

DAY ONE: WEDNESDAY, 10/4**10:45 — 12:00****Transforming the Profile of Employee Relations:
How To Build, Market & Promote Your Internal Brand**

As the scope of employee relations constantly changes and expands, organizations strive to create efficiencies and develop strategies to effectively manage the ER function and balance relationships with other functional areas. Participants will discuss the scope of employee relations and explore boundaries, governance and collaboration practices with cross-functional partners to address the needs and raise the strategic profile of ER.

- How do you define the parameters of employee relations versus what belongs to other HR functional areas (such as DE&I, HR Business Partners, legal, compliance, ethics, security, etc.)? How do you communicate and gain alignment to those boundaries, so they are clear to all stakeholders?
- What are the early warning signs or signals that suggest the need revisit the scope and boundaries of the employee relations function and how do you address the impact of scope creep (absorbing additional or emerging issues that do not fit elsewhere) on your team?
- What are you doing to raise your visibility as a strategic partner for HR, leadership, key stakeholders and other HR areas to ensure you have a voice and opportunities to demonstrate the value employee relations bring to the organization?
- Share some examples of how you set goals with team members and how you measure success. What are the key metrics you use for establishing business-oriented outcomes and what KPIs are used to hold your team accountable for following established processes?

**1:00 — 2:30****Employee Relations and The Legal Perspective:
Top 10 Verdicts and Lessons Learned**

A paramount concern for organizations revolves around the potential for making headlines due to mishandled employee matters and inappropriate, unethical or illegal behavior. The aftermath of such events can severely damage brand loyalty and reputation and cascade into serious repercussions ranging from legal jeopardy to employee turnover.

ER Roundtable fan favorites and dynamic duo, Plaintiff's Attorney Lori Deem and Defense Attorney Denise Drake, return with a fresh take on the latest legal trends and insights regarding employee relations cases. They'll regale you with the highest, or most entertaining, verdicts in the past year. More importantly, you'll hear the lessons all employers should learn from these verdicts.

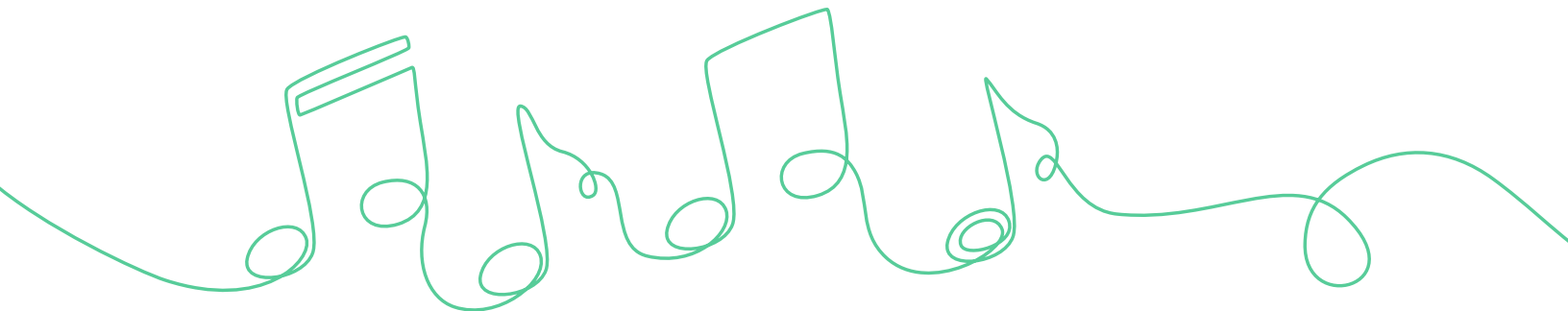


3:00 – 4:00

Adapting Employee Relations Processes in 2024

Employee challenges in the modern workplace are continually becoming more complex. Delve deep into ER processes from issue occurrence to resolution, including threat assessments, investigations and transparency practices. Consider how ER will need to shift to address emerging issues and new employee expectations as the workplace continues to evolve.

- What strides have you made in adapting or amending your processes to include emerging issues such as addressing threat assessment, mental health challenge challenges or awareness, inclusivity for neurodiverse employees involved in investigations, etc.?
- Transparency has been widely touted as a key to building trust with employees. Describe the ways in which you are striving to address specific concerns and overcome legal risks to enable you to share aggregated employee relations and investigation outcomes with employees.
- Given that workplace investigations are nuanced and each one is different, what protocols do you follow to ensure process consistency and accountability regarding your investigation practices? How do you ensure the correct process is followed consistently with your teams?
- AI is here to stay. However, some organizations are implementing policies that prohibit or discourage the use of AI in the workplace. What have you learned about how to navigate this rapidly evolving technology inside your workplace to ensure it is used safely and accurately?
- In what ways will employee relations need to adapt to address changing regulations and meet new employee expectations as the workplace continues to evolve? (Such as neurodiversity inclusion practices, union organizing, recent EEOC and Supreme Court rulings, etc.)



DAY TWO: THURSDAY, 10/5**9:15 — 10:45****Featured Speaker: A Fireside Chat with Susan Fowler**

Hear Susan's journey and let her experiences guide you in your efforts to create positive and safe employee experiences.

**11:00 — 12:00****The Art of Meaningful Employee Relations Insights**

Use of employee relations data and analytics is always a hot topic at the Roundtable! Leaders continually seek new ways to effectively tell data stories that unleash insights, resonate with leaders, garner support for ER initiatives and influence strategic business decisions — and Artificial Intelligence (AI) can help. The focus of this discussion will be on meaningful metrics, how to extract and interpret the data and the impact of AI on your data analytics strategy.

- Describe your current analytics strategy and objectives. Which metrics do you find most valuable and why?
- Share examples of how you are leveraging your data to tell meaningful stories to your leadership, and how you have used data analytics to effect change and impact your organization's bottom-line results.
- How and with whom do you share employee relations data and how do you expect that to evolve in the future? What analytics challenges do you need to address to become more effective and strategic?
- What's next in employee relations analytics? Will AI change the ways you analyze employee relations data or integrate it with data from other areas to gain deeper meaning? What insights might you be able to uncover that you previously could not access?

**12:45 — 2:30****Aftercare Workshop: Establishing a Comprehensive Aftercare Process**

Get ready for an energizing approach to building out the aftercare process. Inspired by former Head of Innovation and Creativity at Disney, Duncan Wardle, you will learn several unique design thinking tools and work as a community to apply your passion and creativity while thinking about aftercare in a new way. You'll generate complete ideas to use as a starting point to form and customize your own solution to support employees once you return to your organization.