



Jay Jamrog

SVP Research

The Great Disruptor:
The Future of Work Just As We Imagined
9:10 a.m. Keynote

Strategic Opportunity

Characterized for years as the lever of critical business outcomes, the future of work has arrived – overnight and with an unforeseen level of force and consequence. Jay Jamrog, Futurist and i4cp co-founder, will engage the team in surfacing what rules need to be broken, re-written, and discarded altogether as they pivot to deliver sustainable performance in the face of the Future of Work 2.0.

What we will explore together

Jay discusses each of the following six points of the Future of Work through the lens of What is it? Why does it matter? Practical examples of change and value.

- New Corporate Currency
- Soft Skills
- Experiences Matter
- Work Re-Imagined
- Meaningful Development



Angie Zeigler

VP Talent
Management

The Movement to a True Strategic Business Model in HR

9:50 a.m.

Strategic Opportunity

HR has been focused on developing a Strategic HRBP framework for years... creating COEs and Service Centers to allow those that directly support the business to be more strategic when working with their leaders and leadership teams. But in many cases, there is still work to be done as we define these roles to understand what does a true strategic business partner look like.

What we will explore together

What does being a more strategic business partner mean and how do you get there?

Angie will walk through a few examples of what some organizations have done and ask that you share your views on what is working and what is not working as we continue to raise the expectations of our HR organizations.



Mike Vaughn

Managing Director &
CEO

5 Enduring Capabilities:

The game has changed. Are you changing with it?

1:40 p.m.

Strategic Opportunity

We are entering the fourth industrial revolution. Klaus Schwab, founder and executive chairman of the World Economic Forum, says this revolution is “fundamentally changing the way we live, work, and relate to one another.” In his book, *The Fourth Industrial Revolution*, Schwab describes how profound shifts are happening across all industries at a velocity, unlike anything we’ve ever experienced. As a result, organizations worldwide are shifting how they work, communicate, express, and learn.

What we will explore together

The game has changed, and the question professionals should be asking is - Do I have the abilities that will be valuable in this evolving marketplace? Our research has led us to 5 life-changing capabilities.

We will briefly cover these 5 capabilities and explain why they are essential during this time of immense change.



Abrar Khan

Chief Learning Officer

Reimagining Learning

9:30 a.m.

Strategic Opportunity

Coming soon

Every day we work together to improve outcomes for healthcare providers and their patients around the globe.

We embrace our role as a global leader seeking to drive a healthier world.

We are always ready to take on new challenges and opportunities to support and deliver for our customers.

About GE Healthcare:

GE Healthcare is a leading global med-tech and digital solutions innovator. We enable clinicians to make faster, more informed decisions through intelligent devices, data analytics, applications and services. With over 100 years of healthcare industry experience and around 50,000 employees globally, we operate at the center of an ecosystem working toward precision health, digitizing healthcare, helping drive productivity and improve outcomes for patients, providers, health systems and researchers around the world.

Life at GE Healthcare

- We embrace our role as a global leader seeking to drive a healthier world and foster an environment where our people are challenged and empowered to drive outcomes that make a difference. Our team is global, diverse and committed to serving our customers.



Janice Simmons

VP & Chief Culture
and Learning Officer

Connecting the Organizational Dots: *Adding Unexpected Value*

10:10 p.m.

Strategic Opportunity

One of the most powerful roles professionals in organization development and learning can play is helping leaders connect the information, initiatives, and people across the organization.

What we will explore together

Using our OD and LD tools we can make a big impact on how successful multiple initiatives are by taking a holistic view of changes and bringing new insights to leaders. Dr. Simmons will share her experience and three critical actions for leaders in our field to take to illustrate the true value of our work.



Teri Hart

VP, Head of Learning
and Development

The New Normal: *Disrupting L&D to deliver on skills*

1:00 p.m.

