

THE CONFERENCE BOARD



People 2030: Our Talent, Our Future

October 29 – 30, 2024
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at The Brooklyn Bridge
Brooklyn, NY

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People 2030: Our Talent, Our Future

People Strategy for the Future of Work
October 29 – 30, 2024
Brooklyn, NY

DAY ONE Tuesday, October 29, 2024

8:00 – 8:45 am

Registration and Breakfast

8:45 – 9:00 am

Community Networking Exchange

Join us for “warmup” conversations to build connections around the future of work: how work, workers, and the workplace will evolve and how to make better workforce decisions and tech investments for tomorrow. Share your top future of work challenge. Take a few minutes to familiarize yourself with our TCB Meet app to greatly enhance your event experience and community connections.

9:00 – 9:10 am

Opening Remarks: Creating People Strategy for the Future of Work

What are the trends impacting the future of work and how do we prepare our workforce and workplace for sustainable performance and wellbeing? In our two-day event, we'll discuss insights on how technology, social, and economic trends are shaping new strategic people requirements.

We'll share and discuss the core elements of People Strategy for the Future, research insights, and what to do now.

Among the major topics:

- **Leadership & Culture:** Enterprise transformation, leader/manager behaviors, leading with purpose, vision, trust, and transparency, culture change, stakeholder (including Board) perspectives on human capital management and culture, scalable coaching.
- **Talent Marketplace & Workforce Development:** Strategic workforce planning and analytics, Skills-based organization, work tech enablement, GenAI learning and investments, and employee life cycle management.
- **Employee Experience:** Employee wellbeing, employee value proposition, human-centered work design, hybrid work, performance management, rewards and coaching, equity, and inclusion.

Amy Armitage, Program Director and Program Chair,
The Conference Board

9:10 – 9:40 am

General Session A

Keynote: Building the Workforce of the Future Today

You can't prevent workforce shortages of the future if you don't do something today. In this far-ranging and inspiring session, you'll learn how one of the nation's largest healthcare systems adopted purpose-driven leadership, a culture of transparency, collaboration and empowerment, and a broad commitment to education and its communities to address its healthcare mission. From lessons learned of the pandemic, to a commitment to address gun violence, and strategies to address staffing challenges, discover what it means to lead holistically now and into the future.

Michael J. Dowling, President and Chief Executive Officer,
Northwell Health

Maxine Carrington, JD, Senior Vice President and Chief People Officer, **Northwell Health**

Moderator: **Amy Armitage**, Program Director and Program Chair, **The Conference Board**

9:45 – 10:15 am

General Session B

Sponsor Panel: Insights on Technology Acceleration and the Future of Work

In our next session, we will discuss how AI and digital transformation impact the future workforce and future of work. Discover how technology can be employed not only to enable performance and enhance productivity, but, more critically, to enable creativity, innovation, and the capabilities that are uniquely human. Find out what the future holds for People Strategy and the investments that impact the value-adding skills and capabilities of the workforce and workplace.

Monika Means, Vice President, Senior Partner, Americas HR & Talent Transformation Leader, **IBM Consulting**

Susan Youngblood, (former) Chief People Officer, AI and Digital Transformation Workforce Expert

Moderator: **Lauren Weber**, Reporter, **The Wall Street Journal**

10:15 – 10:25 am

Break

10:25 – 10:55 am

General Session C

Research Insights: The Reimagined Workplace in 2024

Explore the reimagined workplace where hybrid work, AI integration, shifting leadership dynamics, and the focus on well-being continue to reshape the future of business despite a tight labor market. In this session, we'll challenge the balance between flexibility and productivity, urging you to rethink the traditional office model to find ways to optimize rather than compromise.

Robin Erickson, Ph.D., Vice President Human Capital, **The Conference Board**

11:00– 11:30 am **General Session D**

Sponsor Keynote: The Power and Purpose of Employment

This session reveals critical learnings about how to create and grow a sustainable, future workforce and source and develop new talent. We'll discuss a non-profit's experience building a community-based collective of workforce development organizations – Preparing employees for the workforce and filling workforce employment gaps. Then we'll share more about how one organization put these strategies into practice, reaped benefits, and scaled their practices to fill workforce gaps.

