



Session Information

ON-DEMAND

FOLLOW TRAIL





ON-DEMAND



The opinions, beliefs and viewpoints expressed by the presenters of the HR Virtual Summit are those of the presenters and do not necessarily represent the policy or position of Bamboo HR LLC or its sponsors



Michael C. Bush

Michael C. Bush is the CEO of Great Place to Work, the authority on high-trust, high-performance workplace cultures. Bush explains how to build an “Innovation by All” culture—one that maximizes your company’s human potential by tapping into the intelligence, skills, and passion of everyone in the organization.



Mike Walsh

Futurist Mike Walsh, CEO of Tomorrow and author of The Algorithmic Leader, presents a vivid portrait of a brave new world orchestrated by machines that think, and how tomorrow’s leaders can upgrade their capabilities to survive and thrive in an age of accelerating technology.



Brad Rencher

BambooHR CEO Brad Rencher will talk about employee happiness—how to make sense of it, use it to your business’s advantage, and boost employee satisfaction levels.



Anita Grantham

Anita Grantham, Head of HR at BambooHR, will provide a step-by-step guide for how to use your employee brand to win the struggle for talent.



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AMY LENEKER

Living into Our Values during Onboarding and Beyond!

What would it look like to “live into” your organizational values during onboarding? In her best-selling book *Dare to Lead*, Brené Brown writes, “You can’t live into what you can’t name and describe.” Can everyone in your organization name and describe your company values? What about new hires? In this fun and informative session, we’ll explore how to ground everything you do in values, starting with onboarding and beyond!



BEN BROOKS

Engage Your Employees by Understanding Their Needs

HR and managers play a key role in helping employees tap into unfilled potential, expanding their self-awareness and learning how to speak up when they need support. In this inspiring session, you’ll learn how to quickly, affordably, and effectively spark meaningful conversations between managers and their employees about the future, about what’s possible, and most importantly, about what will keep them engaged and retained.



BEN BROOKS

Using Data and Storytelling in Your Seat at the Table

HR has fought hard to earn a seat at the executive table. Now that we have it, how do we put it to use? The answer: by balancing data, which executives expect, with stories of human impact, HR's unique strength. This session will dive into the best practices to increase your influence with fellow executives by starting with numbers to capture attention and prove HR's impact. Additionally, we'll discuss how to strategically use focused, compelling stories to inspire action.



BRIDGETT MCGOWEN

Bringing the Heat: How to Consistently Make Your Trainings Relevant and Red-Hot

One of the greatest challenges in HR is designing and delivering training that's engaging and reaches your audience. You need to grab everyone's attention, keep the momentum going, and make sure learning takes place. That's a tall order! In this high-energy session, you'll learn how to make everyone want to listen to you from start to finish. You'll also learn what's missing from most presentations that, when added, will have you bringing the heat and consistently making your trainings relevant and red-hot!



CHRISTINA LOUIE DYER & TRAVIS WESTLY

How Fair Chance Hiring Benefits Businesses and Candidates

Today, over 70 million Americans have some type of criminal record. Whether convicted or not, these individuals often face stigma when trying to find a job or re-enter the workforce. Yet they have the same aspirations and hopes as anyone else—they want to build a better life for themselves and provide for the people they love. Join this session to learn how fair chance hiring works, its benefits for your business, and how to start a fair chance hiring plan, including connecting with local partners to find fair chance talent.





CHRISTOPHER LITTLEFIELD

Building a Culture of Appreciation People Don't Want to Leave!

Stop investing time and money in rewards and recognition programs that don't get results. Learn how we've over-complicated recognition, and leave with five simple ways to make it easy again.

- Understand why managers avoid recognizing employees and how to change that.
- Get low or no-cost strategies to inject authentic recognition into your organization.
- Learn how to shift the responsibility of recognition back where it belongs—with managers!



