

HRPA'S 56TH ANNUAL

CHIRO

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CREATING THE FUTURE OF HR

Harnessing AI, Empowering Employees, and
Thriving Amid External Pressures



MARCH 13-15, 2024 | ORLANDO, FLORIDA

[REGISTER NOW!](#)

HRPA HR POLICY
ASSOCIATION®



WELCOME RECEPTION

WEDNESDAY, MARCH 13 | 6:00 – 8:00 PM

DaVinci Lawn & Terrace

Welcome Reception generously sponsored by UnitedHealthcare

Our Welcome Reception is not just about starting the conference; it's about building connections and setting the stage for a memorable event.

Whether you're a first-time attendee or an HRP A conference veteran, this is your chance to see longtime friends and expand your professional network.

We invite you to enjoy drinks and heavy hors d'oeuvres featuring the freshest local ingredients while listening to Kenny Haddaway's relaxing guitar music as you mingle and network with fellow attendees.

Dress comfortably and be prepared to enjoy an evening of laughter, discovery, and inspiration. We look forward to seeing you at our CHRO Summit Welcome Reception!

[VISIT EVENT SITE](#)

CHECK-IN & BREAKFAST BUFFET

7:00 – 8:00 AM

The Ritz-Carlton Foyer / Salons I-II

Generously sponsored by Goldman Sachs Ayco

Pick up your name badge and conference materials at our check-in desk located in The Ritz-Carlton Foyer. Then, prepare for a day of engaging discussions with a breakfast buffet in Salons I-II.

WELCOME & OPENING REMARKS

8:00 – 8:30 AM

Salons III-IV

Generously sponsored by Guild



Pamela O. Kimmet

Chair, HR Policy Association

Chief Human Resources Officer
Manulife Financial Corporation

Reports of the Membership and Nominating Committees



Monique R. Herena

Vice Chair, HR Policy Association

Chief Colleague Experience Officer
American Express Company



Timothy J. Richmond

Vice Chair, HR Policy Association

Executive Vice President, Chief Human
Resources Officer
AbbVie

ARTIFICIAL INTELLIGENCE – THE PROMISE & PERIL FOR HR

8:30 – 9:40 AM

Salons III-IV

Generously sponsored by Guild

Artificial intelligence is changing the way we work. Explore the latest trends, challenges, and opportunities.

While the potential of AI is appealing, HR leaders must appreciate and carefully assess its inherent risks and challenges. Understanding the foundations of AI will help distinguish the hype from solutions that can help HR become a more valuable partner in the optimal mix of people and technology.



Nickle J. LaMoreaux
Director, HR Policy Association
Senior Vice President and Chief
Human Resources Officer
IBM



Dr. Po-Shen Loh, Ph.D.
Founder of LIVE, NOVID, and Expii;
Professor of Mathematics
Carnegie Mellon University



Prasad Setty
Lecturer in Management, Trends
Shaping the World of Work
Stanford University



Susan Podlogar (*Moderator*)
Executive Vice President and
Chief Human Resources Officer
MetLife

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MORNING BREAK

9:40 – 10:00 AM

The Ritz-Carlton Foyer

Generously sponsored by Crenshaw Associates

AI & HR – CONCURRENT SESSIONS

10:00 AM – 12:15 PM

Four one-hour breakouts; choose two to attend.

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SESSION I: *How Should AI Be Structured Within Companies for Maximum Effect?*

10:00 – 11:00 AM or 11:15 AM – 12:15 PM | Amalfi I-II (lower level)

Many companies are establishing their AI governance frameworks, with CHROs assuming pivotal roles. Two CHROs, each representing companies at various stages of this process, will lead a group discussion covering successful strategies, areas for improvement, and future considerations.



