

2022 TALENT MANAGEMENT CONFERENCE

August 31 | Franklin Marriott Cool Springs



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2022 TALENT MANAGEMENT CONFERENCE

Wednesday, August 31, 2022

7:00 a.m.	Foyer	Registration, Networking & Information Fair Continental Breakfast Buffet Opens at 7:15 a.m.
8:00 a.m.	Salon 5	Opening Keynote Session <i>Dear HR, It's OK to Laugh - Using Humor to Strengthen Workplace Relationships and Build Employee Engagement</i> Dr. Ashley Dugger, SHRM-CP HR Program Chair, WGU; Dr. Sean Wall-Carty, HR Course Instructor, WGU
9:00 a.m.	Salons 1-2 Salons 3-4 Williamson	Concurrent Breakout Sessions (3) <i>Innovative Sourcing Strategies</i> Chris Murdock, Co-Founder & Chief Sourcing Officer, IQTalent Partners <i>Get Out of Your Own Way: Stop Career-limiting Behaviors</i> Nicole Provonchee, Chief Coaching Officer, Bright Blue Consulting <i>Stay Interviews: An Integral Part of Your Retention Strategy</i> Danny Nelms, CEO, Work Institute
10:15 a.m.	Foyer	Morning Break & Information Fair
10:45 p.m.	Salons 1-2 Salons 3-4 Williamson	Concurrent Breakout Sessions (3) <i>Leveraging Technology to Drive Talent Decisions (Panel Discussion)</i> Drew Smith, Executive, Paylocity, Brad Mandecina, Senior Vice President, Director of Workforce Technology Solutions, Lockton & Matt Gregory, VP, Lockton <i>Reframing the Employee Experience: How to Get a Clear Picture</i> Paola Guyer, Partner, Mercer <i>Cognitive Diversity - Seeing Things Differently</i> Jessica Prater, Consultant & Organizational Psychology Practitioner, J Prater Consulting
12:00 noon.	Salon 5	Lunch & Information Fair
12:30 p.m.	Salon 5	Luncheon Keynote General Session <i>Aligning What You Offer With What They Need (Panel Discussion)</i> Dan Hunter, Founder, Workzinga
1:30 p.m.	Salons 1-2 Salons 3-4 Williamson	Concurrent Breakout Sessions (3) <i>Talking Talent Acquisition: Lessons Learned and the Future Ahead (Panel Discussion)</i> Rochelle Rhodes, Organizational Development Matt Sumrack, VP Talent Acquisition, Consilio; Taft Brown, VP Talent Acquisition, American Addiction Centers; Mary Pogue, Director Talent Strategies & Culture, MAPCO Express; Caroline Kiesler, Sr. Manager Global Talent Acquisition and Human Resources, Workwear Outfitters <i>Creating Learning Journeys that Get Results</i> Dr. Jason Brooks, Founder, THRIVE <i>The New Rules of Inclusion; Improving Workplace Communications</i> Joy Johnson-Carruthers, Founder and CEO, JTraining Solutions
2:45 p.m.	Foyer	Afternoon Break & Information Fair
3:00 p.m.	Salon 5	Closing General Session <i>Building a Culture on the One Thing that Motivates All People</i> Randal Weidenaar, CEO, VP Culture
4:15 a.m.		Conference Concludes

*Activities, presenters, presentations and times subject to change.

WEDNESDAY, August 31

**7:00 a.m. Registration, Networking & Information Fair
Continental Breakfast Buffet Opens at 7:15 a.m.**

8:00 a.m. Opening Keynote Session

Dear HR, It's OK to Laugh - Using Humor to Strengthen Workplace Relationships and Build Employee Engagement

Dr. Ashley Dugger, HR Program Chair and **Dr. Sean Wall-Carty**, HR Course Instructor, Western Governors University

HR can often be seen as the enforcers of the organization, and no one enjoys being sent to the principal's office! Sometimes the HR industry gets so caught up in trying to always be as serious as possible to maintain professionalism that we forget it is ok to connect with our employees with humor. You can engage your employees with humor to build stronger relationships, increase trust and creativity, and strengthen employee resilience as part of your talent management strategy!