CRYSTAL DETEMPLE

12 Ways to Attract, Identify, and Hire the Best Fit Talent for Your Organization

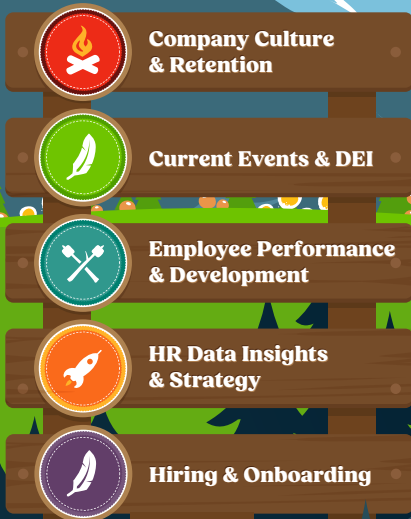
Join this session to gain valuable insight into identifying the right talent for your organization. You'll get actionable strategies for discovering and engaging top candidates, including leveraging innovative technology and optimizing recruitment processes for accurate, fair, and efficient candidate assessments.



ELI WALKER

The Art of Getting Over Yourself: How to Build Belonging in the Modern World

High levels of belonging in the workplace create a 56% increase in job performance, lead to a 50% drop in turnover risk, and can save a company \$52 million a year. Belonging also contributes to an overall sense of mental and emotional wellbeing. In other words, it makes us happy, and when we're happy, we're more productive, better problem-solvers, and better collaborators. Join this session to learn how to engage your hybrid communities and workplaces with ease, playfulness, and integrity.





JANICE SUTHERLAND

Grey Matters: Maximizing the Power of a Mature Workforce

While organizations rightly focus on addressing racial and gender biases, they pay little attention to the over 50s, an extremely valuable resource to employers. In this presentation, you'll learn:

- Why ageism in the workplace is the forgotten DEI factor
- The benefits of maximizing the opportunities presented by an older workforce
- And how to become a G.R.E.Y. friendly employer



JEFF HARRY

Building Psychological Safety Through Play

Play is crucial to building camaraderie in this surreal new reality of work. Join this session to understand the ways play is currently missing from the workplace and how it can create the psychological safety your staff is looking for. We'll also talk through the initial steps you need to take to create an environment where staff can do their most vibrant work.



JULIE WINKLE GIULIONI

Develop and Retain Talent (Even Without Promotions): An Updated Framework

The time has come to finally shed yesterday's limited view of career development and find ways to enable the growth people and organizations need today. This session focuses on an easy-to-apply, research-based multidimensional career framework, which features seven alternatives to promotions: contribution, competence, connection, confidence, challenge, contentment, and choice. Unlike promotions, these are completely within a manager's control. Join this session to expand how you define career development and help others do the same.





KATHY KLOTZ-GUEST

The Untapped Competitive Culture Advantage That's No Joke

Humor and laughter make the workplace safe for people to express playful ideas, uncover their own organic fun, and be adaptable. In this session, you'll learn how small acts of humor make a big difference in how people experience trust, what humor really means, and why it's a strategic human advantage that's accessible even if you think you aren't funny—you're funnier than you think!



KATRINA KIBBEN

From Algorithms to Empathy: Harnessing AI to Build Authentic Human Connections in Recruitment

Join job-writing expert Katrina Kibben to learn how to embrace AI ethically. Discover how to use AI to humanize recruiting while reducing bias to create a future of work your team can be proud of. You'll also see why AI won't be taking your job any time soon, why it's harder than ever to stand out to candidates, and how to measure success and get the results you want.



LIESEL MINDREBO MERTES

Rise Up: Strategies to Cultivate Fortitude at Work

Weaving together stories of fortitude and challenge (while dismantling the myths that often surround the concept), workplace empathy expert Liesel Mindrebo Mertes will guide participants to access fortitude and encourage it in others. You'll learn how to resource, motivate, and guide three groups of workers: those in crisis, those who are checked out, and those who always want a challenge. Through interactive exercises, you'll also learn from prior obstacles and look at who you want to be in the workplace.





LINDSAY BOCCARDO

The Hidden Retention Lever: A Personal Growth Plan

There's a major misunderstanding between generations at work. I have sat across the table from hundreds of high-achieving professionals who were craving more fulfillment and meaning from their work. They weren't always looking to climb the corporate ladder; they simply wanted "more from work." At first, they would blame this on their boss, but within a few coaching sessions, they started to understand their own responsibility to grow. Join this session to better understand how to empower employees to grow, and keep your people longer.