Ann Addison
Director, HR Policy Association
Corporate Vice President &
Chief Human Resources Officer
Northrop Grumman



Georgeann Couchara
Senior Vice President,
Human Resources
Danaher Corporation

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SESSION II: *Good AI Governance, Ethics, and Legal Compliance*

10:00 – 11:00 AM or 11:15 AM – 12:15 PM | Siena I-II (lower level)

AI holds great power and promise, but its full potential won't be realized until effective guardrails are implemented to limit bad actors and destructive behavior, while allowing reasonable innovation to flourish. Delve into the ethical and regulatory implications of AI, examining the perspectives of a U.S. company, a prominent regulator, and a leading voice in the EU—where regulatory initiatives are at the forefront.



Michael Fraccaro
Director, HR Policy Association
Chief People Officer
Mastercard Incorporated



The Hon. Keith E. Sonderling
Commissioner
U.S. Equal Employment
Opportunity Commission



Oliver Patel
Enterprise AI Governance Lead
AstraZeneca

AI & HR – CONCURRENT SESSIONS (CONTINUED)

10:00 AM – 12:15 PM

Four one-hour breakouts; choose two to attend.

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SESSION III: How CHROs Can Reinvent Work and Unlock Innovation with Gen AI

10:00 – 11:00 AM or 11:15 AM – 12:15 PM | Salon V

When used at its full capacity, Gen AI has the potential to reinvent companies and improve work for everyone. The big question is how to move beyond the headlines to unlock the innovation and growth that AI can bring. The answer starts with leaders who are willing to lead and learn differently – to fundamentally reinvent work, reshape their workforce and prepare workers by building their skills and strengthening trust. Based on sessions they led in Davos and Accenture’s new research, Ellyn and Alan will walk through an industry example of how to do this using a new AI navigation tool. Together we’ll discuss what CHROs can do now within HR and across the organization to lead change with Gen AI to drive growth and create better experiences for all.



Alan R. May
Director, HR Policy Association
Executive Vice President and Chief People Officer
Hewlett-Packard Enterprise



Ellyn J. Shook
Director, HR Policy Association
Chief Leadership & Human Resources Officer
Accenture

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SESSION IV: How Do I Plan for the Future Impact on the Workforce?

10:00 – 11:00 AM or 11:15 AM – 12:15 PM | Salon VI

AI has the potential to unleash a wave of productivity unwitnessed in at least a generation. These advancements provide the opportunity to create an immense amount of innovation and creativity, however how does an organization create a state of readiness for the enablement of AI in the workplace? How should organizations consider their workforce and leverage AI to redefine roles and create economic value? In this session we will explore a set of frameworks to consider in the adoption of AI, from how to consider responsible AI, to how to think about workforce reskilling and readiness with AI being an enabler.



Christopher J. Fernandez
Corporate Vice President, HR Services and
Digital Employee Experiences
Microsoft Corporation



Dr. Po-Shen Loh, Ph.D.
Founder of LIVE, NOVID, and Expjii;
Professor of Mathematics
Carnegie Mellon University



Chatrane Birbal
Vice President, Public Policy and
Government Relations
HR Policy Association

LUNCHEON

12:15 – 1:15 PM

Salons I-II

Generously sponsored by Oracle

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CHRO LESSONS FROM RECENT MAJOR COLLECTIVE BARGAINING AGREEMENTS

1:15 – 2:15 PM

Salons III-IV

Generously sponsored by IRI Consultants

Explore the dynamics shaping contracts during a tight labor market with the highest public support for unions in 20 years.

In 2023, pivotal collective bargaining agreements were brokered with the Teamsters, United Auto Workers, and health care unions. This occurred against the backdrop of a competitive labor market, elevated inflation, and the highest public backing for unions in two decades. Gain insights directly from CHROs and their senior labor teams as they recount the discussions and dynamics that shaped these widely observed contracts.



Darrell L. Ford
Vice Chair, HR Policy Association
EVP, CHRO and Chief Diversity,
Equity & Inclusion Officer
United Parcel Service, Inc.



Jennifer Berres
Senior Vice President &
Chief Human Resources Officer
HCA Healthcare, Inc.



Ernest W. Marshall, Jr. (Moderator)
Director, HR Policy Association
Executive Vice President and
Chief Human Resources Officer
Eaton Corporation



Thomas M. Beck
Vice President, Labor and
Employee Relations
HCA Healthcare, Inc.