Learning objectives for this session:

- Explore how humor can be utilized at work to build stronger relationships with colleagues
- Learn appropriate ways to bring humor into workplace interactions
- Understand how HR professionals can use humor to connect with employees to build trust and rapport

Dr. Ashley Dugger began her career in higher education leadership and has since focused her professional career in operational leadership and human resources management. She holds a Doctorate of Business Administration as well as her SHRM-CP certification. She joined



WGU as the Program Chair for the HR Management degree in 2019. She also has extensive experience as a faculty member at both the graduate and undergraduate levels and has focused her faculty work with primarily on adult learners in the online

education/blended experience space. Ashley has presented for organizations such as ACBSP, Online Learning Consortium, SHRM, and CUPA-HR.

Dr. Sean Wall-Carty holds a PhD in Human Resources Management from North Central University. He also earned an MBA in Human Resources Management, a bachelor's degree in Business Management, and an associate degree in Business. He



earned his undergraduate and master's degrees from the University of Phoenix. His prior experience includes graduate level college teaching, leadership seminars, training classes, and consulting.

Sean's corporate experience includes a blend of supporting the human resources function in for-profit retail businesses and children-focused non-profit missions.

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WEDNESDAY, AUGUST 31

Concurrent Breakout Sessions (3)

9:00 a.m.

Innovative Sourcing Strategies

Chris Murdock, Co-Founder & Chief Sourcing Officer,
IQTalent Partners

Candidate sourcing has come full circle. Everything old is new again. Over the last few years, we've seen dozens of innovative automation tools that help recruiters work more efficiently, but we've learned that how we engage with the candidates is still what is most important. In this session, we'll review the best ways to identify and source top talent and discuss the importance of engaging the right candidates with the right message at the right time. Attendees will leave with the confidence to choose the best sourcing tools for their needs and with new ideas for outreach and engagement, leading to increased response rates and reduced time to fill.

Learning objectives for this session:

- AI: What works and what doesn't
- Best practices for sourcing, researching, and identifying top talent
- Know your Boolean
- Personalized messaging: Customize without being creepy and the value of A/B testing your messaging
- How to keep top talent from feeling like a commodity (no spam!)
- The importance of the interview process and employment branding to keep your best sourced passive candidates from falling out of the process
- Beyond LinkedIn – Ideas to manage your recruiting budget when considering other tools

Chris Murdock is a veteran of the recruiting and talent acquisition industry. He founded IQTalent Partners in 2009 and now leads search execution and client relationships for his



300+ person firm. Prior to establishing IQTalent Partners as a talent acquisition leader, Chris worked with Yahoo!'s internal executive recruiting team, gaining in-depth experience across the technology recruiting sphere. He began his career working in recruiting and sourcing roles for Heidrick & Struggles and with

TMP Worldwide after earning his BA from Vanderbilt University.

9:00 a.m.

Get Out of Your Own Way: Stop Career-limiting Behaviors

Nicole Provonchee, Chief Coaching Officer,
Bright Blue Consulting, LLC

We all have them: behaviors and habits that hold us back. Rooted in the latest research and her experiences coaching thousands of women across the US and UK, Nicole reveals the most common career-limiting behaviors women grapple with and the tactics they can use to eliminate them once and for all! Attendees will leave empowered with new skills and tactics that address their own unique challenges and that they that can begin using immediately.

Learning objectives for this session:

- How these common behaviors are holding them back from even greater success in their own careers
- Concrete steps that each person can begin using to push past limiting beliefs and overcome common career-limiting behaviors
- Skills around the art of self-promotion to ensure you are communicating your value and worth to your boss and your organization

Nicole Provonchee is a certified Executive Coach and business strategist with over 20 years of leadership experience across a range of industries. Her company, Bright



Blue Consulting, is dedicated to helping women professionals get out of their own way so that they can be even more successful at work and life. Nicole and her team bring their real-world leadership experience and extensive coaching training to women professionals in the US and the UK, supporting women as they create actionable plans they can implement, measure and celebrate.

Concurrent Breakout Sessions (3)

9:00 a.m.

Stay Interviews: An Integral Part of Your Retention Strategy

Danny Nelms, CEO, Work Institute

As the “great resignation” continues to impact organizations of all sizes and in practically every industry, stay interviews have quickly become part of the strategic conversation when it comes to employee retention. Although exit interviews have historically been a mainstay for providing post-departure feedback in organizations, stay interviews are now supplementing this process in order to proactively discover issues that are causing employees to consider activating a job search. When done effectively, stay interviews will provide organizations with reliable data that can lead to the development of key strategies necessary to retain the organization’s best talent.

