



2024 ENGAGE!

Chicago, IL; June 10 – 11, 2024; Draft Agenda

Confirmed speakers

- Prudence Pitter, Global Head of HR; Automotive & Manufacturing, Amazon Web Services
- Robert Perkins, Senior Vice President, Chief Global Diversity, Equity and Inclusion Officer, Mondelez International
- Alexandria Uribe, Senior Director, Total Talent Management, WM
- Derrick Barton, Chief Executive Officer, Center for Talent Solutions and Founder, Incredible LIFE Network
- Antonio Johnson, Vice President of People Engagement, Cantex
- Sherida McMullan, Vice President of Diversity, Inclusion & Belonging, Gitlab
- Victor Simmons, Vice President, Head of HR and Head of Diversity, Equity & Inclusion, Ace Hotels
- Sunil Asija, Director of Human Resources, Oakland County
- Brady Pyle, Vice President of Human Resources, Space Center Houston
- Trent Cotton, Vice President, Talent & Culture, HatchWorks
- Ismet Mamnoon, Global Culture Coach, deliverect
- Nickoria Johnson, Global Chief Diversity Officer, Credera
- Millette Granville, Vice President, Diversity, Equity & Inclusion, 2U
- Asheli Mann-Lofthouse, Organizational Anthropologist; Senior. Manager, Global Diversity, Equity, Inclusion & Belonging, Kraft Heinz Company
- Menzel Smith Jones, Diversity, Equity and Inclusion Specialist, Brookhaven National Laboratory
- Eva Stoudemire, Director of Inclusion, Diversity, Equity and Accessibility (IDEA), ChildFund

Main Conference Day One – June 10, 2024	
8.00am	Registration and Breakfast
9.00am	Chairman's Welcome Derrick Barton, Chief Executive Officer, Center for Talent Solutions and Founder, Incredible LIFE Network
9.30am	Opening Keynote Presentation: Prioritizing Employee Wellbeing: How Leaders Prioritizing Their Wellbeing Improves Organizational Effectiveness Hear relatable scenarios, and challenges that leaders face, while learning ways to effectively make a shift in mindset from leadership survival to the importance of being a role model for thriving in the workplace. Learn ways to navigate the inevitable changes that occur in the workplace, build resilience, and focus on emotional intelligence and psychological safety. <ul style="list-style-type: none"> • Learn to adapt while focusing on continuous learning - The best leaders balance change and continue to evolve • Keep Inclusion and two-way communication strong - Emotional intelligence and psychological safety go hand in hand and strengthen the organization's culture • Balance work and life - Be a role model in and out of the workplace Prudence Pitter, Global Head of HR; Automotive & Manufacturing, Amazon Web Services
10:00am	Unleashing the Power of AI for Employee Engagement: Transforming Work, Inspiring People In today's competitive landscape, organizations are constantly seeking innovative ways to boost employee satisfaction, motivation, and productivity. Enter Artificial Intelligence (AI), a game-changer with the potential to revolutionize the way we engage and empower our workforce. This session will delve into the top ways that AI can be used to drive employee engagement: <ul style="list-style-type: none"> • Leveraging AI algorithms to create personalized learning and development programs • Targeted AI-drive strategies that boost employee engagement by fostering a sense of ownership and progress. • Analyzing AI-driven performance data to provide real-time feedback and identify areas for improvement

- The power of AI-powered automation to handle tedious tasks and enable individuals to focus on more creative and strategic work
- Using AI to identify high-performing individuals and teams to provide personalized recognition and rewards
- Harnessing AI-powered platforms to facilitate seamless communication and collaboration across teams and locations

Presentation reserved for industry partner

10:30am Break

11:00am

Keynote Presentation: The Future of DE&I: Emerging Trends and Innovations

This session will explore emerging trends and innovations in the DE&I landscape. It will discuss how these advancements are shaping the future of workplace inclusion and equity, and how organizations can prepare for and leverage these trends to further their DE&I goals.

- The growth in data-driven DE&I to identify and drive areas for improvement
- Towards decentralized DE&I ownership: managing the shift from top-down strategies to empowering employees at all levels to champion DE&I initiatives.
- Embracing the rise of neurodiversity to accommodate and leverage the unique strengths and talents of individuals with conditions like autism and dyslexia
- Supporting the growth in the gig economy: how to access and integrate diverse talent pools beyond traditional full-time employment models, promoting wider inclusion and flexibility
- Opportunities in Virtual Reality and Inclusive Training to develop empathy, understand unconscious bias, and practice inclusive behaviors

Robert Perkins, Senior Vice President, Chief Global Diversity, Equity and Inclusion Officer, Mondelez International