Lindsay Marshall
President, Global Labor
Relations and Strategy
United Parcel Service, Inc.

AFTERNOON BREAK

2:15 – 2:35 PM
The Ritz-Carlton Foyer

CHRO LEADERSHIP & RESILIENCE WITH DR. MICHAEL GERVAIS

2:35 – 3:45 PM
Salons III-IV

Generously sponsored by Deloitte

Unleash your CHRO superpower: master stress, build resilience, and lead with purpose.

Join Dr. Michael Gervais and the Finding Mastery team for an extraordinary session that blends science, storytelling, and practical tools to break through your invisible limits and support you in building a sustainable high-performance culture. He will dive into topics like how to use stress as an asset rather than a liability, how to navigate transformation, build resilience, and manage recovery, and then will be joined by Matthew Breitfelder and Rhonda Morris for a thought-provoking discussion around team resilience and optimal team performance.



Dr. Michael Gervais
Psychologist and Expert on High Performance
Founder, Finding Mastery Podcast



Duke Nelson
Moderator
Finding Mastery



Matthew Breitfelder
Partner, Global Head
of Human Capital
Apollo Global Management, Inc.



Rhonda J. Morris
Director, HR Policy Association
Vice President and
Chief Human Resources Officer
Chevron Corporation

GALA RECEPTION

6:00 – 7:00 PM

The Ritz-Carlton Foyer

Generously sponsored by Aetna Inc.

GALA DINNER

7:00 PM

Salons III-IV

Generously sponsored by Spencer Stuart

Awards, recognition, and an evening of festivities!

Enjoy an expertly prepared three-course meal and special entertainment by the HRPA Staff CHRO Band, Consensus.



THE CHROs' NEST LOUNGE

AFTERWARD

Salon V

Generously sponsored by PwC

Join fellow attendees for a special after-dinner reception featuring Kenny Haddaway.

THE GLOBAL SOCIO-POLITICAL ENVIRONMENT WITH DR. TIMOTHY NAFTALI (BREAKFAST SERVED)

7:45 – 9:00 AM

Salons III-IV

Breakfast generously sponsored by EHE Health | Discussion generously sponsored by Navigate Forward

Explore the potential long-term consequences of how the global political environment is shaping business strategy and impacting how employees and stakeholders view companies.

Presidential historian and counterterrorism expert Dr. Timothy Naftali served as a consultant to the 9/11 Commission, Director of the Richard Nixon Presidential Library and Museum, and currently serves as a presidential historian for CNN. Join him for a conversation on the impact of the Middle East and in Ukrainian conflicts and what they mean for large multinational companies.



Dr. Timothy Naftali

Senior Research Scholar

Adjunct Professor of International and Public Affairs
School of International and Public Affairs
Columbia University



Monique R. Herena (*Moderator*)

Vice Chair, HR Policy Association

Chief Colleague Experience Officer
American Express Company

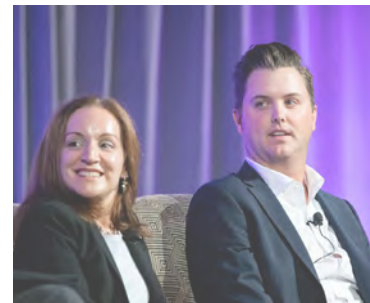
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BREAK

9:00 – 9:15 AM

The Ritz-Carlton Foyer

Generously sponsored by Chapman & Co.



THE 2024 ELECTION: IMPLICATIONS FOR LARGE COMPANIES

9:15 – 9:45 AM

Salons III-IV

Generously sponsored by Syndio

Put the 2024 election in context with former Congresswoman and Police Chief Val Demings.

The Honorable Val Demings served as a Democratic Member of Congress from 2017-2023, where she served on the House Judiciary, Intelligence, Homeland Security and Government Reform and Oversight Committees. She will discuss the 2024 election, focusing on the dynamics among the electorate and how we create greater respect, engagement, and accountability as a society.



