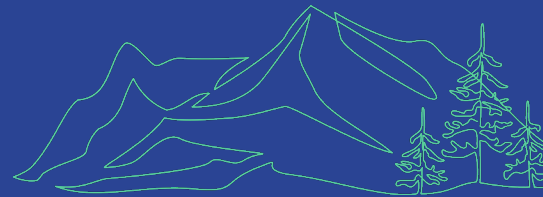


DAY ONE: WEDNESDAY, 9/25

8:30 a.m. — 9:00 a.m.	Registration
9:00 a.m. — 9:45 a.m.	Welcome, Intro & What to Expect
9:45 a.m. — 10:00 a.m.	Break
10:00 a.m. — 11:15 a.m.	Election Impact: When Global Politics Enter the Workplace Participants will discuss how to navigate the complexities of global politics in the workplace and how to proactively address challenges that arise when social and political events impact employees.
11:15 a.m. — 12:00 p.m.	Networking Engage in conversations with fellow Roundtable members to gain valuable insight from real-world examples and collaborate on effective strategies for industry-specific challenges.
12:00 p.m. — 1:00 p.m.	Lunch
1:00 p.m. — 1:45 p.m.	Navigating AI Ethically and Responsibly while Emphasizing Human Connections Participants will discuss how to integrate AI to generate data insights, automate processes and support high-quality issue resolution while striking a balance between productivity gains and incorporating the human elements vital to positive employee experiences and building trust.
1:45 p.m. — 2:15 p.m.	Break
2:15 p.m. — 3:30 p.m.	[Speaker] Employee Relations and The Legal Perspective: Integrating AI in Every Phase of the ER Investigation Process Fan favorites, plaintiff Attorney Lori Deem and Defense Attorney Denise Drake return for a thought-provoking session to explore the intersection of AI in employee relations. They'll delve into legal, ethical and compliance considerations, responsible use and highlight the opportunities and challenges that AI brings to ER.
3:30 p.m. — 3:45 p.m.	Break
3:45 p.m. — 5:15 p.m.	DE&I Resilience: Leveraging Employee Relations Data to Strengthen Workplace Culture In this interactive, engaging workshop led by Dr. Bryant T. Marks, a nationally recognized expert on diversity, equity and anti-bias training and research, participants will discover how to use DE&I-related data insights to improve workplace culture, employee experience and employee relations outcomes.
5:45 p.m. — 7:30 p.m.	Cocktail Reception Join us for dinner, drinks and networking to close out Day 1!



DAY TWO: THURSDAY, 9/26

7:45 a.m. — 8:45 a.m.

Breakfast

8:45 a.m. — 9:15 a.m.

Employee Relations Leadership Award Ceremony

During this inaugural awards ceremony, we will honor a peer-nominated leader whose innovative contributions have profoundly shaped employee relations, enhancing workplace culture and elevating their organization's reputation.

9:15 a.m. — 9:20 a.m.

Break

9:20 a.m. — 10:45 a.m.

Processes That Build Trust: Implementing ThroughCare™ Strategies

Participants will explore effective strategies to implement a ThroughCare™ program to ensure transparency and build trust within the organization. Gain insights from peers on how continuous support and clear communication during investigations can cultivate a respectful work environment.

10:45 a.m. — 12:15 p.m.

Colorado Rocking Horses for Charity

A "rocking" activity where participants build and decorate rocking horses that will be donated to the Denver Children's Hospital.

12:15 p.m. — 1:00 p.m.

Lunch

1:00 p.m. — 2:30 p.m.

Forecasting the Future: Using ER Data Proactively

Strategic use of data drives impact. Discover how to analyze your ER data to identify behaviors, incidents or events that ultimately lead to (or are predictors of) employee relations issues.

2:30 p.m. — 3:00 p.m.

Networking

Connect with members from similarly sized organizations to share experiences and challenges and discover best practices to optimize your employee relations function.

3:00 p.m. — 3:15 p.m.

Closing