11:30am

Panel Discussion: Key Strategies to Build a More Human-Centric Workplace Culture

The responsibility of companies in building an empathetic work culture is key to performance and retention in the current environment. What is your organization doing to help your employees survive, stabilize and thrive? This session will look at the current gaps and what organizations can do to cultivate a human-centric company culture

- The current drivers of attrition; where do we need to focus?
- Towards greater employee flexibility: where are we and where do we want to be?
- How to build leadership skills to drive empathy and support
- The growing importance of health and wellness
- Managing the transition from the traditional employee experience to whole life experience

Prudence Pitter, Global Head of HR; Automotive & Manufacturing, Amazon Web Services

Nickoria Johnson, Global Chief Diversity Officer, Credera

Sunil Asija, Director of Human Resources, Oakland County

12:00pm Presentation reserved for industry partner	
12:30pm Lunch	
Track A: Diversity & Inclusion	Track B: Employee Engagement
1.30pm Interactive Round Table Discussions – Diversity & Inclusion This interactive session is your opportunity to discuss the most current topics with your peers in small groups.	1.30pm Interactive Round Table Discussions – Employee Engagement This interactive session is your opportunity to discuss the most current topics with your peers in small groups.
2:30pm – Break	
3:00pm Building An Inclusive Culture For Organizational Performance Businesses across all industries are currently faced with overcoming challenges to performance that include leadership and management styles, communication approaches, work environments, and relationships amongst diverse employee groups. While there have been discussions regarding recommendations and solutions to address these challenges, questions remain as to what strategies can provide organizations sustained success while addressing the challenges collectively. Inclusive leadership and culture can serve as the guide to greater organizational performance and lead to competitive advantage over time. This session will focus on practice methods of inclusive leadership, considerations for a continuous improvement approach to inclusive culture, alignment of organizational performance, and how everyone contributes to accountability. <ul style="list-style-type: none"> • Understanding the core competencies of inclusive leadership • Learning elements associated with an inclusive culture and ongoing improvement 	3.00pm Adopting a Continuous Learning Approach to Microlearning, Upskilling, and Growth Mindset With busy schedules, diminishing budgets and ever-changing knowledge landscapes, it can be difficult to find the time and resources to stay ahead of the curve. This presentation explores a powerful approach that addresses these challenges – microlearning, upskilling, and fostering a growth mindset. <ul style="list-style-type: none"> • The increasing popularity of microlearning: how bite-sized learning modules designed for accessibility and adaptability can enable individuals to learn and grow at their own pace • Designing personalized learning paths that are aligned with individual career aspirations and goals, ensuring targeted development and skills acquisition • Building a corporate culture that fosters a growth mindset: building capacity to support experimentation, “learning from mistakes”, whilst celebrating successes • Equipping employees with the latest skills and knowledge to learn new technologies, acquire cutting-edge expertise, and remain competitive

<ul style="list-style-type: none"> Identifying strengths and weaknesses related to inclusive culture and organizational performance The importance of contributions and accountability from all stakeholders <p>Antonio Johnson, Vice President of People Engagement, Cantex</p>	<p>Trent Cotton, VP Talent & Culture, HatchWorks</p>
<p>3:30pm Presentation reserved for industry partner</p>	<p>3.30pm Presentation reserved for industry partner</p>
<p>4:00pm How to Build a DE&I Strategy and Promote Authenticity in the Workplace This presentation will share with you how to build a DEI strategy from the ground up and how to provide a workplace environment where everyone can bring their whole selves to work. The presenter will share his real-life experiences and his best practices for success all while under the backdrop of the now infamous murder of George Floyd and so many others resulting in thousands of protests across the country. During this presentation, you will learn.</p> <ul style="list-style-type: none"> Towards leadership engagement: where are you and where do you need to be? What should be included in a thorough company assessment? Building and implementing a sustainable two-to-three- year strategy <p>Victor Simmons, Vice President, Head of HR and Head of Diversity, Equity & Inclusion, Ace Hotel</p>	<p>4.00pm Employee Resource Groups (ERGs): Unlocking the power of ERGs to Support your Business Strategies and Retain your Top Talent Description: The role Employee Resource Groups (ERGs) are playing in the workplace is changing as new generations enter the labor force with very clear expectations for their work environment and leadership experience. ERGs used to be a “nice-to-have” but have quickly become a differentiator for companies who are serious about evolving their DE&I culture and focusing on retaining top talent. These groups have the potential to be game changers when it comes to achieving your business goals while caring for your company’s greatest asset: your people.</p> <p>Alexandria Uribe, Senior Director, Total Talent Management, WE</p>
<p>4:30pm Closing Panel Discussion: Building a Fairer Future: Key DE&I Strategies to Drive Engagement Embracing Diversity, Equity, and Inclusion (DE&I) is no longer optional for organizations in 2024. It's a critical business imperative that drives innovation, enhances employee engagement, and fosters a more competitive advantage. But simply acknowledging the importance of DE&I isn't enough. We need concrete action and measurable progress towards building truly inclusive workplaces.</p>	

