

Eighth Annual Northwestern Talent Analytics Leadership Roundtable & Economic Opportunity Summit

Thursday, June 9, 2022 — Friday, June 10, 2022

Northwestern Pritzker School of Law
Wieboldt Hall Room #150
339 E. Chicago Avenue, Chicago, IL 60611



Thursday, June 9th

9:00 a.m. **Registration Check-in and Continental Breakfast** (1st floor of Wieboldt Hall)

10:00 to 10:10 **Welcome and Introductions** (Wieboldt Hall #150)

Deborah M. Weiss, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics, Northwestern Pritzker School of Law

10:10 to 12:00 **Session One — Talent Management**
(15 minutes per presentation; 20-minute breakout session, followed by 20-minute group discussion)

Moderator: Mark Hanson, Vice President of Strategy, Skills & People Analytics, Emsi Burning Glass

Managerial Behaviors that Drive Employees Away

Alexander Schwall, Co-founder and Chief Science Officer, Rhabit Analytics

Developer Mobility and Its Impact on Software Delivery

Ian Cook, VP People Analytics, Visier

Looking at Flight Risk through Different Methodologies

Bethany Dohleman, Director: People Insights, AbbVie

Skills-Based Talent Strategy

Brian Wiemhoff, Global HR Analytics Leader, Caterpillar

- 12:00 to 1:00 **Lunch** (Wieboldt Hall #540)
- 1:00 to 2:50 **Session Two — Data and Metrics**
(15 minutes per presentation; 20-minute breakout session, followed by 20-minute group discussion)
- Moderator: Michael Moon**, Director, Global Learning Experience and People Analytics, Align Technology
- What 100 Terabytes of Public Data Has to Say About Attrition*
Ben Zweig, CEO, Revelio Labs
- Privacy Problems with Data Integration*
Amy Stevenson, Director, People Analytics, HP Inc.
- ESG for Human Capital Management*
Tyrone Smith, Jr., Global Head of People Analytics & Insights, Udemy
- Re-imagining Human Capital Reporting: More Precision, Less Politics*
Deborah Weiss, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics Northwestern Pritzker School of Law
- 2:50 to 3:10 **Networking Break** (Wieboldt Hall #147)
- 3:10 to 5:00 **Session Three — Engagement & Wellbeing**
(15 minutes per presentation; 20-minute breakout session, followed by 20-minute group discussion)
- Moderator: Ian Cook**, VP People Analytics, Visier
- Bridging the Gap in our Labor Force*
Rachel Sederberg, Research Manager, Applied Research, Team Talent, Emsi Burning Glass
- Employee Well-being and the Future of Work*
Aiwa Shirako, Lead, People Innovation Lab, Google
- Belonging*
Susan Biancani, Director, Talent Analytics, Netflix
- Living out Company Purpose with People First Practices*
Heidi Glickman, VP Talent Management, Freshworks
- 5:00 **Cocktail Reception** (Wieboldt Hall #440)
- 6:00 **Dinner** (Wieboldt Hall #540)

Friday, June 10th

7:30 a.m.

Breakfast (Wieboldt Hall #540)

8:30 to 10:20

Session Four — Diversity Equity and Inclusion (Wieboldt Hall #150)
(15 minutes per presentation; 20-minute breakout session, followed by 20-minute group discussion)

Moderator: Zachary Rosch, Senior Analyst, People Data Insights, JetBlue

Equity in the Workplace: From Environment to Opportunities to Pay
Genetha Gray, Lead People Analytics Researcher, Salesforce

Strategic DEI Program Evaluation
Adrienne Gilbert, Principal Inclusion, Diversity & Equity Business Partner, Amazon Web Services

De-biasing Performance Reviews & Promotions
Rajesh Anandan, Co-Founder and CEO, Ultronauts

Fostering Inclusion Using Continuous Listening, Passive Data, and Network Science
Aaron Sorensen, Partner - Head of Transformation and Behavioral Science, Axiom Consulting Partners

10:20 to 10:40

Networking Break (Wieboldt Hall #147)

10:40 to 12:30

Session Five — Enterprise Engagement
(15 minutes per presentation; 20-minute breakout session, followed by 20-minute group discussion)

Moderator: Al Adamsen, Founder & CEO, PAFOW

Upskilling HRBPs in Data Analytics
David Fineman, VP, Workforce Planning, PTC

Obtaining Leadership Buy-in for People Analytics
Serena Huang, Global Head of People Analytics and HR Technology, PayPal

Leveraging People Analytics for Your Organization
Lorraine Goffe, Vice President for Human Resources and Chief Human Resources Officer, Northwestern University

Scaling Listening for Enterprise Growth
Chris Broderick, Sr. Director Talent Management & Organization Agility, KeHE

12:30

Lunch/Adjourn

PARTICIPANT BIOS

<https://bit.ly/talreos2022-bios>



Attendance List

(as of 6/8/2022 10:30 AM)