Strategic Opportunity

More than ever, companies need their L&D department. But to meet the demands of these unprecedented times, L&D needs to think and act differently. Skills shortages won't be solved solely through offering great content or training programs. This keynote will explore challenges facing L&D in meeting the needs of the evolving paradigm of work.



Nancy Pagel

Director, L&D



Mike Grubich

Managing Partner

How L&D can Drive Culture Change During Uncertainty

1:20 p.m.

Strategic Opportunity

As companies learn to manage through the changing marketplaces and evolving workplaces, shaping an inclusive culture to meet the needs of the business and help their people transition through uncertainty. Despite the well-established benefits of curiosity, organizations often discourage it. This is not because leaders don't see its value. On the contrary, both leaders and employees understand that curiosity creates positive outcomes for their companies.

What we will explore together

In this session we will discuss how to inject genuine curiosity into the workplace and the impact it can have on the organization. We will clearly define genuine curiosity and discuss the following:

- Where might the capability to be genuinely curious play well in today's environment?
- Why is genuine curiosity such an underused skill?
- If this is a priority in your organization, what are you doing to address these behaviors?

You can read more insights from Mike on TransformingCareers.com/whats-culture-got-to-do-with-it

D & I—Now What?

11:00 a.m.

**Kyle Swanson**D&I and Leadership
Development Leader**Tam Fletcher**Senior Manager,
Inclusion**Lewis Brown**AVP - Talent
Development**Carlos Velazquez**Global Learning
Solutions Leader**Strategic Opportunity—D & I in an era when Black Lives begin to Matter**

During the Coronavirus & Social Injustice Learning Circle on June 15, 50 people gathered to discuss the implications of the Black Lives Matter movement in the workplace. Specifically, the way in which L&D should respond. From multiple chat comments during the session, there is a clear struggle to find the right way to talk about race and racism in the workplace. After decades long narrative about meritocracy, we are forced to confront the role race, positive and negative stereotypes (white privilege) play in hiring, developing, and promoting employees. The conversation is fraught with challenges.

What we will explore together

During this session, we'll explore those difficult topics and strategies L&D may apply to navigate an incredibly challenging topic.

- Exploring positive and negative stereotypes:
 - Race
 - Gender
 - Body
- Discuss implications of stereotypes (unconscious bias and employee performance)
- Changing a racist system by changing the conversation
 - Make it safe to talk and learn
 - Make it safe to shine a light on racist acts without labeling someone as a racist

Reflecting on the value of L&D Pre-COVID & Today
How to respond, Return to Workplace & Embrace the New Normal

11:00 a.m.



Charisse Kosova

Sr. Manager,
Global Training & Dev.



Tim Treger

Director
L&D



Amy Wittig

Leadership Development
Specialist



Nick Allen

Regional Talent
Development Leader

Strategic Opportunity:

On April 6, Charisse Kosova facilitate our first [COVID-19 Learning Circle: How should L&D respond?](#) The primary objective is to share and learn together. With over 50 participants, a robust discussion and group chat log, we met and exceed the original goal.

We continued the conversation every other Monday (biweekly) due to interest in L&D during this pandemic and an overwhelming number of participants. Amy Wittig shared early at one of our biweekly discussions that her organization is creating strategies for three troughs. With our 8th learning now focusing on forward-thinking strategies for retooling L&D as we embrace the new normal.

What we will explore together:

The crisis is forcing almost every business to immediately develop, adapt or improve remote work policies and procedures. The workplace has evolved and so must our L&D and talent management function.

We will look back and look forward to discussing COVID-19 and how companies are reacting with new questions and open the floor to new discussion.

Enabling Remote & Digital Collaboration Using Microsoft Teams

11:00 a.m.



Jesse James

Global
Learning Leader



Ann Manikas

Director,
OD and Learning



Richard Rykhus

Chief Performance
Leader @ R2 Team

Strategic Opportunity:

The pandemic has revealed where our teams are able to collaborate virtually and effectively, and where we may fall short. Organizations need us to help enable new ways of collaborating that engage, streamline and keep people connected. We can make this happen with a focus on key team and individual practices and leveraging the right tools, which we may already have at our fingertips.