Karen Collins, Chief Talent Officer, **BMO**

Kathleen Caliento, Ph.D., President and CEO, **Cara Collective**

Lina Bankert, Managing Director and Partner, **Boston Consulting Group (BCG)**

11:35 am– 12:10 pm **General Session E**

Panel: Building People Strategy for the Future: Leadership, Transformation, Skills, and Tech-enabled Culture

Chief Human Resource Officers with accountability for long-term people strategy share their holistic practices in our next session. Learn how these senior execs look ahead to the future and identify growth opportunities through people, amidst disruption. Learn how they build people strategies with a focus on purpose, leadership, culture, technology, transparency, and employee experience. Gain strategic and actionable insights on “next gen” HR and the digital skills needed.

Dalana Brand, Chief People Officer and Chief Diversity Officer, **Peloton Interactive**

Bucky Fairfax, Executive Vice President and Chief Human Resources Officer, **RTI International**

Deborah Lovich, Managing Director and Senior Partner, **Boston Consulting Group (BCG)**

Moderator: **Shivani Dhir**, Assistant Dean Digital & Lifelong Learning, **NYU Tandon School of Engineering**

12:10 – 12:45 pm **General Session F**

Roundtable Interactive Exercise: Managing through the Fog

Navigating through disruptive change requires new ways of thinking and doing. Our next interactive session focuses on developing adaptive capacity, managing a paradox mindset, and addressing deep barriers and blind spots to effective and creative adaptation. When the world delivers turbulence, learn how to navigate the storm.

Scott D. Anthony, author, *Eat, Sleep, Innovate: How to Make Creativity an Everyday Habit in Your Organization*, and Professor, **Tuck School of Business, Dartmouth University**

12:45 – 1:45 pm **Lunch**

TRACK ONE – LEADERSHIP AND CULTURE

1:45 – 2:15 pm **Track One Session G1**

Panel: Foundations for People Strategy

Disruptive social, political, and economic forces are creating vast uncertainty in today's labor and business markets. How can HR best navigate these changes to ensure a steady hand at the wheel? TCB research indicates top concerns of the C-Suite for human capital include developing leadership and workforce capabilities and strengthening organizational culture to attract and retain talent. Find out how new “competitive advantage” people strategies are playing a pivotal role in enhancing growth, innovation, and agility.

Selena Yuan, Global Head of Talent Development, **Cytokinetics**

John Hadeed, Vice President, People & Culture, **Primark US**

Laura Sherbin, Ph.D. Managing Director, **Seramount**

Moderator: **Amy Armitage**, Program Director, **The Conference Board**

TRACK TWO – TALENT MARKETPLACE AND WORKFORCE DEVELOPMENT

1:45 – 2:15 pm **Track Two Session G2**

Case Study: Workforce Strategy for Growth

Workforce strategy is critical for business growth – especially for this top retailer. In our next case study, we'll share how to use data to understand talent, create learning and growth opportunities, and adapt to a changing workforce. Learn about the emerging talent marketplace and the next practices in workforce planning. Discover skilled talent using market and internal data.

Rupert Bader, Group Director, Workforce Intelligence, **Walmart**

Michael Manning, Vice President, HR Data and Innovation, **FM**

Moderator: **Matt Rosenbaum**, Principal Researcher, Human Capital Center, **The Conference Board**

TRACK THREE – EMPLOYEE EXPERIENCE

1:45 – 2:15 pm **Track Three Session G3**

Research/Case Studies: Elevating Employee Well-Being

Our next panel will explore how employee well-being and people first strategies can help companies optimize their employee and team experience through listening, learning, development, and rewards strategies. We'll share new research from The Conference Board and practitioner stories. Learn about the well-being investments that truly matter to the employee experience, future retention, and team success.

Dominique Cote, Vice President Employee Experience and Communication, **TMX**

Stela Lupushor, Senior Fellow, **The Conference Board** and author, *Humanizing Human Capital*

Moderator: **Rita Meyerson, Ed.D.**, Principal Researcher,
Human Capital Center, **The Conference Board**

TRACK ONE – LEADERSHIP AND CULTURE

2:20 – 2:50 pm **Track One Session H1**

Research: Aligning Culture and Talent Strategies

Our next dynamic session offers new research on aligning culture and talent strategies to accelerate growth, based on findings from AESC's signature research studies: the global member outlook survey of search and leadership advisory professionals and the annual survey of business leaders worldwide. Findings include critical HR leadership competencies, keys to culture improvement, drivers for attracting and retaining leaders, DEI, AI, and sustainability. Learn how HR leaders can drive business results through culture and talent strategy alignment.

