



Session Information

MAY 22, 2024





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Keynote Speakers



WRITER & SPEAKER

James Clear

James Clear is a writer and keynote speaker focused on habits, decision making, and continuous improvement. His book, *Atomic Habits*, has sold over 15 million copies worldwide and topped the bestseller lists on Amazon and Audible.

How can you see dramatic improvement in your personal and professional life? The natural impulse is to attempt big steps to improve. However, taking big steps often results in failure or only temporary gains. You rarely see the permanent results you want. The key to successful change is in small habits. In this talk, James Clear focuses on the science of small habits, how they work, and how their effects compound and multiply over time. Through research and personal stories, you'll not only be entertained but also come away with practical strategies you can immediately apply in your personal and professional lives.



CEO, BAMBOOHR

Brad Rencher

Brad Rencher is the CEO of BambooHR, the leading software that makes HR easier for all businesses and employees. He guides BambooHR in serving over 33,000 organizations and 3.2 million users worldwide. Before BambooHR, Brad led Adobe's digital experience business unit for a decade, propelling the company into a recognized cloud and technology leader and pioneering new products in marketing and customer experience. Brad holds a BS in business management and finance from Brigham Young University and a MBA from Northwestern University's Kellogg School of Management.



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HR Leader Roundtable

BambooHR CEO Brad Rencher will talk with three HR leaders about top trends and challenges impacting their roles and the workplace in general, from talent acquisition to employee happiness to generative AI.



SVP, DIRECTOR OF PEOPLE OPERATIONS | IRG REALTY ADVISORS

Andi Green

Andi loves her job because it affords her the opportunity to make real and meaningful change in the lives of the employees she is blessed to serve. In her free time, she enjoys reading, the outdoors, and spending time with family and friends. IRG Realty Advisors, where Andi serves as SVP and Director of People Operations, is a commercial real estate service company, which specializes in complex mixed-use projects and connects all elements affecting commercial real estate investments. They provide strategic recommendations for value enhancement throughout the real estate life cycle.



VICE PRESIDENT HR & SUSTAINABILITY | PROBI

Bashudha Bhattarail Johansson

Basudha is passionate about driving organizational excellence, fostering inclusive work cultures, and aligning values with actions. With expertise in executive leadership, talent management, change management, DEI, and sustainability, she implements innovative structures for efficiency and aligns sustainability initiatives with business goals. Basudha establishes results-focused objectives, cultivates psychologically safe workspaces, and leads projects for performance excellence and purpose-driven organizational change. Currently, she leads Probi's global People, Culture, and Sustainability agenda, building trust, credibility, and safe environments while delivering successful outcomes through collaboration and shared purpose.



CHIEF OF PEOPLE AND DEVELOPMENT | NOMAD GCS

Clay Binford

Clay serves as the Chief of People and Development at Nomad, a custom manufacturer of Connected Mobile Operations Centers for local, state and federal government agencies, as well as the private sector. Nomad specializes in providing advanced mobile communications design and integration, purpose-built engineering, and premier customer support to their nationwide and growing International clientele.



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AI in the Workplace

Join this discussion on AI and its use cases for HR in the workplace, featuring SHRM CEO Johnny Taylor, BambooHR Head of HR Anita Grantham, and BambooHR Head of AI Alan Whitaker.



CEO | SHRM

Johnny Taylor

Johnny C. Taylor, Jr. is the President and CEO of SHRM. He has over 20 years of experience as a lawyer and executive, working at organizations such as IAC, Paramount Pictures, Blockbuster Entertainment Group, and the Thurgood Marshall College Fund. He is also involved in various boards, including the University of Miami, United Way Worldwide, Flores & Associates, Guild Education, and XPO Logistics. He has served on the President's Advisory Board on Historically Black Colleges and Universities and the White House American Workforce Policy Advisory Board. He is a weekly contributor to USA Today, a Fellow of the National Academy of Human Resources, and a SHRM Certified Professional.



HEAD OF HR | BAMBOOHR

Anita Grantham

Anita joined BambooHR in 2022 as the Head of HR, bringing with a long history of creating award-winning workplaces that set people free to do great work. As a people- and culture-focused leader with experience in a variety of industries including technology, cloud-based marketing, construction and real estate, education, and customer experience, Anita has developed talent and helped business leaders thrive in competitive environments. Prior to BambooHR, Anita served as Chief People Officer for Pluralsight, which was consistently recognized by Fortune's Best Workplaces lists during her tenure. In 2020, Anita was honored with the For All Leadership Award by Great Place to Work.