This discussion will explore key strategies for organizations to advance DE&I in the coming year, focusing on:

- Beyond hiring: moving beyond recruitment efforts to create a workplace where individuals from diverse backgrounds feel valued, heard, and empowered to thrive
- Leveraging data to identify and address systemic biases within policies, practices, and procedures
- Investing in leadership development to champion DE&I initiatives and create an inclusive leadership pipeline.
- Embracing diversity in thought and perspective to drive innovation and problem-solving
- Building employee resource groups (ERGs) to serve as catalysts for change, providing support and resources for their respective communities
- Promoting accountability and transparency: establishing clear DE&I goals, measuring progress regularly, and holding individuals and leaders accountable for achieving them

Alexandria Uribe, Senior Director, Total Talent Management, WE
Antonio Johnson, Vice President of People Engagement, Cantex
Millette Granville, Vice President, Diversity, Equity & Inclusion, 2U

5.00pm

Chairman's Summary

Derrick Barton, Chief Executive Officer, Center for Talent Solutions and Founder, Incredible LIFE Network

5.15pm

Networking Drinks Reception

Main Conference Day Two - June 11, 2024

8.00am

Registration and Breakfast

8.45am

Chairman's Welcome

Derrick Barton, Chief Executive Officer, Center for Talent Solutions and Founder, Incredible LIFE Network

9:00am

Opening Keynote Presentation: Igniting Organizational Success: Investigating Strategies for Culture Measurement, Front-Line Leadership and Employer Branding

- Measuring and building your company culture
- Front-line leadership as a foundation of culture and employee engagement
- An overview of the 70/20/10 Leadership Development Strategy
- How to enhance "word of mouth" about your organization to prospective applicants

Brady Pyle, Vice President of Human Resources, Space Center Houston

9:30am

Cultivating a Thriving Culture: Building a Roadmap for Success

Workplace cultures have undergone a monumental transformation over the past four years and it seems that there is no end in sight. With continued debate on workplace versus employee priorities, there is a continued need to revisit cultural norms and ensure they remain aligned with the evolving needs of our workforce and the ever-changing business environment.

- Empowering purpose and meaning: which values resonate with employees, allowing them to connect their individual work to a larger impact?
- Prioritizing psychological safety and well-being: prioritizing mental health and providing resources for stress management and work-life balance
- An overview of trust and transparency – what matters?
- Foster a diverse and inclusive environment where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents
- Continuously invest in your workforce's growth and development

Sunil Asija, Director of Human Resources, Oakland County

10.00am

Presentation reserved for industry partner

10:30am Break

Track A: Diversity & Inclusion	Track B: Employee Engagement/ Wellness
<p>11:00am Navigating the Paradoxes of Impact and Intent in DEI The challenges that we face as we strive to create cultures of belonging in organizations today are made significantly more complex by the polarities that need to be managed as we attempt to foster inclusion. These polarities are at the heart of every conversation we have on the topic of DEI as we struggle to make impossible choices between:</p> <ul style="list-style-type: none"> • I matter and All lives matter • Intent and Impact • Care for self and Care for others • Engagement and Enforcement • Equity and Equality • Celebrating Differences and Celebrating what's the same • Exploring Multiple Perspectives and Taking a Stand • Keeping Harmony and Questioning Tradition 	<p>11.00am Psychological Safety and Mental Health: Building a Thriving Workplace Culture In today's fast-paced and demanding work environment, employee well-being is paramount. Creating a psychologically safe space where individuals feel comfortable expressing themselves, voicing concerns, and making mistakes is crucial for fostering mental health and overall organizational success. This presentation will explore the intricate link between psychological safety and mental health in the workplace, highlighting the importance of proactive measures to cultivate a supportive and thriving culture. Join us as we navigate the path towards building a workplace that prioritizes both mental health and overall employee well-being.</p> <ul style="list-style-type: none"> • Defining psychological safety and its impact on individual and team performance • The Mental Health Connection: exploring the direct link