Karen Greenbaum, CEO, **Association of Executive Search and Leadership Consultants (AESC)**

TRACK TWO – TALENT MARKETPLACE AND WORKFORCE DEVELOPMENT

2:20 – 2:50 pm **Track Two Session H2**

Case Study: Visible Pathways, Visible Impact: Building a Culture for Upskilling, Reskilling, and Innovation

Transparency in career development and advancement is a critical foundation for building tomorrow's workforce. With a focus on improving college affordability, student engagement, and workforce readiness, our next session showcases practical strategies for supporting the growing majority of nontraditional and working students to ensure they have the skills required to succeed in today's jobs.

Dan Marsella, Vice President, Enterprise Partnerships,
Strategic Education Inc.

Marquand "Marq" Brown, Vice President of HR and Chief People Officer, **Oswego Health**

TRACK THREE – EMPLOYEE EXPERIENCE

2:20 – 2:50 pm **Track Three Session H3**

Case Study: Managing Disruption and the Well-Being of Your Employees

Is your organization ready to respond when a disaster or personal hardship impacts your workforce? In this timely case study, learn how Dow Chemical Company equitably supports their global workforce with emergency financial relief. They will share how employee well-being is boosted with a sustainable readiness plan and access to financial support when the unexpected happens.

Courtney Ramey, Chief Product Officer, **E4E Relief**

Justin Land, Global Citizenship Program Officer, **Dow**

TRACK ONE – LEADERSHIP AND CULTURE

2:55 – 3:25 pm **Track One Session I1**

Panel: Building Strategic Capability: AI Powered Leadership Coaching

Our next session will profile leading practices around the use and integration of technology, data systems, analytics, AI and leadership development. Learn how Fortune 500 enterprises are harnessing Gen AI coaching to support managers and other historically under-supported populations as they move through organizational change. We'll also cover new research, investment, and data-based trends on the impacts of technology in human capital management.

Levi Goertz, Co-founder and Head of Client Solutions,
Valence

Austin Smith, PhD, Global Head of Talent and Organizational Effectiveness, **VML**

TRACK TWO – TALENT MARKETPLACE AND WORKFORCE DEVELOPMENT

2:55 – 3:25 pm **Track Two Session I2**

Panel: Envisioning the Future of Workforce Recruiting and Development

In our next panel session, we'll explore the future of recruiting, onboarding, and tech-enabled performance management. We'll discuss how AI-driven technology enables an employee life cycle approach focused on learning, diversity, and workforce development. Explore the role of technology, while ensuring "human-centric" practices. Learn how to avoid the "whiplash" effect of economic disruption through a steady focus on clarity, candor, and care.

Khalil Smith, Vice President, Inclusion, Diversity, and Engagement, **Akamai Technologies**

Azurée S. Montoute-Lewis, Global Chief People Officer,
Burson

Moderator: **Arun Bedi**, Senior Fellow Human Capital,
The Conference Board

TRACK THREE – EMPLOYEE EXPERIENCE

2:55 – 3:25 pm **Track Three Session I3**

Panel: Skills for Engaging Now and into the Future

In our next session, our panel will discuss the next practice strategies for how organizations can build a skills-based organization and culture of learning. We'll move beyond the "skills hype" to share practices that are working to enhance employee development with focused business outcomes, measurement, career development, and clear accountability. We'll share how to build skills for the future through decisions made today about your learning environment and investments in people.

La Nise Hagan, Chief Human Resources Officer, **OneTen**

Sandra Loughlin, Ph.D., Chief Learning Scientist,
EPAM Systems

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Moderator: **Melissa Feigelson, Ph.D.**, Director of Talent Insights, **Verisk**

TRACK ONE – LEADERSHIP AND CULTURE

3:30 – 4:00 pm **Track One Session J1**

Panel/Case Study: Building a New Generation of Leaders

Identifying diverse leaders and retaining top talent are top issues for HR executives. Our next session will showcase innovative solutions to address these issues, including the groundbreaking work of Project Accelerate, an initiative funded by the Equality Can't Wait Challenge, dedicated to advancing workplace equity by 2030. From implementing inclusive hiring practices to fostering diverse leadership pathways, learn actionable strategies and next practices that have led to tangible results in promoting diversity, inclusion, and equity. Project Accelerate participant, Sanjida, will share her experience.

