

Third Annual Searle Center Leadership Roundtable on Talent Analytics and Workforce Science **[REVISED]**

Thursday, November 17 — Friday, November 18, 2016

Northwestern Pritzker School of Law
Wieboldt Hall Room #150
340 E. Superior Street, Chicago, IL

Thursday, November 17th

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

1:00 to 1:30 **Welcome and Introductions** (Wieboldt Hall #150)

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

1:30 to 3:00 **Session One—Measurement and Data** (Wieboldt Hall #150)
Moderator: Laurie Bassi, CEO, McBassi & Company

Presentations (10 minutes each)

Privacy Concerns in Talent Analytics: What Do Employees Think?
Matthew Kugler, Assistant Professor, Northwestern Pritzker School of Law

Creating Internal Transparency to Forecast Workforce Needs
Robert D. Motion, Director, Workforce Planning and Strategy, Intelligence, Information and Services, Raytheon Company

Driving Sales Success: Measuring and Quantifying the Talent Predictors
Wendy L. Hirsch, Executive Director, Workforce Analytics, Johnson Controls, Inc.

Breakout sessions (30 minutes)

Recap and discussion (30 minutes)

3:00 to 3:30 **Break** (Wieboldt Hall #147)

3:30 to 5:00 **Session Two—Connecting Talent Analytics to Business and Social Goals** (Wieboldt Hall #150)
Moderator: Antony Ebelle-Ebanda, Vice President, People Analytics, TrustSphere

Presentations (10 minutes each)

Analyzing the Value of Family Business Initiatives
Chris Mason, Head of Talent Management/L&D, Compensation, & Workforce Analytics, Patagonia

The Role of Talent Analytics in Coordinating Human Capital and Business Strategy
J. Damien Deluca, Director, Workforce Analytics & Planning, Pepsi Co.

The Role of Employment Contracts in Performance and Attrition
Deborah Weiss, Director, Workforce Science Project, Northwestern University

Breakout sessions (30 minutes)

Recap and discussion (30 minutes)

6:00 **Reception and Dinner at the Devon Seafood Grill** (Bernadine Room—39 E. Chicago Avenue)

Friday, November 18th

- 7:30 a.m. **Breakfast** (Wieboldt Hall #323)
- 8:30 to 9:15 **Welcome and Recap**
- 9:15 to 10:45 **Session Three—Leadership** (Wieboldt Hall #150)
Moderator: Tiffany Morris, Head of Talent Management and Interim Chief Human Resource Officer, Sears Holdings Corporation
- Presentations** (10 minutes each)
- Using Psychometrics to Inform the Development of a Measure of Leadership Effectiveness*
Elizabeth McCune, Research and Analytics Group Manager, Microsoft Corporation
- Quantifying the Financial Value of “Soft” Leadership & Engagement Indicators*
Salvador Malo, Head of Global Workforce Analytics, Ericsson
- Leadership Success in Times of Transformation*
Buddy Benge, HR Reporting & Analytics Lead, Global HR Shared Services, Monsanto
- Breakout sessions** (30 minutes)
Recap and discussion (30 minutes)
- 10:45 to 11:15 **Break** (Wieboldt Hall #147)
- 11:15 to 12:55 **Session Four—Driving and Rewarding Performance** (Wieboldt Hall #150)
Moderator: Brad Hubbard, Senior Manager, Business Intelligence & HRIS, W.W. Grainger Inc.
- Presentations** (10 minutes each)
- Analytics to Drive Compensation and Performance Management Strategy*
Brian Levine, Partner and Innovation Leader, Workforce Strategy and Analytics, Mercer
- Workplace Design: The Good, the Bad, and the Productive*
Dylan Minor, Assistant Professor, Kellogg School of Management, Northwestern University
- Personality and Lost Work Time: Connections and Interventions*
Dan Mroczek, Professor of Psychology & Professor of Medical Social Sciences, Northwestern University
- Breakout sessions** (30 minutes)
Recap and discussion (30 minutes)
- 12:55 to 1:10 **Wrap-Up and Conclusion** (Wieboldt Hall #150)
- 1:10 **Box Lunch Available** (Wieboldt Hall #147)