HEAD OF AI | BAMBOOHR

Alan Whitaker

Alan is BambooHR's Head of AI. He joined BambooHR in 2020, adding his dedication to developing technology with soul to the company's ambition to create HR software with heart. After earning his bachelor's degree in computer science from Brigham Young University, Alan worked his way up through technical and business roles to become the CTO of Affiliated Computer Services, a Fortune 500 company providing business process outsourcing. He then went on to found several startups focused on AI, behavioral science, data visualization, and digital marketing, working towards his dream of a symbiotic relationship between technology and people.



AMY LENEKER

Burnout? You Deserve Better! 3 Steps to Prevent and Overcome Burnout

Are you feeling burnout at work, at home, or both? Is your team? If so, you're not alone! Employee burnout skyrocketed during the Pandemic and hasn't yet returned to pre-Pandemic levels. In the most recent Global Workplace Report, Gallup reported that 76% of workers feel burnout at some point, and according to the Center for Disease Control, stress levels in American workers are at an all-time high.

The impacts of burnout are significant, affecting individuals, teams, and entire organizations. The good news is that it doesn't have to be this way. Burnout is preventable, and if you're already there, it's reversible.

In this training, we will explore burnout—what causes it, how to prevent it, and how to overcome it. You'll leave with a personalized toolkit you can begin using right away.



BEN BROOKS

Why Developing Leaders at All Levels Is the “Unlock” to an Enduring DEI Strategy

Fostering diversity, equity, and inclusion can't be done from a small HR team; you need to develop and unleash leaders at all levels to drive change in every corner of the organization. This session will provide you with needed inspiration and a strong business case to “keep going” in the relentless pursuit of DEI for our workplaces, equipping them with new methods to combine learning and talent management as powerful levers of change.



BEN BROOKS

Tap Into Your Manager's Self-interest to Shift Them From Supervision to Development

We expect managers to develop their people because they “should,” but we'll get them to actually do it if we help them see how it benefits them personally. Come to this session to be inspired by an inventive way to reframe development in a way that gets managers deeply excited to prioritize it, and curious to lean into offerings to improve their skills.

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BRIDGETT MCGOWEN

Mic Drop! How to Successfully Crush Any Onboarding or Training

You have a new employee orientation or a company training to deliver, and you have two choices—do what’s always been done or break the pattern of what your listeners’ brains expect. In our highly competitive world of business, if you want engaged employees, then your onboarding and any other sessions must be engaging. In this high-energy session, find out what you must do in any session to immediately get your audiences to lean in and listen, what you must do to keep their attention no matter how much your topic may make people want to press the snooze button, and you will know some of the biggest mistakes trainers and speakers make that they may have not even realize they’re making and how to fix or avoid them altogether. You’ll walk away doing a mic drop because you will know unequivocally how to crush any and every presentation you deliver.



COREY ANN SELDON

How to Roll Out New HR Programs and Platforms That “Sizzle” and “Sing”

Getting the ROI out of HR investments comes from making offerings compelling rather than compulsory! Join this dynamic session to understand the usefulness of change management, data, and research, make the case for investing in them, and learn tangible, innovative, and practical ways you can think and act like a marketer when rolling out HR offerings.



DANNY GOLDBERG

The Infinite ROI of Leading with Care

In today’s rapidly evolving landscape, the quest to retain top talent has never been more intense. As the dynamics of how, where, when, and with whom we work continue to evolve, the drivers of performance and commitment for each individual have been forever reshaped. No longer do one-size-fits-all approaches suffice; instead, a new, more individualized approach of care sets the best organizations apart.

Join Danny, creator of the Modern Leadership Framework, as he shares insights vital for nurturing high-performing teams in this new era of work. Through the Modern Leadership Framework, leaders at all levels gain actionable insights to foster depth, personalize their leadership approach, and lead in a way that inspires loyalty. This practical, inspiring framework empowers teams to not only be productive but also innovative, creative, connected, and psychologically safe.

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JORDAN TARVER

Choose Change, Create Possibilities: How to Unlock Personal and Profitable Growth

Imagine a world where people are empowered to create space for their own magic to happen. While that sounds pretty good, the reality is most of us are acting like the victim of change instead of becoming the force of it. We're reacting to and managing the change around us, trying to keep up with our fast-paced world. As a result, we're losing our competitive edge and failing due to a lack of growth. But what if we could change that? What if we became the ones who made the changes, not the ones who were forced to change?