Stephanie J. Hull, Ph.D., President and CEO, **Girls Inc.**

Jennifer Bronner, Director, Community Impact, Corporate Social Responsibility, **Cox Enterprises**

Sanjida ., Project Accelerate Participant, **Girls Inc. of New York City Alumnae**

TRACK TWO – TALENT MARKETPLACE AND WORKFORCE DEVELOPMENT

3:30 – 4:00 pm **Track Two Session J2**

Case Study: Leveraging AI to Build the Skills-based Organization

Our next case study showcases how a consulting firm hired its own senior experts to create a dynamic talent marketplace designed to build skills, trust, and transparency, powered by AI. Learn how skills assessment, business requirements, skills matching, and career mobility come together in the skills-based organization. See how AI can be used to drive connectivity, efficiency, productivity, and profitability in the talent marketplace of the future.

Daghan Or, People Technology Leader, **PwC**

Amy Richmond, Managing Director, People Team, **PwC**

TRACK THREE – EMPLOYEE EXPERIENCE

3:30 – 4:00 pm **Track Three Session J3**

Panel: Transparency, Pay and the Employee Experience

Technologies, demographics, and pandemic-era new habits are driving new behaviors, expectations, and tensions in how workers relate to their organizations. Discover new strategies for AI, rewards and pay transparency, and how they are shaping the employee experience and organizational trust.

Michael Rory Katz, SVP, Total Rewards and Wellbeing, **Assurant**

Lisa Hunter, Program Director and Senior Fellow, **The Conference Board**

Moderator: **Allan Schweyer**, Principal Researcher, Human Capital Center, **The Conference Board**

4:00 – 4:15 pm **Break**

4:15 – 4:45 pm **General Session K**

Panel: Preparing Organizations for Digital Transformation

Digital disruption is reshaping entire industries. Organizations must be agile and innovate to generate new value propositions and create sustainable growth in the next economic age. In this final interactive session of the day, we'll explore how leaders can build new perspectives and capabilities to navigate the changing digital landscape and remain competitive with sustainable business strategies.

Jana Brown, Ed.D., SVP and Chief Human Resources Officer, **eHealth, Inc.**

Antony Ebelle-ebanda, Global Head of Digital Surgery Integration & Talent Insights, **Johnson & Johnson**

Moderator: **Amy Armitage**, Program Director, **The Conference Board**

4:45 – 5:00 pm

Closing Remarks, Action Reflection, and Day Two Preview

Amy Armitage, Program Director, **The Conference Board**

5:00 – 6:15 pm

Reception

DAY TWO

Wednesday, October 30, 2024

8:30 am – 9:15 am

Rise and Shine Breakfast Roundtables

Get your day started with this expert-led networking activity.

Participants will come together for small group exchanges, sharing learnings from Day 1 with well-known experts in their fields. Sample topics:

- **#1. The Shifting Employee Value Proposition**, *Dan Marsella, Strategic Education*
- **#2. Making Change Stick**, *Arun Bedi, The Conference Board*
- **#3. Managing the Costs of Voluntary Turnover**, *Robin Erickson, Ph.D., The Conference Board*
- **#4. GenAI Workforce Disruption**, *Dr. Nicole C. Jackson, Golden Gate University*
- **#5. The Evolving HR Tech Ecosystem**, *Matt Rosenbaum, The Conference Board*
- **#6. Leadership Development in a Rapidly Evolving Workplace**, *Amy Bladen Shatto, Ph.D., Leadership Variations*
- **#7. Aligning Strategy and HR Operating Models**, *Juliana Stancampiano, Oxygen*
- **#8. New Perspectives on Productivity Metrics**, *Ken Oehler, RADICL*
- **#9. Managing the Future Trust Equation**, *Stela Lupushor, The Conference Board*
- **#10. Wellbeing Strategies for a Changing Workforce**, *Rita Meyerson, Ed.D., The Conference Board*
- **#11. Employee Voice and Listening Strategies**, *Erka Amursi, The Conference Board*
- **#12. Hybrid Workforce**, *Deborah Lovich, Boston Consulting Group*
- **#13. Digital Transformation Strategies**, *Preethi Gowda, FM*
- **#14. What CHROs Bring to the Boardroom**, *Abby C. Abruzzo, JamesDruryPartners*
- **#15. Digital Talent Transformation**, *Paul Shorkey, Boston Consulting Group*