Speakers

1. **Rajesh Anadan**, Co-Founder and CEO, Ultronauts
2. **Susan Biancani**, Director, Talent Analytics, Netflix
3. **Chris Broderick**, Sr. Director Talent Management & Organization Agility, KeHE
4. **Ian Cook**, VP People Analytics, Visier
5. **Bethany Dohleman**, Director: People Insights, AbbVie
6. **David Fineman**, VP, Workforce Planning, PTC
7. **Adrienne Gilbert**, Principal Inclusion, Diversity & Equity Business Partner, Amazon Web Services
8. **Heidi Glickman**, VP Talent Management, Freshworks
9. **Lorraine Goffe**, Vice President for Human Resources and Chief Human Resources Officer, Northwestern University
10. **Genetha Gray**, Lead People Analytics Researcher, Salesforce
11. **Serena Huang**, Global Head of People Analytics and HR Technology, PayPal
12. **Alexander Schwall**, Co-founder and Chief Science Officer, Rhabit Analytics
13. **Rachel Sederberg**, Research Manager, Applied Research, Team Talent, Emsi Burning Glass
14. **Aiwa Shirako**, Lead, People Innovation Lab, Google
15. **Tyrone Smith, Jr.**, Global Head of People Analytics & Insights, Udemy
16. **Aaron Sorensen**, Partner - Head of Transformation and Behavioral Science, Axiom Consulting Partners
17. **Amy Stevenson**, Director, People Analytics, HP Inc.
18. **Deborah Weiss**, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics Northwestern Pritzker School of Law
19. **Brian Wiemhoff**, Global HR Analytics Leader, Caterpillar
20. **Ben Zweig**, CEO, Revelio Labs

Moderators

21. **Al Adamsen**, Founder & CEO, PAFOW
22. **Bruce Evans**, EVP - Talent Analytics, Emsi Burning Glass
23. **Michael Moon**, Director, Global Learning Experience and People Analytics, Align Technology

24. **Zachary Rosch**, Senior Analyst, People Data Insights, JetBlue

Attendees

25. **Matthew Albucher**, Program Analyst, Human Capital Analytics Branch; U.S. General Services Administration
26. **Cristian Alvarez**, People Analytics Manager, Telecom Argentina
27. **Craig Amick**, Account Executive, Visier
28. **Kevin Antram**, VP, Midwest, Visier
29. **Besat Asani**, Senior Mgr, HR People Analytics, KeHE Distributors, LLC
30. **Michelle Buckley**, Portfolio Manager, Director of Multi-Asset Solutions, Boston Common Asset Management
31. **Caitlin Cavanaugh**, Manager, People Analytics, Angi
32. **Yvette Davis**, Director of Operations, Payroll, Tax and Data Analytics, Northwestern University
33. **Damien DeLuca**, GVP, Workforce Strategy & Analytics, Ross Stores
34. **Samir Desai**, VP Talent Management, North Shore Health Systems
35. **Jessica Dinh**, Senior Workforce Analytics Analyst, AbbVie
36. **Ryan Dullaghan**, Talent Development & Analytics Lead, Joby Aviation
37. **Antony Ebelle**, Head of Digital Surgery Integration & Talent Insights, Johnson and Johnson
38. **Cathryn Faria**, Senior Director, Data Products, Liberty Mutual
39. **Emily Fisk**, Global Talent Management Leader, Freshworks
40. **Nicholas Garbis**, VP, People Analytics Strategy, One Model, Inc.
41. **Justin Grimm**, Senior Manager, HR Technology, Constellation
42. **Mark Hanson**, Vice President of Strategy, Skills & People Analytics, Emsi Burning Glass
43. **Avi Hirianna**, Sr. Manager, People Analytics Engineering, Salesforce
44. **Bradley Hubbard**, VP, Workforce Experience & Strategies, Bristol Myers Squibb
45. **Brian Jemison**, Data Scientist, Salesforce
46. **Yidan Jin**, People Research Scientist, Uber
47. **Steve Johnson**, Sr. Manager of HR Analytics, Zebra Technologies
48. **Tracy Kartye**, Director, Social Investments, The Annie E. Casey Foundation
49. **Janelle Ketterer**, People Analytics Advisor, TIAA
50. **Morgan Krannitz**, Manager, People Innovation Lab, Google
51. **Holly Lam**, Sr Director Supply Chain Effectiveness, US Foods
52. **David Lee**, People Analyst, Google
53. **Michael Lemberger**, People Analytics Manager, Zurich
54. **Cari Levay**, Sr. Manager, Workforce Planning & Analytics, Tanium
55. **Adrienne Lo**, Director, Talent Analytics, W.W. Grainger, Inc.
56. **Oleg Lychkovski**, Senior Data Scientist, Caterpillar
57. **Chris Mason**, VP, Talent & Total Rewards, KeHE
58. **Anna Merritt**, Head of People Analytics, Block Inc. (formerly Square)
59. **Stephanie Murphy**, Head of People Insights & Assessments, Dell Technologies
60. **Lauren Nelson**, Associate Director, Compensation, Wayfair
61. **Stephen Newman**, Sr People Analytics Consultant, HCSC
62. **Sam Orelove**, Sr Manager, Talent Analytics, Grainger

63. **Emina Palos**, Director - People Analytics, United Airlines
64. **Subodh Panthri**, Global HR Metrics & Analytics Leader, Aon Business Services
65. **Elizabeth Pears**, Manager of Strategic Projects - People Analytics, McKinsey & Company
66. **John Pohl**, Sr. Manager, People Analytics, United Airlines
67. **Amit Prachand**, Associate Vice President Information and Analytics, Office of Administration and Planning, Northwestern University
68. **Brian Restuccia**, Director - Talent Analytics, Target
69. **Charles Schmitt**, Sr. Talent Management Partner, US Foods
70. **Liz Schuller**, Senior Manager of People Analytics Consulting, Allstate
71. **Lisa Simon**, Economist, Revelio Labs
72. **Lauren Thomson**, PMO, Patagonia
73. **Paul Tsagaroulis**, EVP, Research & Data Science, SurePeople Inc.
74. **Marko Vucetic**, Data Analyst, People Analytics, Uber
75. **Laem Xayvong**, Assistant Director, People Analytics, Northwestern Mutualh