In this session, Jordan will present an actionable and inspiring framework to choose change instead of managing it and facing paralyzing anxiety, confusion, and overwhelm. You'll learn the tools you need to embark on a change journey that transcends your most profound challenges and creates personal and profitable growth, increased productivity, and groundbreaking innovation.



JULIE WINKLE GIULIONI

Help Them Grow or Watch Them Go

In today's business environment, talent is the major differentiator. Developing and retaining that talent is one of the most significant drivers of employee engagement, which in turn is the key to critical business outcomes like revenue, profitability, innovation, productivity, customer loyalty, quality, and retention. Yet despite its importance, leaders too frequently ignore the development imperative. Every day, employees who believe that their careers are not getting the attention they deserve make the decision to leave. Some resign to pursue employment in organizations that offer greater opportunity, but the more dangerous group stays and withdraws its engagement, motivation, and enthusiasm for the work.

So, what's a leader to do? Plenty—and it may be easier than you expect. Quality career development boils down to quality conversations. Improve the conversation and career development follows, along with retention and results. In this session, Julie demonstrates just how simple it can be and how to help managers build career development into everyday work life—where it belongs. You'll learn tactical tips, research-based recommendations, and verbal skills that make career development more doable and durable.

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KARIN HURT AND DAVID DYE

Navigating Workplace Conflict: How to Have More Influence, Less Drama, and Better Collaboration

When there are problems to solve, and people who care (and there are so many things to care about), you'll face conflict. And if you want to have more success, influence, and joy in your work, you've got to navigate it well. But conflict is hard. You weren't born knowing the perfect words to say when you're angry, dealing with a jerk, or when someone calls your game-changing idea "stupid."

This session will help you master any workplace conflict with confidence and ease, have less drama and better results, and thrive at work. You'll leave with the courage, confidence, and competence to navigate even the trickiest conflict scenarios and build better, lasting collaboration.



KENNY LATIMER

Boost Employee Retention: 5 Ways BambooHR Helps You Keep Top Talent

If you're looking to retain your key people, it's essential to have the right strategies, plans, and programs in place. The award-winning BambooHR platform provides useful insights, tools, and solutions to help you take charge of the employee experience and have a more intentional strategy. Join us in this breakout session to learn how BambooHR can be invaluable in increasing your employee retention and five strategies to help you get there.

In this session, you'll learn how BambooHR can provide key insights to improve employee retention and how you can engage and grow your employees in a thriving workplace environment.

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MARIA ROSS

The Empathy Dilemma: How Successful Leaders Balance Performance and People

All across the globe, organizations are becoming more human-centric. They've jettisoned old paradigms of success that center on endless overtime and constant employee sacrifice. They've tied success to purpose and workforce morale and helped people balance personal and professional needs as their priorities change. They've made shifts that are both necessary and positive. But now, those striving to be empathetic leaders and colleagues are experiencing the dark side: Taking on extra work, avoiding conflict, spending too much time on personal issues, or simply burning out from trying to balance concern for colleagues with the needs of the business.

How can we remain human-focused and still maintain high performance, set personal boundaries, and avoid burning out, without being treated like villains? In this timely talk, you'll discover how empathy benefits your organization's performance and why your perception of empathy might be false and leading you astray. You'll also learn about five valuable pillars that shore up your ability to be both empathetic and deliver on results and how they will enable you to find success in the new world of work.



NICK SCHOLZ

Become Data-Driven in HR: Finding Value in the Numbers with BambooHR

Being data-driven in HR isn't a new idea, but it's one that hasn't fully matured for many organizations. Being "aligned" with corporate goals is no longer enough. HR must continue to grow and show its strategic value across the organization, and that means having the right data at the right time to offer deep insights into the entire employee lifecycle—to show why employees joined the company, what kinds of things keep them happy and engaged, and why they might move on.

Join this session to see how BambooHR can make it easier for HR to leverage data, so you can use reporting to offer actionable, strategic, up-to-the-minute insights.

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PANU PUIKKONEN

Optimizing Your Hiring and Onboarding Process with BambooHR

Your effectiveness in hiring and onboarding the right candidates has a major impact on your organization's success, and you can accomplish your work faster and more effectively if you have the right tools for the job. Come learn useful tips for finding more qualified candidates and for how to help new hires have better first days at your company. You'll also learn how BambooHR can help you achieve your hiring and onboarding goals more easily.