The Honorable Val Demings
U.S. Representative (D-FL, 2017-2023)
First Female Police Chief for the City of Orlando, FL



Sarah King (*Moderator*)
Chief People & Diversity Officer
Darden Restaurants

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BREAK

9:45 – 9:55 AM

The Ritz-Carlton Foyer



A PUBLIC POLICY BREAKOUT BUFFET

9:55 – 10:55 AM

Two one-hour breakouts; choose one to attend.

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BREAKOUT I: Is There a Global Resurgence in Union Power and Influence?

Salon I

Gain insights into the latest labor developments and their implications for member companies from both a U.S. and global standpoint. We will provide a comprehensive review of the current labor relations landscape, highlighting new union strategies and actions. The Honorable Wilma Liebman, who was recently nominated to Starbucks Board of Directors by a union coalition and former Democratic Chair of the NLRB, will join us.



The Hon. Wilma B. Liebman
Starbucks Board Nominee
Former Chair, National Labor Relations Board



The Hon. Keith E. Sonderling
Commissioner
U.S. Equal Employment
Opportunity Commission



Matt Walter
Chief Human Resources Officer
Medtronic, Inc.



Gregory Hoff
Associate Counsel, Director of Labor
and Employment Law and Policy
HR Policy Association



Wenchao Dong
Director, Global Affairs
HR Policy Association

A PUBLIC POLICY BREAKOUT BUFFET (CONTINUED)

9:55 – 10:55 AM

Salon II

Two one-hour breakouts; choose one to attend.

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BREAKOUT II: Maximizing Employer Influence for Next-Level Employee Benefits

Location TBA

Employers have a distinctive role in the health care system, possessing the potential to enhance employee health and productivity while also cutting costs. Despite their considerable bargaining power, employers often underutilize it. Engage in a conversation about how employers can depart from the norm and leverage transparency data to reshape their benefit offerings.



Garrett Hohimer
Vice President of Policy
Business Group on Health



Susan M. Kelliher
Strategic Advisor to the CEO
The Chemours Company



Thomas J. Plath
Director, HR Policy Association
Senior Vice President, Human
Resources and Corporate Affairs
International Paper Company



Margaret Faso
Senior Director, Public Policy
HR Policy Association

*Platinum sponsorship by Spencer Stuart
Water bottles generously sponsored by Omada Health
Room keys generously sponsored by Challenger, Gray & Christmas, Inc.*

ESG PUSHBACK AND THE CHRO ROLE: A BUSINESS & COMMUNICATIONS IMPERATIVE

11:00 – 11:55 AM

Salons III-IV

How are companies responding to lawsuits, shareholder resolutions, and other tactics pushing back against their approaches to DEI and climate reporting?

Companies are literally “caught in the middle” between adopting DEI and environmental policies and activists challenging these policies. Participate in a candid discussion among CHROs for companies dealing with these challenges, with insight from a global communications executive and former White House Press Secretary, and Compensation Committee Chair.



Salvatore Antonio “Tony” Fratto
Former White House Deputy Press Secretary
Partner, Global Head of Communications, Goldman Sachs



Mirian M. Graddick-Weir
Member, Board of Directors
Yum! Brands and Booking Holdings



Heidi B. Capozzi
Director, HR Policy Association
Executive Vice President and Global Chief People Officer
McDonald’s Corporation



Ani Huang (*Moderator*)
President and CEO, Center On Executive Compensation; and Senior Vice President,
HR Policy Association

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CLOSING REMARKS

11:55 AM – 12:00 PM



Timothy J. Bartl
President and CEO
HR Policy Association



Pamela O. Kimmet
Chair, HR Policy Association
Chief Human Resources Officer
Manulife Financial Corporation

THANK YOU FOR YOUR SUPPORT!

HR Policy Association would like to thank the following partners for their commitment to helping our organization provide senior corporate decision makers with the tools needed to assess the potential impact of the public policy process and build effective HR strategies. We deeply appreciate your generous support of our 2024 CHRO Summit.

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