

THE CONFERENCE BOARD



# People First: Reimagining Talent and Rewards

October 16 – 17, 2025  
New York Marriott  
at The Brooklyn Bridge  
Brooklyn, NY

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# People First: Reimagining Talent and Rewards

October 16 – 17, 2025

Brooklyn, NY

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## DAY ONE Thursday, October 16, 2025

8:00 am – 8:45 am

### Breakfast and Registration

8:45 am – 8:55 am

### Welcome and Introductions

8:55 am – 9:15 am

### Networking and Cross Pollination

We will kick off our event by meeting one another to share our top priorities and the biggest changes we are tackling in 2025.

9:15 am – 9:45 am

#### General Session A

### Sailing Uncharted Waters: The Trends that Will Shape the Labor Market and Talent Management in 2026 and Beyond

We set the stage with expert analysis and discussion of the economic, geopolitical, demographic and technological trends that will shape labor markets and talent management through the end of the decade.

**Tina Gupta**, Senior Vice President, Talent Management, **New York Life**

**Discussion and Poll:** What will be the biggest factor shaping your workforce planning in the next year? The next 5 years?

9:50 am – 10:15 am

#### General Session B

### How Wells Fargo is Reimagining Talent and Rewards

In this fireside chat with Bei Ling, SVP and Head of Human Resources of Wells Fargo, we will explore how the fourth largest bank in the United States continues its 173-year history of innovation by steps including taking skills-based approaches to development; redesigning benefits; and nurturing a culture of high-performance teams.

**Bei Ling**, Senior Executive Vice President, Head of Human Resources, **Wells Fargo & Company**

10:15 am – 10:30 am

### Networking Break

10:30 am – 11:05 am

#### General Session C

### **PANEL** TA and AI – And the Impact on the Entire Employee Journey

Odds are very high that the journey of your organization's next employee has begun with a resume composed via AI, and then evaluated via AI – and those are only the most basic of the interactions between artificial intelligence and talent acquisition. In this discussion, hear from talent acquisition leaders and experts on the many, and sometimes unexpected, ways AI is transforming both sides of the experience. We will explore opportunities and risks; governance and guardrails; cutting-edge innovations; and how the TA - AI interplay can impact your employer brand, employee experience, and talent strategy.

11:10 am – 11:40 am **General Session D**

### **Verizon Chief Talent Officer Christina Schelling on Using Technology and AI to Advance Internal Mobility**

In this conversation with Verizon SVP and Chief Talent Officer Christina Schelling, we will explore her unique experience, her perspective on workforce trends, and the ways Verizon is using data, technology and AI to advance recruitment, internal mobility, and succession planning.

**Christina Schelling**, SVP and Chief Talent Officer, **Verizon**

11:40 am – 12:10 pm **General Session E**

### **Know Thyself: Understanding Your Company's DNA To Communicate Benefits**

No benefits strategy can be effective unless it is backed by powerful communication – in ways that are meaningful to your audience and connect to your employer brand. The most impactful strategies are rooted in a deep understanding of your people, your workplace culture, and your company's identity. Because let's face it: what works at a fast-paced marketing agency might fall flat on a warehouse floor—or in a field office, or a home office.

In this panel discussion led by John Korinek, we'll talk with benefits and communication leaders to explore how job type, industry, company culture, and generational diversity all impact benefits and message design and delivery—and how to shape strategies that drive action.

Moderator: **John Korinek**, Co-Founder, President & CEO, **PartnerComm**

12:15 pm – 12:45 pm **General Session H**

### **Why Retention Always Matters**

Conference Board leaders share the latest research on the drivers of employee retention, and why retention always matters – not just in hot labor markets.

**Robin Erickson, PhD**, Head of Human Capital Research, **The Conference Board**

**Barbara Lombardo, PhD**, Program Director and Distinguished Principal Research Fellow, Human Capital Center, **The Conference Board**

**Discussion and Poll:** Of the factors driving retention, where is your organization strongest? Where does it have the most room for improvement?

12:45 pm – 1:45 pm

### **Networking Lunch**

1:45 pm – 2:15 pm **Concurrent Session A1**

## **CULTURE AND THE EMPLOYEE EXPERIENCE**

### **PANEL Building Cultures of Connection and Performance**

Leaders across sectors explore what it takes for employees to experience connection, inclusion, and empowerment at work, and how these experiences drive performance. In the current environment, what are the keys to – and the ROI of -- ensuring access, opportunity and connection for each employee?

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

1:45 pm – 2:15 pm **Concurrent Session A2**

## TALENT MARKETPLACE AND WORKFORCE DEVELOPMENT

### Developing a Technology-Fluent Leadership Pipeline

Learning and development around AI and other emerging technologies presents different challenges at different leadership levels. In this discussion we will discuss how to nurture technological fluency at higher levels of leadership.

2:20 pm – 2:50 pm **Concurrent Session B1**

## COMPENSATION AND TOTAL REWARDS

### Keeping a Level Playing Field During Seismic Changes in the Legal Landscape

How is the shifting legal and political landscape affecting pay equity? How can organizations best incorporate principles of equal treatment into compensation, talent acquisition, and more, while not tripping over a rapidly evolving legal and political landscape? This session will provide expert advice and reserve extra time for attendee questions.