Significant takeaways:

- Discover detailed insights into why most reasons for turnover are preventable
- Review the market dynamics that have impacted the ability of organizations to attract and retain talent
- Understand the real reasons most employees quit and what topics should be the focus for stay interviews
- Understand the different philosophies for conducting stay interviews and why it matters
- Review an approach to calculating the costs of turnover risk in an organization

Danny Nelms is CEO at Work Institute and co-author of an Amazon Best Seller, *EmployER Engagement: The Fresh and Dissenting Voice on the Employment Relationship*. Danny is an experienced public speaker and an agent of change in helping companies forge new directions to optimize human capital and improve results. Danny earned his BBA from Georgia State University and completed his MBA from the Massey School at Belmont University.



10:45 a.m.

Leveraging Technology to Drive Talent Decisions (Panel Discussion)

Moderator: Matt Gregory, VP Human Capital and Risk Management Strategy, Lockton

Panelists: Drew Smith, Human Capital Management Executive, Paylocity; Brad Mandacina, Senior Vice President, Directory of Workforce Technology Solutions, Lockton

Panelists will discuss utilizing technology to drive talent decisions, increase efficiency through technology consolidation and empowering managers and company leaders to utilize technology effectively.

- Discuss the challenges and benefits of implementing various new technologies
- Identify potential solutions to streamline processes, consolidate systems, and increase efficiency in their organization
- Prepare their leadership team to lead through and adapt to new and innovative technologies

Matt Gregory brings more than 20 years of marketing, insurance and technology consulting, and national account management experience to his areas of focus at Lockton. He has the ultimate responsibility for new client relationships, client advocacy, and team leadership.

With a focus on aligning the human capital, risk management, and financial objectives within each client, Matt specializes in integrating key aspects of complex employee benefit and risk management strategies to ensure a comprehensive solution.



Brad Mandacina supports his clients with selection and implementation of the optimal mix of HR technology and business process outsourcing. As businesses seek to “do more with less,” Brad and his team offer insight into technology direction, vendor management and assistance with return-on-investment analysis.

Areas of specialization include benefits administration, mid-market BPO, payroll and tax, vendor selection, and implementation.

Drew Smith was born and raised in Brentwood, TN and graduated from the University of Alabama. He now lives with his wife and (almost) 8 children in Franklin, TN. In his current position at Paylocity, he facilitates and fosters relationships that provide his clients with a solution to drive their organization forward in their own visionary direction.



WEDNESDAY, AUGUST 31

Concurrent Breakout Sessions (3) *(Continued)*

10:45 a.m.

Reframing the Employee Experience: How to Get a Clear Picture

Paola Guyer, Partner, Mercer

Join Paola Guyer for an engaging conversation around employee experience. You know that what worked then won't work now, but do you know what your organization needs for an effective and engaging employee experience? Did you know that thriving employees are 4X more likely to say their organizations are meeting their needs?

In this session we'll discuss

- What makes up the employee experience
- Trends that are helping employers focus on the right areas
- What high performing employees want their experience to be, and
- The four things every organization needs to enhance the employee experience

Paola Guyer is a Partner in Mercer's Atlanta Career practice. She's been making an impact in the change management and communication world for more than 25 years.



She specializes in providing employee benefits, total rewards, compensation, equity plan, and career communications for her clients, and in developing change strategies, conducting employee research, and executing communication programs.

9:00 a.m.

Cognitive Diversity – Seeing Things Differently

Jessica Prater, Consultant & Organizational Psychology Practitioner, J Prater Consulting

We all have unique experiences and backgrounds that help us think differently. What if you and your team could leverage and drive diversity of thinking to tackle your next challenge? In this presentation, we will talk about what cognitive diversity is, why it's so important in the workplace, and how you can use the concept to problem solve more effectively.

