
ENTERPRISE EFFECTIVENESS NETWORK (EEN) 2023 VIRTUAL SESSIONS AGENDA

Please note:

- The presentation portions of these small group sessions will be recorded to share with EEN members who cannot attend.
- The discussion portions of the sessions will not be recorded to provide the right environment for honest sharing of insights, challenges and peer practices.

Longer-run trends and fire fighting challenges in 2023

- Session leader: **Alec Levenson**
- Thursday, January 19
- 8:00am – 9:45am PT / 11:00am – 12:45pm ET / 4:00pm – 5:45pm GMT

As we close the book on 2022, and 2023 gets going in earnest, our first EEN session of the year will be an open dialogue check-in on the following topics:

- How are things going with Covid-19 and back to work / hybrid? Have you solved all the challenges you were facing in 2022? What would you like to learn or hear about from your EEN colleagues in other organizations?
- What's the mood like among your frontline employees/staff, your professional/technical people, and your leadership? Are people feeling good about the direction of the business given the uncertain macroeconomic environment? What kinds of topics are keeping them up at night?

In preparation for the session, please submit your ideas for topics that fit into this general framework. We won't be able to cover all of them in this first session, but will plan future sessions based on the conversation on January 19 and the input we receive. So please share whatever is top of mind for you and your leadership. For example, here are topics that were recently proposed:

- How to address pay transparency and the increasing incidents of government mandates?
- How can we support senior executives on what and how they comment on issues outside of the business, and the backlash against "woke" CEOs?
- What are the skills and capabilities we need to source and develop in leaders as teams become increasingly diverse across all dimensions?

Quiet and Loud Quitting: Deciphering rhetoric versus reality

- Session leaders: **Sharna Wiblen, Jennifer Deal and Alec Levenson**
- Thursday, February 9
- 8:00am – 9:45am PT / 11:00am – 12:45pm ET / 4:00pm – 5:45pm GMT

The challenges associated with “quiet quitting” dominated many HR and leadership discussions in 2022 as executives sought to navigate ways of working and leading in an environment shaped by Covid-19 and extremely tight labor markets. Now that it’s 2023 and some of the labor market pressures are receding, many leaders undoubtedly are hoping that things will go back to normal, whatever that means.

Yet the underlying labor market dynamics that led to concerns about quiet quitting during an extremely tight labor market are not going to magically disappear. Even if the number of job vacancies falls and the unemployment rate rises, increased workforce mobility, digitalization, and hybrid working options have permanently increased external job opportunities for your people. Losing your best people is a risk in any labor market. And for many organizations, employees quitting – whether quietly or loudly – can be the stuff of nightmares and keeping executives up at night.

This session addresses the workplace changes associated with quiet and loud quitting. We compare the rhetoric and reality by discussing some of the issues organizations are facing right now to decipher between those changes and patterns that are superficial, versus those that represent substantial changes to how and why people work.

This open session provides an opportunity for you to share your experiences – so please come primed with the success and horror stories of quiet and loud quitting.

Execution & Effecting Change

- Session leader: **Max Blumberg**
- Thursday, March 16
- 8:00am – 10:00am PT / 11:00am – 1:00pm ET / 3:00pm – 5:00pm GMT

Too often, data is gathered and analysed but is never actioned. When it comes to the workforce, whose job is to analyze, whose job is to effect change, and whose job is to take follow-up measures to review whether it's working and make necessary adjustments? In contrast to marketing and operations, HR often fails to do effective implementation and follow-up in a seamless, integrated way. This session addresses the challenges HR faces in taking an integrated approach and how to improve the situation.

Scenario Planning: HR Needs to Embrace It Into Its Toolkit

- Session leader: **Dave Millner**
- Tuesday, April 4
- 8:00am –10:00am PT / 11:00am – 1:00pm ET / 3:00pm – 5:00pm GMT / 4:00pm – 6:00pm BST

The future is becoming increasingly uncertain which is why it is more important than ever to have a clear and articulated plan, however fluid that might be. Good leaders are speculating on what the world and its priorities will be like later in 2023 so that they can continue to fulfil their strategic plans. That means that functional specialists, especially HR, need to be thinking ahead and considering future based options that can be brought into play if needed. This session will cover some core concepts and case studies of how other organizations have used this approach to address key business problems.

Applying AI to HR and Talent Challenges

- Session leaders: **Jennifer Deal, Sharna Wiblen & Alec Levenson**
- Thursday, June 1
- 8:00am –10:00am PT / 11:00am – 1:00pm ET / 3:00pm – 5:00pm GMT / 4:00pm – 6:00pm BST

After years of discussion, AI applied broadly to work has suddenly burst onto the scene with the launch of ChatGPT and other platforms. Every day there are more stories about how AI is being used in the workplace, from a variety of different segments of society and work domains.