2:20 pm – 2:50 pm **Concurrent Session B2**

## CULTURE AND THE EMPLOYEE EXPERIENCE

### New Ways of Hearing and Responding to Employee Sentiment

We will explore new ways, beyond the engagement survey, to hear, measure, and respond to employee sentiment. How can our organizations use technology to increase awareness and responsiveness to authentic employee opinions – without intruding on individual privacy?

2:50 pm – 3:00 pm

### Networking Break

Networking Assignment: Share with a fellow attendee your biggest takeaways from different sessions.

3:00 pm – 3:30 pm **Concurrent Session C1**

## TALENT MARKETPLACE AND WORKFORCE DEVELOPMENT

### Rolling Out the Blue Carpet: Welcoming Acquired Talent the Walmart Way

- When a new hire starts, they've chosen you.
- When they join through acquisition, they haven't.

Walmart has redesigned M&A onboarding to meet acquired and insourced talent where they are. By acknowledging the unique emotions, needs, and expectations that come with this kind of transition, they have built a system that blends empathy with scale, ultimately helping each person feel a sense of belonging from Day One. In this session, we'll explore the psychological differences between acquired and traditional hires, the pitfalls of a one-size-fits-all approach, and how Walmart brings the spark to every onboarding journey.

**Klint Kendrick, PhD**, Senior Director, Workforce Integrations & Transitions, **Walmart**

3:00 pm – 3:30 pm **Concurrent Session C2**

## COMPENSATION AND TOTAL REWARDS

## CULTURE AND THE EMPLOYEE EXPERIENCE

### **PANEL** Mental Wellbeing: Measuring Impact

A discussion of how to build elements that enhance mental well-being not only into benefits but also throughout the organizational culture and employee experience – and how to measure what is having the biggest impact.

**Dr. Manish Sapra**, Executive Director of Behavioral Health, **Northwell Health**

3:30 – 3:50 pm

### **Networking Break**

Networking Assignment: Share with a fellow attendee your biggest takeaways from different sessions.

3:50 pm – 4:25 pm **General Session G**

### **PANEL** Where Does Work Work? Reevaluating RTO, Remote and Hybrid

Conference Board research indicates that, after compensation, workplace flexibility is the most significant factor in employee retention. Yet many employers continue to find unique value in bringing team members together in an office, and many still wrestle with how to optimize a hybrid model. This discussion will bring together leaders from organizations ranging from fully remote to primarily in-office to compare notes and offer advice on achieving a productive, connected work experience under whichever model is best for your organization.

**Heather Wollerman**, Vice President, Talent Management & Chief Culture Officer, **McGraw Hill**

4:30 pm – 5:05 pm **General Session H**

### **Leading Cultures of Innovation**

We will conclude the day with a discussion among prominent people leaders on the people strategies, talent development and employee experiences that create and nurture cultures of innovation.

**Lillian Reaume**, Chief People Officer, **Stitch Fix**

5:05 pm – 5:15 pm

### **Day One Recap and Day Two Preview**

5:15 pm – 6:15 pm

### **Reception**

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## DAY TWO

Friday, October 17, 2025

8:00 am – 9:00 am

### Breakfast and Registration

8:15 am – 9:00 am

### Breakfast Conversations: Small Group Discussions

Attendees join their peers for small group discussions around themes such as:

- People Strategies for 2026 and Beyond
- Culture and Employee Experience
- Talent Acquisition
- Talent Development
- Upskilling and AI
- Compensation and Total Rewards

9:00 am – 9:10 am

### Day Two Opening Remarks

9:10 am – 9:40 am    **General Session I**

### How Human-Centered Tech Change Shapes the Employee and Customer Experience at Marriott

When Marriott International decided to simultaneously replace all of its core tech systems across over 9000 hotels, it was clear that even with a robust and thoughtful change management strategy, it would be a challenge to get hundreds of thousands of staff in 142 countries to quickly adopt new ways of working. The solution was not to focus on how to deliver new tech, but to focus – from day 1 – on the people who would use the new technology. So before making any decisions about technology, Marriott worked with staff from around the world to design the desired employee and customer experiences of the future. Marriott SVP Heather Powell joins us to share the “tech for people” approach that has guided every decision made along the way, from the placement of buttons in apps to how employees will prepare for and learn to work in the new ecosystem.

**Heather Powell**, Senior Vice President, Business Transformation Office,  
**Marriott International**

9:45 am – 10:15 am    **General Session J**

### Skills-Based Hiring: The Structural, Cultural, and Compensation Changes that Drive Success

A discussion of why organizations are increasingly turning to skills-based hiring – and the transformations throughout the organization that can jump-start its success.

**Discussion and Poll:** To what degree is your organization turning to skills-based hiring?

10:15 am – 10:30 am

### Networking Break



10:30 am – 11:00 am **General Session K**

**PANEL Innovations in Benefits for Today's People Strategies: Childcare and More**

With an increase in return-to-office mandates, some organizations have moved forward with initiatives to provide greater childcare benefits. In this conversation, senior HR leaders discuss how innovative benefits can align with and support new workplace and workforce strategies.

11:05 am – 11:35 am **General Session L**

**Technology and Talent Engagement**

We explore how advances in data analytics and AI can empower organizations both to better measure engagement and provide enhanced, customized experiences to engage and develop talent.

11:40 am – 12:10 pm **General Session M**

**Transparent Leadership in a Time of Tumult**

We discuss leadership transparency as key to a great deal of what we have explored over the last two days, including engagement, retention, and a culture of resilience during a time of remarkable change.

12:15 pm – 12:20 pm

**Concluding Remarks**