<ul style="list-style-type: none"> • Justice and Mercy • Dominant Culture and Marginalized Culture <p>In this session attendees will:</p> <ul style="list-style-type: none"> • Understand what polarities are and how they create dilemmas • Unpack the polarities of Intent and Impact • Discuss ways in which we might effectively manage the polarities of Intent and Impact in our organizations today • Share a tool for mapping and navigating polarities <p>Ismet Mamnoon, Global Culture Coach, deliverect</p>	<p>between psychological safety and improved mental health</p> <ul style="list-style-type: none"> • Strategies to build a culture of trust through open communication and collaboration • Empowering vulnerability: bridging the gap between theory and reality • Investing in wellbeing: an overview of key resources such as mental health resources, flexible work arrangements, and employee recognition programs <p>Menzel Smith Jones, Diversity, Equity and Inclusion Specialist, Brookhaven National Laboratory</p>
<p>11.30am Interactive Round Table Discussions – Diversity & Inclusion This interactive session is your opportunity to discuss the most current topics with your peers in small groups.</p>	<p>11.30am Interactive Round Table Discussions – Wellness This interactive session is your opportunity to discuss the most current topics with your peers in small groups.</p>
<p>12:30pm Lunch</p>	
<p>1:30pm The Power of Storytelling: Using Narratives to Drive Empathy and Understanding for DE&I This session will highlight the power of storytelling in fostering empathy and understanding for diverse perspectives. It will showcase examples of effective storytelling techniques and how they can be used to create a more inclusive and equitable workplace culture.</p> <ul style="list-style-type: none"> • Sharing personal stories: encouraging employees to share their own narratives about their experiences, backgrounds, and perspectives can foster a deeper understanding of individual differences 	<p>1:30pm Keys to Modern Leadership to Drive Engagement Join Nickoria Johnson to explore how we can show up as the best leader possible in this new modern workplace. Leading in this multi-generational, fast paced and agile world is a very different context than when many of us started our leadership journey. Go on a journey to compare and contrast old-school versus new-school leadership styles and learn more about the expectations and needs of this modern workforce. From leading diverse teams to flexing your communication style to creating more empathy... this session is for all leaders, whether you are new to leadership or more</p>

<p>and create a space for connection and empathy</p> <ul style="list-style-type: none"> • Showcasing stories from individuals and communities representing various backgrounds and identities to challenge stereotypes and broaden perspectives • Leveraging creative storytelling techniques to boost connectivity • Building enterprise-wide bridges through shared narratives • Providing employees with the opportunity to participate in structured storytelling workshops to drive a more open and inclusive communication environment <p>Asheli Mann-Lofthouse, Organizational Anthropologist; Senior. Manager, Global Diversity, Equity, Inclusion & Belonging, Kraft Heinz Company</p>	<p>seasoned in your walk. Our goal is common... we all want to build towards a more inclusive and more engaged workforce. We want to make sure that we are creating the most high-performing teams possible. The change starts with us so let's do something new!</p> <ul style="list-style-type: none"> • Understand the power of inclusive leadership and why its important • Explore how to lead diverse teams (age, gender, multi-cultural, global) • Learn what you can do to flex your leadership style and become a more inclusive leader <p>Nickoria Johnson, Global Chief Diversity Officer, Credera</p>
<p>2:00pm How to A.D.A.P.T. to DEI Headwinds Action - Be Intentional in every Action you or your organization takes (tie it to the company strategy) Do Good - Provide meaningful ways to contribute to society Accountable - We have the Responsibility to commit and Answerable for the outcome Policies - Build scalable ways to govern your work, actionable processes which inform your programs. Transparent - Our Internal efforts align with our efforts externally Also: - DEI in Tech - Accountability and how our leaders align to DEI - hindered our ability to go after policies. - SCOTUS and the impact (DIB report launched) - Performance, Branding Socially in Tech Sherida McMullan, Vice President of Diversity, Inclusion & Belonging, Gitlab</p>	<p>2.00pm Cultivating an Inclusive Global Workforce Many companies and organizations with a global footprint seek executive leaders to engage within their regions on DEI with high level report outs. I have learned motivational ways to engage a global workforce having all staff, bottom up and top to bottom, across cultures, beliefs, levels in understanding of DEI, and traditions journey toward inclusive organizational goals. Very few resources are available on engaging a global workforce in this manner while growing engagement.</p> <p>Eva Stoudemire, Director of Inclusion, Diversity, Equity and Accessibility (IDEA), ChildFund International</p>

2.30pm

Afternoon Coffee and Networking

3.00pm

Self-Preservation over Perseverance

Over the last few years people have had to stop and take note of who they are, what's most important to them and how do they refocus some of their energy on themselves. The global wars and the pandemic have been brutal on many of us and we have lost loved ones and friends at a much faster pace. We all have to slow down to speed up and put ourselves back on our to do list. Self-preservation is the first law of nature. This interactive session will focus on how you can invest in your own personal well-being while investing in your mental health in an effort to be the best version of yourself. This session will focus on:

- Prioritizing productivity over vitality
 - Suffering in silence, the danger of doing nothing
 - Investing in your physical and mental help
 - Being the best version of yourself
- How to listen to your body and prioritize your health and well-being
- The cost of doing nothing
 - Resources to support physical and mental well-being

Millette Granville, Vice President, Diversity, Equity & Inclusion, 2U

3.30pm

Closing Remarks and End of Conference

Derrick Barton, Chief Executive Officer, Center for Talent Solutions and Founder, Incredible LIFE Network