PASHA MARLOWE

Creating Cultures of Neuroinclusion

Join this session to learn about best practices for creating cultures of neuroinclusion where diversity of thought is celebrated to encourage maximum engagement, innovation, and problem solving.



RACHEL DRUCKENMILLER

What Matters Most Now? Reflect, Reframe, Recalibrate

In a time marked by profound change and reflection, HR leaders are uniquely positioned to guide their teams towards a more intentional and impactful future. By embracing curiosity as a catalyst for growth and clarity, we can unlock new possibilities and empower our colleagues to reach their full potential. This session will explore how fostering curiosity can lead to inspired leadership, aligned teams, and a compelling organizational vision. It'll also delve into the transformative power of curiosity and clarity to reimagine the way we work and connect with others, enabling us to make a greater impact in our organizations and beyond.

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TIERSA HALL

Championing the Culture We've Always Dreamed Of!

What's the name of the game? Retention! Employees value sense of belonging higher than ever before, and every HR Professional dreams of a harmonious workplace where their people feel safe and represented, which makes right now the perfect opportunity since the market, people and business demands all lean in our favor.

It's time to make this culture dream a reality! How do we do this? We S.I.T—Strengthen leadership presence, Innovate and amplifying the company brand, and Tell the story through the numbers. And it's high time HR Sits down. Stop being the superhero; stop fighting to keep up with doing everything and be who you are purposed to be. Join this session to learn how to alleviate HR's workload and at the same time foster healthy and productive cultures.



TIERSA HALL

Unofficial Work Cultures

In this session, you'll learn the negative patterns or contrary values your organization's culture may be communicating unsuspectingly and how it could be affecting attraction and retention of high performers.



TINA SCHUST ROBINSON

What Now, What Next: Investing in Your Teams Post Layoff

We know the statistics: Layoffs surged in 2023, adjusting for rapid pandemic-era hiring. Unemployment remains low while engagement levels are falling, especially as workplaces ripple with uncertainty. HR professionals receive guidelines to structure and execute a layoff. But how do we navigate the aftermath—investing in the survivors, resetting expectations, and nurturing the culture? This discussion will explore the post-layoff landscape from three perspectives—the individual, the team, and the organization—and offer practical tips for bolstering retention and resilience. You'll develop post-layoff strategies that align what individuals, teams, and the organization need with what they can offer each other.

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VAL RIES

Chief Inspiration Officer: How to Lead the Team Everyone Wants to Be On

When you become a leader, you want more than anything to be impactful, but many managers struggle to get the most out of their teams. If you're too friendly, you can't get things done. If you ignore the problems, they just accumulate. And if you push too hard, everyone feels pressured and unhappy—including you. But what if the only way to inspire your team is to learn how to inspire yourself first?

That's what Val Ries, author of the bestseller *Chief Inspiration Officer*, believes. And in this dynamic and interactive presentation full of real-world examples, stories and actionable techniques, you'll learn precisely how to do that. You'll feel uplifted and inspired to build a team that everyone wants to be on.



ADAM BIRD AND MALIN FREIMAN MOEZZI

How to Show Candidates That You Care

How can recruitment teams demonstrate care for candidates in today's competitive hiring landscape? Get the secrets with exclusive insights from Cronofy's 2024 Candidate Expectations Report, which surveyed 12,000 people across 7 countries.

In this discussion, you'll learn the challenges of forming positive first impressions and how to address candidate stress, improve engagement, and support neurodiverse candidates.



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JORDAN GREENSTREET AND KARINA YOUNG

Four Ways to Streamline the Employee Onboarding Experience

It's day one at a new job, and you're overwhelmed. Expectations are unclear, and you have more questions than answers. We have all been there. Onboarding is a stressful experience for most new hires. In fact, according to Devan G. at TechJury, "The average new hire is expected to complete 54 activities during their onboarding process." Fifty-four hoops to jump through before a new hire can even start doing their job.

Did you know that a negative onboarding experience doubles the chance for your new hires to look for other employment? 69% of new hires stayed with their new company for three years when onboarding processes were streamlined. Join this expert panel discussion to learn how to reduce the paperwork load on new hires, the HR tech that can help you create a seamless onboarding process, how to rally around new hires and make them feel welcome, best practices for quickly integrating new hires and getting them productive, and key continuing learning initiatives beyond the new hire's first week.

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