



8:30 — 9:00

Registration

9:00 — 9:45

Welcome and What to Expect

9:45 — 11:00

The Data You Have: Using Employee Relations Case Data to Drive Organizational Decisions

Employee relations functions sit on some of the most valuable data in the enterprise and most of it isn't being used to its full potential. This session explores how senior employee relations leaders are moving from case documentation to data storytelling, building executive-ready insights that drive real organizational decisions.

11:00 — 11:15

Break

11:15 — 12:15

AI in Employee Relations: New Tools, New Cases, New Stakes

AI is already in your tech stack - reshaping how evidence surfaces, how meetings get documented and what kinds of incidents ER is being asked to respond to. This session examines what AI is changing across the ER function and what senior ER leaders need to be thinking about, building and asking for right now.

12:15 — 1:15

Lunch

1:15 — 2:45

The Root of It: A Neuroscience-Backed Workshop on Conflict and Resolution

Led by conflict resolution expert Dr. Jeremy Pollack, this interactive workshop draws on brain-based research to help leaders understand why conflict escalates and how to address it from the inside out.

2:45 — 3:00

Break

3:00 — 4:00

Performance Improvement/Development Plans: Intention, Reality and the Employee Relations Professional's Role

A well-designed performance improvement plan does two things: it gives employees a real path forward and creates a clear, defensible record along the way. This session explores what separates a process that works from one that creates exposure, how ER leaders are standardizing performance management across their organizations and how the function handles situations where these plans intersect with broader headcount decisions.

4:00 — 5:30

Activities

6:00 — 8:00

Evening at The Laundry

Cap off day one with cocktails and dinner at The Laundry, a restored 1919 landmark steps from Hotel del Coronado. Good food, great company and a space worth seeing.



7:30 — 8:30

Breakfast

8:30 — 9:00

Awards and Jackets

9:00 — 10:15

**RIFs, Layoffs and Restructuring:
Doing It Right When the Stakes Are Highest**

From reductions in force to restructuring that quietly eliminates roles and return-to-office mandates that engineer departures, the landscape of workforce reduction has expanded well beyond what traditional ER processes were built for. This session explores how ER leaders are staying ahead of the legal, cultural and organizational complexity these situations create - and what it means to be a true strategic partner when the stakes are this high.

10:15 — 10:30

Break

10:30 — 12:00

Keynote Speaker

12:00 — 12:15

Closing Remarks

12:15 — 1:30

Lunch