

Searle Center Leadership Roundtable on Talent Analytics and Workforce Science

Thursday, October 23-Friday, October 24, 2014

Northwestern University School of Law
Wieboldt Hall Room #247
340 E. Superior Street, Chicago, IL

Thursday, October 23rd

12:00 p.m. **Lunch** (Wieboldt Hall #323)

1:00 to 1:30 **Welcome and Introductions** (Wieboldt Hall #247)

Matthew L. Spitzer, Howard and Elizabeth Chapman Professor and Director, Searle Center on Law, Regulation, and Economic Growth at Northwestern University School of Law

Deborah Weiss, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth at Northwestern University School of Law

Ian O’Keefe, Senior Director, Head of Talent Analytics & Reporting, Sears Holdings Corporation

1:30 to 3:00 **Session One— Datafication, Planning, Prediction** (Wieboldt Hall #247)

Moderator: Michael Housman, Chief Analytics Officer, Evolv, Inc.

3-Minute Perspectives

- **John Gibbons**, CEO and Founder, Talent Decision Sciences Institute
- **Michael Housman**, Chief Analytics Officer, Evolv, Inc.
- **Dylan Minor**, Assistant Professor of Managerial Economics & Decision Sciences, Kellogg School of Management, Northwestern University
- **Amit Mohindra**, VP, Workforce Intelligence, McKesson Corporation

Open Discussion

- What success have you had predicting attrition? Challenges?
- What success have you had predicting individual/team performance outcomes? Challenges?
- How do you distinguish workforce planning, workforce analytics, workforce intelligence?
- Who are your critical cross-functional partnerships (Finance, IT, etc)? Challenges?

3:00 to 3:30 **Break** (Wieboldt Hall #248)

3:30 to 5:00 **Session Two— Applied Research, Models, Methods** (Wieboldt Hall #247)
Moderator: Karen O'Leonard, Vice President, Analytics & Benchmarking Research, Bersin by Deloitte, Deloitte Consulting

3-Minute Perspectives

- **Dave Fineman**, VP of HR Analytics & Reporting, State Street
- **Werner Geyer**, Research Manager, The Data Science User Experience Lab (DUX), IBM
- **Jennifer Kurkoski**, Director, People & Innovation Lab (PiLab), Google Inc.
- **Neal Narayani**, Head of Talent Analytics, Uber Technologies
- **Debra Nelson**, Talent Analytics - Attract Team, Caterpillar Inc.
- **Karen O'Leonard**, Vice President, Analytics & Benchmarking Research, Bersin by Deloitte, Deloitte Consulting

Open Discussion

- What is your “dependent variable” for knowledge workers?
- How do you measure knowledge worker productivity?
- How do you employ experimental methods and applied research?
- What advanced methods and models do you use to provide talent insights?

5:30 **Reception and Dinner at the Devon Seafood Grill's Bernadine Room** (39 E. Chicago Avenue)

Friday, October 24th

8:00 a.m. **Breakfast** (Wieboldt Hall #323)

8:30 to 9:15 **Welcome and Recap**

9:15 to 10:45 **Session Three— Emerging Technologies and Social Data** (Wieboldt Hall #247)
Moderator: Michael Moon, Director of Research, Human Capital Management, Aberdeen Group

3-Minute Perspectives

- **Michael Moon**, Director of Research, Human Capital Management, Aberdeen Group
- **Ernest Ng**, Senior Director, Employee Success, Salesforce.com
- **Ian O'Keefe**, Senior Director, Head of Talent Analytics & Reporting, Sears Holdings Corporation
- **Josh Sacco**, Quantitative Analytics Manager – People Insights, Facebook
- **N. Sadat Shami**, Team Lead, Workforce Social Analytics, IBM
- **Jay Smith**, Sr Director, HR Operations, Target Corporation
- **Tim Wadholm**, Director, Workforce & Predictive Analytics, Juniper Networks

Open Discussion

- What BI technologies/tools are you using? What enhancements do you see coming?
- What social and unstructured data do you currently gather and how do you analyze it?
- What employee sentiment data do you currently gather and how do you analyze it?
- What is the impact of enterprise social media on individual/team performance outcomes?