MARIA ROSS

Get an Empathy Edge! How Your Organization Can Harness Compassion to Boost Engagement, Performance, and Innovation

Join Maria Ross, empathy advocate, strategist, author of *The Empathy Edge*, and host of the same-named podcast as she shares the business case for investing in and developing empathy across all levels of your organization. You'll learn:

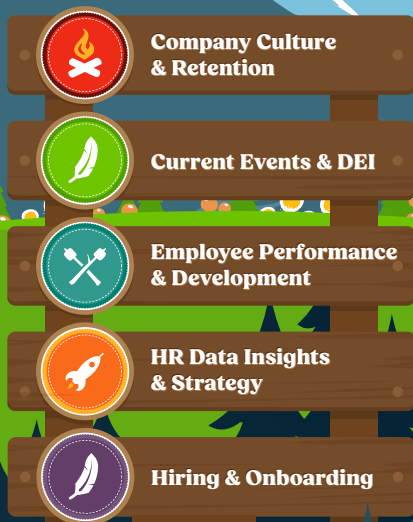
- How empathy makes organizations stronger
- What the next generation of talent wants in the workplace
- Actionable ways to strengthen your own empathy (without burning out) to create a desirable culture where your people can thrive



MINETTE NORMAN

Inclusion Comes First

Many organizations do their best to hire a diverse workforce—but they often don't put the same effort toward creating an inclusive culture. Drawing from her new book, *The Boldly Inclusive Leader*, Minette shares actionable advice to help cultivate inclusive working environments. You'll learn how to tune into your own behavior, foster psychological safety as a foundation for an inclusive team culture, and run meetings to ensure all voices are heard, welcomed, and respected.





RACHEL DRUCKENMILLER

Be Your Own Advocate: Elevating Your Clarity, Confidence, and Courage to Advance Your Career

As HR leaders, we're confident and skilled at advocating for other people, but many of us don't tap into that same courage to elevate and celebrate ourselves. Too many of us let doubts and insecurities dictate what we do, but if we've learned anything over the past few years, it's that the role of HR is more essential than ever. So let's act like that's true. It's time to step into our strengths, activate the power of confident humility, catalyze curiosity, and speak up about what we think, want, and need, so we're as fulfilled and successful as the people we lead.

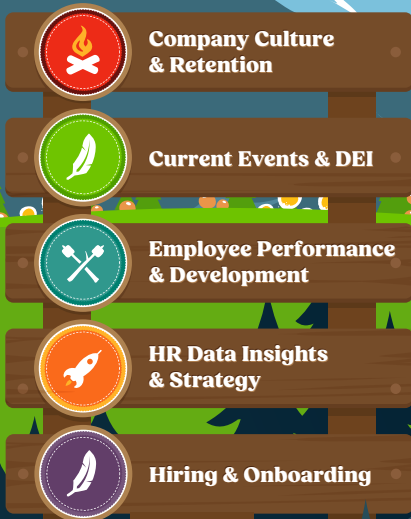
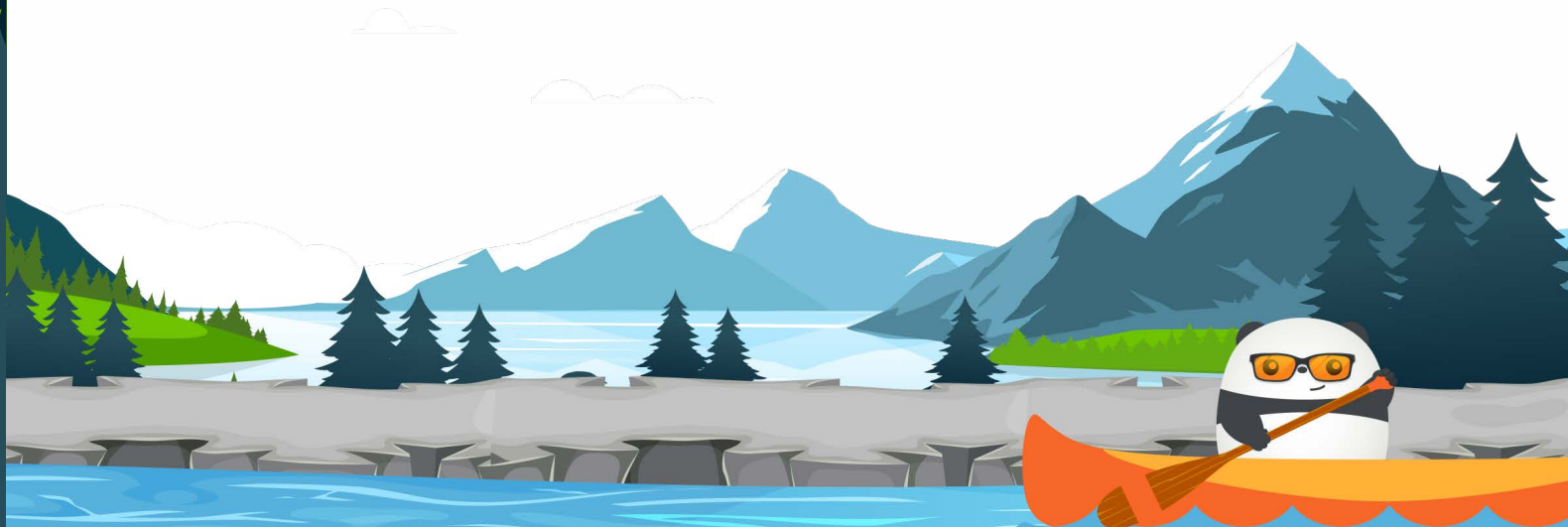


