they operate. This session will reveal how Prudential Financial has positioned its People Analytics operation as a business-decision engine that has consistently delivered value to the organization and prepared it to better meet future challenges.

Stephanie Brannagan, Vice President, Workforce Analytics, Prudential Financial

11:05 am – 11:10 am (ET) Break

11:10 am – 11:40 am (ET) Concurrent Session C1
Case Study: Combining the Power of People Analytics and Strategic Workforce Planning to Build the Workforce of Tomorrow
In this session, students from the NYU School of Professional Studies will share the findings from a case study they developed for a large insurer. In which they leveraged People Analytics and Strategic Workforce Planning techniques to better understand the competitive landscape and map out a plan for future growth and talent needs. These next-generation leaders will then offer their unique perspectives into the future of work and the changing role of People Analytics.

Kelle Coyler-Brown, Associate Director, OEO Accommodations & Accommodations Coordinator, New York University
William Hirsch, Business Intelligence Analyst, Sloan Kettering Cancer Center
Mariami Lolashvili, HR Operations and Systems Associate, World Education Services
Beverly Tarulli, Conference Chair and Clinical Assistant Professor and Lead Faculty, Human Capital Analytics & Technology, New York University

11:10 am – 11:40 am (ET) Concurrent Session C2
Case Study: Ensuring Your Organization Delivers on Its Public Commitment to Diversity, Equity & Inclusion
The past year has seen a dramatic increase in the focus on DEI with most organizations making public commitments to improve their performance in this critical area. This means that they must demonstrate real progress to back up those statements with action. In this session we will hear how Salesforce, a leader in making progress towards DEI goals, used People Analytics to prove that their brand was indeed willing to walk the talk.

Genetha Gray, Lead People Research Scientist, Salesforce

11:40 am – 11:45 am (ET) Break

11:45 am – 12:15 pm (ET) Concurrent Session D1
Essential People Analytics: Changing Public Disclosure Requirements
Recent anticipated changes in public reporting requirements will have a significant impact on People Analytics. Featuring an interview with a leading pension administrator, this session will explore the kinds of measures involved and will underscore the reasons why analytics teams at public organizations will have to get ready to start reporting on a range of new items.

Dr. Solange Charas, Distinguished Principal Research Fellow, The Conference Board & Founder and CEO, HCMoneyball
Mary Hartman Morris, Investment Officer, Sustainable Investment and Stewardship Strategies (SISS), California State Teachers’ Retirement System (CALSTRS)

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11:45 am – 12:15 pm (ET) Concurrent Session D2
Case Study: How Organizational Network Analysis Can Help You Harness the Power of Connections
Organizational Network Analysis (ONA) enables employers to map the connections among employees and can provide insights into talent, culture, DEI, innovation and a range of other essential business and HR issues. While not a new discipline, interest in ONA has exploded in recent years. This session will look at how organizations are deriving concrete business value by tapping into the potential of ONA.

Jennifer J. Deal, Ph.D., Senior Research Scientist, Center for Effective Organizations, Marshall School of Business, University of Southern California

12:15 pm – 12:30 pm (ET) Break

12:30 pm – 1:00 pm (ET) General Session E
Organizational Network Analysis in Action: Applying ONA to Discover Valuable Insights
Many ONA-related discussions suffer from either being too abstract or too general, focusing overly on network patterns at the organizational level without considering how ONA can improve performance on a smaller scale. In this session, you will hear how Eaton applied ONA to their sales organization and what results they achieved in doing so.

Mei Kim, Global Workforce Planning and Analytics Leader, Eaton

1:00 pm – 1:05 pm (ET) Break

1:05 pm – 1:35 pm (ET) General Session F
Case Study: Putting the Power of Analytics into the Hands of Business Leaders
The primary function of People Analytics is to aid leadership with decision-making, and that goes beyond just reporting out data, analysis and insights. People Analytics professionals therefore not only need to become expert communicators to ensure that their work breaks through the noise; they must also empower and enable leaders to become data-literate by providing them with the tools to directly explore data and to apply analytics to own situations.

Join this session to hear how KeepTruckin’s People Analytics team deployed self-service solutions so that their business leaders had data about their workforce available at their fingertips.

He Cole Napper, Director, People Science and Analytics, KeepTruckin

1:35 pm – 1:40 pm (ET) Break

1:40 pm – 2:10 pm (ET) General Session G
Case Study: Demonstrating the Business Value of People Analytics
Key to the success of any People Analytics function is demonstrating enduring value to the bottom line. This session will feature an example of how focusing on business value can help the analytics function grow and achieve an even greater impact on the business.

DAY TWO
Wednesday, October 20, 2021

10:30 am – 10:45 am (ET)
Welcome & Opening Remarks

10:45 am – 11:15 am (ET) General Session H
How Labor Market Trends Impact Your Business and Your People
The pandemic has fundamentally restructured the relationship between the workforce and the workplace. Labor markets are currently undergoing major disruptions, from the mass exodus of women, to early retirements, the “Great Resignation,” the geographic relocation of workers out of metro-centers and a general questioning of the need for lengthy commutes and for work hours to be completed at the “office.” With record-high numbers of unfilled job openings, we are looking at a huge imbalance between market demand and the supply of available talent as businesses reopen and the economy attempts to recover.

Join this session to learn how analytics and workforce planning teams can identify solutions to address these gaps in the short term and confront the challenges ahead.

Gad Levanon, Head of the Labor Market Institute, The Conference Board

11:15 am – 11:20 am (ET) Break

11:20 am – 11:50 am (ET) General Session I
Talent & Analytics I: Focusing on the Employee in Times of Complex Change
Raytheon Technologies (RTX) experienced both a pandemic and a complex merger at the same time. While implementing their integration activities within the context of a changing labor market, RTX doubled down on the employee experience as a way of tackling retention and sustaining engagement and performance.

RTX’s Robert Motion will discuss how their Talent Strategy and Planning team leveraged analytics to enhance the employee value proposition in a way that enabled a more effective transition to remote and hybrid work, and nurtured a sense of inclusivity that strengthened its workplace and team culture in the process.

Robert Motion, Director, Talent Management and Strategy, Raytheon International

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