What we will explore together:

Through our pre-session survey, idea sharing and live discussions, we'll make sure you're able to:

- Identify behaviors that impede collaboration (and adoption of Microsoft Teams)
- Make the business case for deeper use of Teams within your org
- Describe Teams functionality that will help you collaborate more effectively

Upskilling for the Now Normal

2:15 p.m.



Marti Konstant

Founder @ Agile
Careerist Project



Brandon Merdalo

Director



Kyle Swanson

D&I and Leadership
Development Leader

Strategic Opportunity

What is the distance between a disruption and acquiring the skills your organization needs to navigate in the "now normal?" Peering through the lens of individual and organizational learning agility, what will cultivate your company's resilience for navigating a highly disruptive event, while shortening the distance?

What we will explore together

COVID may be top of mind today, yet it wasn't long ago you experienced events like 911 and the Global Financial crisis. These setbacks and troublesome events collectively expose the eroding buffer between the chaotic event and our physical, social, and economic vulnerabilities.

The session will explore strategies to integrate agility at individual and organizational levels. The goal is to reduce the distance between a disruption and the rebound for smart upskilling and business growth.

Creating More Human Capability in an Automated World

2:15 p.m.



**Russell
Hayes**

Manager, Virtual
Learning
Ecosystems



**Crystal
Scott**

Learning Leader



**Michael
Koutsostamatis**

Software & Automation
Engineer



**Kacie
Walters**

VP - Professional
Development

Strategic Opportunity

We have heard that AI and robots are coming to take jobs away. Over several decades, automation has indeed impacted routine roles in the workplace. We can expect more changes, and we can affect how the future unfolds. At UL, we find value in human augmentation that propels a person's performance, not replaces them.

By using Digital Coaches, Q&A Bots, back-office automation, Dynamic Work Redesign, and Lean Six Sigma principles, we feel people will have more time to do what people do best: create, problem-solve, and apply their rich domain knowledge.

What we will explore together

This presentation is for learning professionals who want to explore how they might leverage technologies to improve their workflows or help colleagues. We will provide several current user cases at UL, exploring what worked and what other challenges exist. Come learn with us.



Laura Schart

Training and
Development Manager



**Kristin
Derwinski**

Executive Coach

**Organizational Readiness:
Essential Skills for 2020 & beyond**
2:15 p.m.

Strategic Opportunity

"We weren't ready for this." If you have said this about your organization's readiness to handle the crises of 2020, you're not alone. Organizations had to pivot quickly in the early days of COVID-19. Technology was a solution to the challenges that arose to address and meet the needs of employees, but what were the other things employees needed that we didn't account or plan for?

Should organizational readiness initiatives be technology driven and focus mainly on upskilling or reskilling employees accordingly? Why does a human centered approach matter? Are leaders aware of the consequences of not preparing people to endure relentless change, concurrent crises and an uncertain future?

What we will explore together

We will take a fresh look at Maslow's Hierarchy of Needs and discuss why psychological safety should be considered a key driver of organizational readiness for 2020 and beyond.

We will introduce five human centered leadership skills for improving psychological safety and how they impact readiness across the organization.

Participants will add to the conversation by discussing the advantages and disadvantages of two readiness case studies.

We will engage in dialogue and share ideas about how we can educate, inform and embed more human centered leadership practices in our organizations.

Onboarding Ideation During Times of Uncertainty

Roundtable Discussion

3:30 p.m.