ROB SADOW

The Latest Insights on Return to Office and the Future of Remote Work

What is the future of remote work? Join this session to gain a better understanding of remote work trends, where to look if you're interested in remote work opportunities, and what you can do to help your organization be a better remote work employer. Rob will share:

- The latest data on return to office and adoption of remote work, including which industries, geographies, and company sizes are the biggest adopters of flexible work
- Top predictions for the future of flexible work
- What the best organizations are doing to successfully implement flexible work





SUZANNE WERTHIN

Bypass the Linguistic Distortions That Make Our Lives Harder

Problematic language can subtly distort reality, leading us to biased mental models and harmful outcomes. This talk focuses on two distortions: “inflating language,” which suggests that reasonable behavior is threatening or inappropriate, and “softening language,” which suggests that problematic behavior is actually OK. These distortions can affect HR’s decision-making in hiring, performance reviews, and more. By recognizing and seeing through these distortions, we can make better decisions and better serve our employee base.



TIERSA HALL

Culture: The New Competitive Advantage

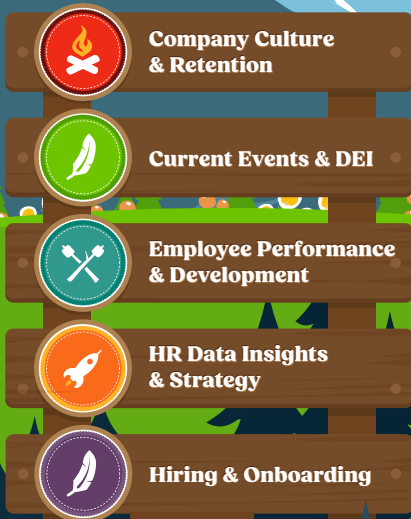
51% of the world's employees aren't engaged and are looking for other jobs (silent & loud quitting). This session will show how culture affects retention and recruitment and what strategies need to be implemented to attract and retain the best while solidifying a competitive edge.



TINA SCHUST ROBINSON

Onboard to Engage: Four Critical Questions to Ask Your New Hires

You’ve invested time, money, and effort wooing the perfect candidates. Hopes are high, the first day arrives, and...thud. Down drops engagement. So, what’s a manager to do? In this fast-paced workshop, we offer four critical questions leaders must ask their new hires to align expectations, clarify offerings, and tap into intrinsic motivation, plus a few supporting questions to expand onboarding conversations. Come learn how to optimize your onboarding and engage new hires from day one.





VAL RIES

How to Lead the Team Everyone Wants to Be On

Using real-world examples and effective tactics, this session will energize and equip you to develop your dream team that embraces your vision as their Chief Inspiration Officer. Prepare to be inspired! You'll learn:

- The confidence to take you through obstacles with a leadership mindset
- The CRAVE® strategy for avoiding overload and maintaining focus on team cohesion
- 5 CRAVE® ingredients for creating highly engaged, motivated teams



**Company Culture
& Retention**



Current Events & DEI



**Employee Performance
& Development**



**HR Data Insights
& Strategy**



Hiring & Onboarding