Participant List (as of 11/16/2016)

1. **Laurie Bassi**, CEO, McBassi & Company
2. **Buddy Benge**, HR Reporting & Analytics Lead, Global HR Shared Services, Monsanto
3. **Nicola Bianchi**, Assistant Professor, Strategy Department, Kellogg School of Management, Northwestern University
4. **David M. Condon**, Assistant Professor in Medical Social Sciences, Northwestern University Feinberg School of Medicine
5. **J. Damien Deluca**, Director, Workforce Analytics & Planning, Pepsi Co.
6. **Antony Ebelle-Ebanda**, Vice President, People Analytics, TrustSphere
7. **Helen Friedman**, Workforce Analytics and Planning Global Practice Leader, Willis Towers Watson
8. **Sameer Gadkaree**, Program Officer, Joyce Foundation
9. **Michele Goldberg**, Director, People Insights & Innovation, Nestlé USA
10. **Wendy L. Hirsch**, Executive Director, Workforce Analytics, Johnson Controls, Inc.
11. **Michael G. Housman**, Workforce Scientist in Residence, HiQ Labs
12. **Brad Hubbard**, Senior Manager, Business Intelligence & HRIS, W.W. Grainger Inc.
13. **Thomas Hughes**, Lead Business Insights Partner, Target Corporation
14. **Rebecca Koppel**, Senior Analyst in Talent Analytics Sears Holdings Corporation
15. **Matthew Kugler**, Assistant Professor of Law, Northwestern Pritzker School of Law
16. **Joseph Kutter**, Senior Associate, Mercer
17. **Brian Levine**, Partner and Innovation Leader, Workforce Strategy and Analytics, Mercer
18. **Dan Lezotte**, Mercer Principal – Workforce Strategy & Analytics
19. **Salvador Malo**, Head of Global Workforce Analytics, Ericsson
20. **Chris Mason**, Head of Talent Management/L&D, Compensation, & Workforce Analytics, Patagonia
21. **Elizabeth McCune**, Research and Analytics Group Manager, Microsoft Corporation
22. **Dylan Minor**, Kellogg School of Management, Northwestern University
23. **Michael Moon**, CEO & Principal Analyst, ExcelHRate Research & Advisory Services
24. **Tiffany Morris**, Head of Talent Management and Interim Chief Human Resource Officer, Sears Holdings Corporation
25. **Robert D. Motion**, Director, Workforce Planning and Strategy, Intelligence, Information and Services, Raytheon Company
26. **Dan Mroczek**, Northwestern University, Department of Psychology
27. **Neal Narayani**, Head of People Analytics, Uber Technologies Inc.
28. **Kathleen O'Neill**, Director of Employee and Occupational Health, University of Texas Medical Branch (UTMB)
29. **Dan Restuccia**, Chief Analytics Officer, Burning Glass Technologies
30. **Josh Sacco**, People Analytics Manager, Facebook
31. **Dave Sachs**, Workforce Analytics & Strategy Manager, Johnson Controls, Inc.
32. **Jennifer Bennett Shinall**, Assistant Professor of Law, Vanderbilt Law School
33. **Brian Siers**, Talent Analytics, Apple, Inc.
34. **Michael Smith**, Vice President, Total Rewards, Navient, Inc.
35. **Matthew L. Spitzer**, Director and Howard and Elizabeth Chapman Professor of Law, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
36. **Bledi Taska**, Senior Analyst, Economist, Burning Glass Technologies
37. **Lee Webster**, Director, Employee Relations, University of Texas Medical Branch (UTMB)
38. **Deborah M. Weiss**, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
39. **David Wilhelm**, HR - Predictive Analytics Specialist, Global HR Shared Services, Monsanto