Session objectives:

- Develop an awareness of cognitive diversity
- Explain how the more adaptive and more innovative prefer to work with structure and change
- Discover new methods for leading collaboration

Jessica Prater is Principal Consultant of J Prater Consulting, a firm based in Middle Tennessee focused on talent development and coaching. She brings 14 years of experience in organizational development, training and human resources. Jessica holds a Master of Arts with an emphasis in Industrial and Organizational Psychology from Middle Tennessee State University, is a certified facilitator for Situational Leadership and a practitioner of the Kirton Adaption Innovation Inventory. She is also a certified Professional in Human Resources (PHR).



12:30 p.m.

Luncheon Keynote General Session

Aligning What You Offer with What They Need

Dan Hunter, Founder, WorkZinga

Luncheon

From pre-call screening through the lifecycle of employee engagement, we discuss the practical application of a culture-based assessment.

Key takeaways:

- Understand the value of an objective assessment
- Discuss the importance of an employment-focused assessment
- Examine the various stages of the employee lifecycle where engagement and culture meet

Dan Hunter is the founder of Navorion LLC, a company focused on bringing new ideas to market. Hunter has a passion for developing teams and mentoring leaders. Before Navorion, Hunter managed operational units for various healthcare companies, with extensive focus on building and scaling teams. This experience spurred Hunter's desire to develop a more effective hiring process through a new tech platform emphasizing company culture fit, now known as WorkZinga.



Concurrent Breakout Sessions (3)

1:30 p.m.

Talent Acquisition (Panel Discussion)

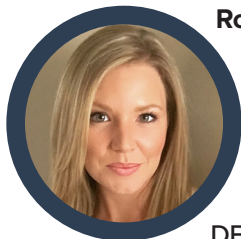
Moderator: Rochelle Rhodes, Organizational Development

Panelists: **Matt Sumrack**, VP Talent Acquisition, Consilio; **Taft Brown**, VP Talent Acquisition, American Addiction Centers; **Mary Pogue**, Director Talent Strategies & Culture, MAPCO Express; **Caroline Kiesler**, Sr. Manager Global Talent Acquisition and Human Resources, Workwear Outfitters

Year after year innovation and technology push our businesses to new limits. Organizations are required to change or get left behind. As we moved through a global pandemic and “The Great Resignation,” that was particularly true for the world of Talent Acquisition. In this engaging panel, you will hear from seasoned Talent Acquisition professionals about the challenges they faced, creative solutions they developed, and future strategies for attracting, selecting, and retaining top talent.

Attendees will be able to:

- Discuss current challenges facing talent acquisition across industries
- Apply lessons learned by other professionals in their own roles
- Identify new, creative, and proven solutions to enhance their organization’s ability to attract, select, and retain talent



Rochelle Rhodes is an Organizational Development practitioner with experience in healthcare, hospitality, convenience stores, and insurance. She specializes in designing and leading talent processes and organizational development initiatives such as performance management, succession planning, talent reviews, leadership development, DEI, and associate engagement surveys. Rochelle is passionate about utilizing data and learning from associate stories to create intentional and innovative solutions that build a healthy, engaging, and productive culture. Outside of work, you can find her playing tennis, hiking, or traveling with her husband and two pups.

Matt Sumrack

currently serves as the VP, Global Talent Acquisition for Consilio LLC. In this role, he leads the Global TA function to deliver, at scale, thought leadership around hiring process innovations, driving recruiting/sourcing capabilities & capacities across geographically dispersed teams, and leveraging talent channels to expedite recruitment of diverse and impactful talent. Prior to joining Consilio LLC, he served as the Senior Director, Talent Acquisition, for Bridgestone Americas where he oversaw all recruitment operations across: manufacturing, technology, operations, corporate, sales and retail for the Americas region. Matt holds a Master’s in Human Resource Management from Cornell University and an MBA from Baker College.



Taft Brown transitioned from the music industry to Talent Acquisition 22 years ago. He started out as a headhunter of IT Executives during Y2K then moved to the corporate side to be a participant in the company’s story that he was recruiting for. Taft has recruited in multiple industries that include IT, Insurance, Banking, Manufacturing, Oil, and Healthcare. Taft currently serves as the VP of Talent Acquisition at American Addiction Centers. Taft and his wife have 4 children, and live in Franklin, TN. He enjoys walking/jogging, music, family time, and empowering others to reach the leader within themselves.

(Presentors continued on next page)

WEDNESDAY, AUGUST 31

Concurrent Breakout Sessions (3) *(Continued)*

1:30 p.m.