In this session, EEN participants will share what they are seeing or doing with regard to the use of these new tools in their organizations and personal experience. The group discussion will address topics such as:

- Where participants see AI making a difference right now
- Where they expect AI to be included, thinking about both near term and longer-term changes, in how work is done by humans or technology
- How are HR functions responding right now, and where might they focus to be proactive rather than reactive
- What jobs and tasks are participants thinking can/will be transferred to AI, and what the ramifications are for the jobs affected

Re-imagining HR: Future-proofing Your HR Skills

- Session leader: **Max Blumberg**
- Thursday, June 15
- 8:00am –10:00am PT / 11:00am – 1:00pm ET / 3:00pm – 5:00pm GMT / 4:00pm – 6:00pm BST

“Re-imagining HR: Future-proofing Your HR Skills” is a two-hour interactive session which aims to empower participants with an understanding of essential modern HR skills, including leveraging GPT skills, effective problem elicitation, talent management strategies, and an updated perspective on traditional HR skills. In addition, the session will delve into the ways technology and evolving workforce dynamics are reshaping the HR landscape, offering you the opportunity to stay ahead of the curve and continue to drive strategic value within your organizations.

The Impact of AI on Job Design and HR Process

- Session leaders: **Max Blumberg, Sharna Wiblen, & Alec Levenson**
- Wednesday, September 20
- 8:00am –10:00am PT / 11:00am – 1:00pm ET / 3:00pm – 5:00pm GMT / 4:00pm – 6:00pm BST

The rise of AI technologies has brought unprecedented opportunities and raised concerns about the future of work and the workforce. In this session, we delve into the effects of Artificial Intelligence (AI), and it's newest incarnation- ChatGPT, on job design and the transformation of HR processes. Join us as we explore how AI reshapes individual jobs and can disrupt or replace traditional HR processes.

Together we will consider the following:

- The dynamic interplay between AI and job design,
- The redefinition of roles, tasks, and skill requirements in the workplace.
- Use cases for AI and ChatGPT in HR processes.

Executive Team Culture: Fostering Trust or Driving Accountability?

- Session leaders: **Paul Taffinder, Max Blumberg, & Sharna Wiblen**
- Thursday, October 5
- 8:00am – 10:00am PT / 11:00am – 1:00pm ET / 4:00pm – 6:00pm BST

Paul Taffinder, Taffinder Consulting, joins us for this session where we compare different senior executive team cultures. Navigating the complexities of senior executive leadership often involves striking a delicate balance between two fundamental perspectives. Some senior executives emphasize the importance of structuring the organization correctly and establishing clear lines of accountability. They believe that this foundation is crucial for operational efficiency and success. On the other hand, there are those who prioritize understanding the broader context and focusing on what truly matters. They invest in the "how" and "why" of collaboration, recognising that meaningful, context-driven collaboration can lead to organisational effectiveness.

Join us as we explore:

- Structured strategies for tackling cultural obstacles and discovering resolutions.
- Crafting a culture of trust that permeates throughout your entire organisation.
- The role of leadership in balancing the role of commitment and compliance.
- Fostering trust and accountability during times of organisational change.

Redefining the Workplace: Navigating Challenges and Opportunities in a Hybrid World

- Session leaders: **Sharna Wiblen & Alec Levenson**
- Wednesday, October 25th Los Angeles – 7:00pm | Thursday, October 26th Sydney – 1:00pm | Thursday, October 26th Delhi – 7:30am

In this session, we will delve into complex, interrelated issues that have long plagued the workplace, focusing on the paradigm shifts brought about by:

- The long-standing role of technology in enabling hybrid and remote work
- The more recent upheaval of the COVID-19 pandemic and the sudden, unplanned shift to remote work

Join us as we explore key topics such as productivity, presenteeism, performative leadership behaviours, the impact of hybrid ways of working, and the evolving role of the workplace as a tool for productivity and culture-building.

Valuing Neurodiversity: An Underutilized Aspect of Talent Management

- Session leaders: **Kelsie Colley (Zoom), Max Blumberg and Sharna Wiblen**
- Wednesday, November 29
- 8:00am –10:00am PT / 11:00am – 1:00pm ET / 4:00pm – 6:00pm GMT

Kelsie Colley, Global Head of Neuro@Zoom, joins us for this session. Kelsie will share an industrial-organizational psychology perspective of neurodiversity, with discussions exploring:

- What neurodiversity refers to.
- The opportunities associated with gamifying selection.
- The advantages of embracing neurodiversity beyond a business case.
- Practical methods for addressing the daily realities related to identification and accommodations.

Join us as we explore critical top challenges and opportunities associated with performative behaviours, establishing inclusive work environments that nurture individual strengths and preferences, and the implications for strategic talent management.

The State of the People Analytics Nation

- Session leader: **Dave Millner**
- Thursday, December 14
- 8:00am –10:00am PT / 11:00am – 1:00pm ET / 4:00pm – 6:00pm GMT

Organizations, Senior Leaders and HR professionals are increasingly turning to people analytics to support organizational effectiveness and talent management. In this session, Dave Millner shares insights about all things people analytics. Drawing from his newly updated Introduction to People Analytics book (co-authored with Nadeem Khan), Dave will discuss the evolution, effectiveness and reality of people analytics.

Together, we will consider the following:

- The dynamic people analytics landscape
- The data underpinning people analytics
- The effectiveness of the people analytics industry.