

Leadership Summit

Building Insight & Impact

With Strategic Resource Groups

September 29-30, 2026

Virtual



AGENDA - Day 1

DAY 1

(All Central Time)

TUESDAY, SEPTEMBER 29, 2026

MORNING: DRIVING IMPACT

Welcome and Opening Remarks	
9:00 - 9:30 am	Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California Dr. Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California
Keynote and Working Session: Using Data to Tell the ERG Impact Story	
9:30 - 10:45 am	30 mins presentation 30 min breakout rooms 15 min debrief Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California
10:45 - 11:00 am	BREAK
Learning from Peers (30 minutes each)	
11:00 - 12:00 pm	<i>From Activity to Impact: Measuring the Business Value of ERGs</i> Catherine Kenney, Business Inclusion and Belonging Program Specialist, BCBS of MA
	<i>Mental Load made Speakable: Strengthening the Caregivers EBG</i> Andrea Espinosa, People Development Leader, Organizational Psychologist, and Gallup-Certified Strengths Coach
12:00 - 1:00 pm	LUNCH - on your own

AFTERNOON: EQUIPPING MEMBERS THROUGH IDENTITY ALIGNMENT

Helping Members Work on Impact Goals through Identity Alignment	
1:00 - 2:00 pm	Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California Ruth Rathblott, Bestselling Author, Consultant, and Leadership & Workplace Culture Expert
Exercise: Applying the Work in Real-Time	
2:00 - 2:45 pm	30 min breakout rooms 15 min debrief
2:45 - 3:00 pm	BREAK
Live Case Study: Impact and Identity Alignment Converge	
3:00 - 4:30 pm	45 min presentation 30 min breakout rooms 15 min debrief KimArie Yowell, Chief Talent and Inclusion Officer, Rocket
End of the Day Remarks	
4:30 - 4:45 pm	Dr. Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California

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**AGENDA - Day 2****DAY 2****WEDNESDAY, SEPTEMBER 30, 2026**

(All Central Time)

MORNING: TAKING THE WORK TO THE NEXT LEVEL

8:30 – 9:00 am	NETWORKING
	Welcome and Opening Remarks
9:00 – 9:30 am	Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California Dr. Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California
	Organization Design Work to Create Strategic Resource Groups
9:30 – 10:15 am	Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California
10:15 – 10:30 am	BREAK
	Built for Belonging: Evolving ERG Systems for Sustainable Success
10:30 – 11:30 am	Kat O'Donnell, Director of Inclusion and Belonging, Inova Chloe Berry, Inclusion and Belonging Coordinator, Inova
	Increasing Frontline Supply Chain ERG Membership to Enterprise Parity
11:30 – 12:00 pm	Kathy Speight, Global Training & People Development Leader, Ecolab
12:00 – 1:30 pm	LUNCH on your own

AFTERNOON: NEXT STEPS FOR ERGs AND THE SRG EVOLUTION

1:30 – 2:30 pm	Keynote - UPS Playbook: Driving BRG Impact Sue Schmidkofer, Talent – Inclusion & Belonging Director, UPS
2:30 – 2:45 pm	ERG Certificate Graduation
2:45 – 3:00 pm	BREAK
3:00 – 4:00 pm	Creating Projects for Strategic Work Farrah Graves Purifoy, Employee Experience Manager, Entergy
	How ERG's are Changing
4:00 – 4:15 pm	Dr. Theresa M. Welbourne, Affiliated Senior Research Scientist, Center for Effective Organizations, University of Southern California
	End of Day Debrief and Call to Action
4:15 – 4:30 pm	Dr. Jennifer Sparks Taylor, Director, Corporate Relations & Executive Education, Center for Effective Organizations, University of Southern California
4:30 – 5:30 pm	Virtual Happy Hour and Speed Networking (Optional)