10:45 to 11:15 **Break** (Wieboldt Hall #248)

11:15 to 12:45 **Session Four—Future Directions** (Wieboldt Hall #247)
Moderator: Tiffany Morris, Vice President of Talent Management, Sears Holdings Corporation

3-Minute Perspectives

- **Buddy Benge**, HR Analytics , Global Talent & Organizational Capability Team, Monsanto
- **Lorenzo Canlas**, Head of Talent Analytics, LinkedIn
- **David Hoffman**, Manager, People Analytics, Google Inc.
- **Stela Lupushor**, Director of Workforce Analytics, TIAA-CREF

- **Brad Hubbard**, Sr Mgr, Global Talent Systems and Insights, W.W. Grainger Inc.

Open Discussion

- What's the future of HR Analytics as a demonstrable value creator for organizations?
- How does HR evolve and deliver analytic and other services as a function?
- What are the most exciting and promising trends that will influence Talent/People Analytics?
- Neuroscience? Sustainability? Well-Being? Quantification of Self? Sensors? Robotics?
- Regulation? Ethical constraints? Compliance? Privacy? Who owns the employee data?

12:45 to 1:00 **Wrap-Up and Conclusion** (Wieboldt Hall #247)

Nicola Persico, Kellogg School of Management, Northwestern University

1:00 **Lunch** (Box Lunch Available in Wieboldt Hall #248)

Participant List (as of 10/21/2014)

1. **Matthew Bain**, Deloitte Consulting
2. **Buddy Benge**, HR Analytics , Global Talent & Organizational Capability Team, Monsanto
3. **Lorenzo Canlas**, Head of Talent Analytics, LinkedIn
4. **Dave Fineman**, VP of HR Analytics & Reporting, State Street
5. **Werner Geyer**, Research Manager, The Data Science User Experience Lab (DUX), IBM
6. **John Gibbons**, CEO and Founder, Talent Decision Sciences Institute
7. **David Hoffman**, Manager, People Analytics, Google Inc.
8. **Michael Housman**, Chief Analytics Officer, Evolv, Inc.
9. **Brad Hubbard**, Sr Mgr, Global Talent Systems and Insights, W.W. Grainger Inc.
10. **Jennifer Kurkoski**, Director, People & Innovation Lab (PiLab), Google Inc.
11. **Stela Lupushor**, Director of Workforce Analytics, TIAA-CREF
12. **Dylan Minor**, Kellogg School of Management, Northwestern University
13. **Amit Mohindra**, VP, Workforce Intelligence, McKesson Corporation
14. **Michael Moon**, Director of Research, Human Capital Management, Aberdeen Group
15. **Tiffany Morris**, Vice President of Talent Management, Sears Holdings Company
16. **Neal Narayani**, Talent Analytics Lead, Uber Technologies
17. **Debra H. Nelson**, Talent Analytics Supervisor - Attract Team, Caterpillar Inc.
18. **Ernest Ng**, Senior Director, Employee Success, Salesforce.com
19. **Ian O'Keefe**, Senior Director, Head of Talent Analytics & Reporting, Sears Holdings Corporation
20. **Karen O'Leonard**, Vice President, Analytics & Benchmarking Research, Bersin by Deloitte
21. **Nicola Persico**, Professor of Managerial Economics & Decision Sciences; Academic Director, Searle Center Project on Workforce Science, Kellogg School of Management, Northwestern University
22. **Josh Sacco**, Quantitative Analytics Manager – People Insights, Facebook
23. **N. Sadat Shami**, Team Leader, Workforce Social Analytics, IBM
24. **Jay Smith**, Sr. Director, HR Operations Target Corporation
25. **Matthew L. Spitzer**, Howard and Elizabeth Chapman Professor of Law, and Director, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
26. **Tim Wadholm**, Director, Workforce & Predictive Analytics
27. **Deborah M. Weiss**, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law