Talent Acquisition *(Continued)* (Panel Discussion)

Caroline Kiesler

began her Human Resources career in 2007 on the agency side and quickly transitioned into corporate Human Resources with Ceridian. She then moved on to build out a recruiting and hiring strategy for Lilly Pulitzer before setting down roots in Nashville to consult for Visa. In 2018, she joined apparel giant VF Corporation as a Senior Recruiter/HR Generalist where she focused on obtaining a gender parity of 50% female representation in Director level+ roles as well as supported recruiting efforts within their work division. Upon the successful sale of the work division in 2021, Caroline became Workwear Outfitters' Senior Manager of Global Talent Acquisition and is focused on a global talent strategy, execution, and supporting the business through standalone initiatives.



Mary Pogue

is the Director of Talent Strategies with MAPCO Express, Inc. where she provides expertise on Talent Acquisition, Learning & Development, and Organizational Development. Mary brings over 15 years of experience in HR and is focused on driving business performance and organizational culture through strategic leadership of the organization's people strategies.



Creating Learning Journeys that Get Results

Dr. Jason Brooks, Founder, THRIVE

Growing great leaders is more important today than ever. Human resources professionals have a unique opportunity to bring an innovative mindset and approach to learning and development that engages learners in new and powerful ways and delivers results for the organization.

In this session participants will:

- Understand the top three reasons why learning solutions fail
- Learn and apply the five-step approach to creating learning journeys that get results
- Discover the one secret to turbo charge your training experience that will give you 5-star reviews every time

Dr. Jason Brooks is an

executive coach, leadership strategist, entrepreneur, author and speaker. He has extensive expertise and experience helping CEOs, C-suite executives and leadership teams create a vision for the future, lead change and improve their performance, leadership capabilities and culture.



The New Rules of Inclusion; Improving Workplace Communications

Joy Johnson-Carruthers, Founder and CEO, JTraining Solutions

Navigating inclusive conversations present many challenges, including the fear of saying something wrong. Through discussion and shared experiences, participants examine ways that unintentional gaffes, micro-aggressions, and fear of the unknown can damage relationships and destroy group cohesion. This highly interactive workshop and facilitated discussion will introduce participants to strategies for navigating more effective dialogue to increase cultural competence and greater understanding of differences.

Learning objectives for this session:

- Examine specific examples of intentional communication strategies that promote cultural competency and inclusion
- Discuss the impact of gaffes, micro-aggressions, and other common communication challenges
- Explore the benefits of becoming comfortable with being uncomfortable to increase cross-cultural communication and organizational effectiveness

Joy Johnson-

Carruthers is the founder and CEO of Jtraining Solutions, a consulting firm dedicated to helping clients apply diversity, equity, and inclusion strategies that make a difference. Joy's expansive career in the public and private sector make her a sought-after DEI consultant with over twenty years of award-winning experience developing leaders and high-performing teams across the United States and abroad.



Closing General Session

3:00 p.m.

Building a Culture on the One Thing that Motivates All People

Randal Weidenaar, CEO, VP Culture

As a professional in these challenging times, how do you train your leaders to steer the culture of your organization effectively? One in three workers' say their manager can't lead them, and twenty-eight percent of HR professionals' time is spent addressing problems caused by poor people managers. What if there was one thing that motivated both employees and managers in your organization to lead and perform well? Drawing on human attachment theory, scientific research, and business case studies, this session provides participants with inspiration and actionable insights into what creates healthy, thriving culture.

Learning objectives for this session:

- Understand the neuroscience, emotion science and research associated with human connection and motivation
- Learn practical tools to increase emotional awareness, leadership skills and effective communication
- Gain actionable insights for increasing, promoting, and developing cultural health in their own organizations

Randal Weidenaar is a researcher, author and national speaker. His passion was born out of the pain of broken workplaces, and leaders that wounded rather than served. Randal is the creator of VP Culture. Randal has studied culture, business processes, and neuroscience at MIT Sloan School of Management, University of Pennsylvania and Harvard-X. He has helped corporations, government, and non-profit organizations unpack the art and science of leadership and culture creation. He wrote The VP Culture Workbook to help leaders develop team culture.



4:15 p.m.

Closing Remarks

4:30 p.m.

Conference Concludes

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