9:15 – 9:20 am

Opening Remarks Day Two

Amy Armitage, Program Director, **The Conference Board**

9:20 – 9:55 am **General Session L**

Keynote: Unleash the Power of Simple

People are drowning in the work of doing work, and it's sabotaging organizations, dampening morale, and destroying mental health. This session showcases a new way to unleash energy, collaboration and innovation, by embracing a mindset of simplification. We'll share how adopting simplicity as an operating principle is the surest path to organizational transformation – and where small changes can have profound impact.

Lisa Bodell, CEO and Futurist, award winning author, *Why Simple Wins* and *Kill the Company: End the Status Quo, Start an Innovation Revolution*

Moderator/Introduction: **Amy Armitage**, Program Director, **The Conference Board**

10:00 – 10:15 am **Break**

10:15 – 10:45 am **General Session M**

Keynote: People-focused Pathways to Innovation and Performance

As we advance into the future, the intersection of mental health and technology presents both profound opportunities and significant challenges for organizations and individuals alike. This session will explore how the fundamentals of employee engagement – from management relationships to establishing a sense of belonging – are an essential building block for organizations seeking to maximize their use of technology and inspire innovation.

Amy Gilliland, President, **General Dynamics Information Technology (GDIT)**

Moderator: **Matt Rosenbaum**, Principal Researcher, Human Capital Center, **The Conference Board**

10:50 – 11:25 am **General Session N**

Disney Institute Workshop: Leading Creativity in Business

The Walt Disney Company has recognized the strategic value creativity and innovation has for organizations to identify new business opportunities, overcome business challenges, and drive business results. During this session, Disney Institute will share insights and lead engaging discussions through our storytelling approach with practical exercises that showcase the skills necessary for leaders to use creativity to solve the challenges their businesses face.

Ben Reed, Program Operations Director, **Disney Institute**

Juliana Trujillo, Program Director, **Disney Institute**

11:30 am – 12:00 pm **General Session O**

Panel: Adapting to an Ever-Changing Economy and Social Environment: Lighthouses in the Storm

This session will focus on how People Strategy and corporate governance needs to adapt to changing economic and social conditions that impact the workforce. We'll discuss the focus on values and use of critical metrics. Learn how organizations have adjusted workforce policies and programs to address changing external requirements. We'll discuss how to address the pushback on issues of social justice and DEI, trends in Board governance, and how to lead effectively to stay employee-focused and people connected.

Sean Woodroffe, Chief People, Culture and Communications Officer, **Lincoln Financial**

Jennifer Heinzen Krueger, (former) Chief Human Resource Officer, VP Team Experience, **The Giant Company**

James J. Drury, III, Founder, Chairman, CEO, **James Drury Partners**

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Moderator: **Solange Charas**, Ph.D., Distinguished Principal Research Fellow, **The Conference Board**, Professor of Practice, **Columbia University**, and author, *Humanizing Human Capital*

12:00 – 12:15 pm **Break**

12:15 – 12:40 pm **General Session P**

Closing: Trust and the Strategic Role of HR

Our final session explores one of the most critical issues of the decade – the decline of trust across organizations and the need to redefine purpose. Our panel will offer suggestions for addressing the growing trust gap reported by Gallup and others. We'll share what organizations can do to bridge the trust gap on multiple dimensions – to build leadership purpose, employee engagement and long-term well-being.

Marina Hong, Senior Vice President and Head of HR,
Bayer

Nancy Nazer, Ph.D., Chief Human Resources Officer,
OMERS

Tricia Alcamo, (former) Chief People Officer, **FanDuel**

Moderator: **Robin Erickson, Ph.D.**, Vice President Human Capital, **The Conference Board**

12:40 – 12:50 pm

Closing: Remarks and Take-aways

In our closing discussion with participants, we'll do a final exercise at tables of sharing takeaways and the next steps.

"What I'm going to share with my team on Monday?"

"How will my career be affected by changes in the world of work?" and "What will I do differently?"

How can I leverage The Conference Board community to move forward with my organization?