Susie Schmidt

Operations
Manager



Janna Scheese

Director, OD, Learning
& Development



Teresa Oliszewicz

Director, OD
at U of I

Strategic Opportunity

The present (and future) reality of work requires organizations to rethink traditional ways of onboarding new employees. The "what" of orientation likely will stay the same. For example, introducing employees to the Culture, Mission, Vision, and Values of the organization; sharing information about strategy, structure, goals, and initiatives; and acquainting the new employee to the resources and support available to help them be successful in their new role. The "how" is a different story. The "how" is more challenging, both in tactics and tools and in the impact on metrics such as new employee engagement

What we will explore together

To help guide this discussion, we will be covering some of the following questions:

- To what degree have the goals for your onboarding program changed since the declaration of the pandemic? If they have changed, how have they changed? If not, how might they need to change in the new reality?
- What changes have you had to make to the "how" of your onboarding program?
- What challenges have you experienced in adapting the "how" of your program?
- What tactic, tool or process have you implemented successfully?
- What measures are you looking at for the success of your onboarding program? Are you still using those measures?
- What changes, if any, have you seen in your onboarding metrics? If you've had a significant change, how have you responded?

Learning Experience Platforms Roundtable Discussion

3:30 p.m.



Bonnie Hemingway

Global Learning
Operations Leader



Marty Rosenheck

Director of Talent
Development
Consulting



Kyle Swanson

D&I and Leadership
Development Leader

Strategic Opportunity

Learning experience platforms (LXPs) enable personalized, social, online learning experiences for users by consolidating disparate learning resources into a single portal. AI has the potential to dramatically accelerate organizational learning by taking high quantities of high-quality data and making predictive decisions that connect learners to the right content in the right moments. Today, learning leaders are navigating countless and difficult choices to engage learners and provide learning in the flow of work. Through this session, we'll start by exploring through the eyes of the learner. Equipped with their perspective, you might be able to identify existing technologies and a shorter path to dramatically improve your learners' experience.

What we will explore together

Through this roundtable discussion, we will explore how:

- Customer journey mapping and other techniques help us understand the learner's perspective and challenges
- To identify opportunities to automate through existing resources – explore automating EVERYTHING by considering ANYTHING
- Organizations are using LXPs to consolidate content while enabling personalized and social learning experiences
- Learning leaders can leverage data from a variety of resources to drive informed decisions

Retooling Talent Development for the New Normal

Roundtable Discussion

3:30 p.m.



Nick Allen

Regional Talent
Development
Leader



Angie Zeigler

VP Talent
Management



Nikki Webster

Director, Learning
and Development

Strategic Opportunity

Given how the workplace is quickly transforming around us, accelerating how the workplace was already evolving over the past several years, how do we envision L&D looking 3 years from now?

Will there be a new normal? It sure feels like a normal for right now! We all hope the incalculable disruptions confronting us today will pass and soon. Given the state of supply chains and global markets, every day may be an adventure for a while. At the essence of hope is uncertainty, a willingness to find north on a compass and start taking steps.

What we will explore together

- What would that ideally be?
- How might that be different than what we saw L&D looking like, if you were to ask this 3-year out question 6 months ago?
- And then after we have dialogue on visioning out what this could look like, we could back into, 'ok, so what does this mean then for the next 6-12 months?'
- What do we need to do now to meet the more immediate needs of the quickly transforming organization, and position us for where we see L&D 3 years from now?'
- And maybe there is question precedes all these questions, that is more focused on the business environment, something like 'How do we envision the business environment looking different 3 years from now?'
- What do we see a thriving organization looking like?' That may then provide guidance in what L&D looks like 3 years from now.

Join this session to contribute to finding out which way is north for L&D as organizations demand greater agility and accountability.



Jesse Pilachowski

Director of Organizational Development



Colin J. Hahn

Learning and Organizational Development Leader.

Learning Together:
With in-person training on hold, how do we in L&D add value?
4:30 p.m.

Strategic Opportunity

Many spent a lot of time this spring transitioning existing and new courses to virtual delivery. Although not always easy, a great experience taking ILT content and delivering it differently. Many of us surprised ourselves.

Jesse and Colin will share some of the lessons learned at Douglas Dynamics and we want to hear from today's participants.

What we will explore together

This is *Learning Leadership Summit* is ELE's first full-day virtual exchange. Should we keep future formats as a full-day, 8-hour day, or chuck into multiple days.