

GENERAL AGENDA

TUESDAY, OCTOBER 28

8:30 — 9:00

Registration

9:00 — 9:30

Welcome & What to Expect

9:30 — 10:30

The Political Climate at Work: Impact, Insights and Action for ER

Join us to examine the influence of today's divisive political climate on workplace dynamics—impacting trust, psychological safety and employee relations strategies. This session will explore real-world insights and emerging data on how ER leaders are navigating politically charged incidents, policy disputes and rising polarization.

10:30 — 11:00

Break & Networking

11:00 — 12:30

AI-Driven Efficiency: Transforming Caseload Management in ER

As AI tools enter the ER ecosystem, they're not just automating workflows—they're reshaping how teams' triage, prioritize and act. In this session, participants will discuss the real-world impact of AI on caseload volume, employee expectations and team bandwidth. We'll explore where AI is driving efficiency versus complexity and how ER can harness its insights without compromising the human touch.

12:30 — 1:30

Lunch

1:30 — 2:30

Takes a Village: Solving Complex Employee Relations Cases Through Cross-Functional Power

Today's ER cases are increasingly multi-layered. One case can touch performance, accommodations, unplanned leave—and still hide deeper root causes. Participants will discuss how to lead through complexity by tapping into a diverse group of internal partners—from Legal to Benefits to Business Leaders—each bringing a critical lens. We'll also explore how generational shifts and evolving workplace dynamics influence ER strategies and how cross-functional collaboration can lead to more effective resolutions.

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TUESDAY, OCTOBER 28

2:30 — 2:45

Break

2:45 — 3:45

ER in the C-Suite: How Our ER Leader Award Winner Elevates Performance & Partnership

What does it take to turn ER into a boardroom-relevant, data-driven business ally? Our ER Leader Award winner, Cindy Tyeskey-Gage, Senior Vice President, Global Employee Relations at Salesforce, takes the mic to share how she transformed QBRs into a storytelling platform to showcase the value of employee relations—and why aligning with business partners on performance management isn't about compliance, but culture.

3:45 — 5:15

Activity

5:45 — 7:15

Cocktail Reception

GENERAL AGENDA

WEDNESDAY, OCTOBER 29

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| 7:30 — 8:30 | Breakfast |
| 8:30 — 9:00 | Awards & Jackets |
| 9:00 — 10:30 | Bridging the Generational Divide: Investigations, Inclusion and Institutional Knowledge Lori Deem, Partner at Hughes Socol Piers Resnick & Dym, Ltd., returns alongside Stephanie Jones, CEO of Omega Daughter, LLC, for a dynamic conversation on leading today's most generationally diverse teams. From adapting investigations to preserving institutional knowledge, they'll explore how ER leaders can turn generational tension into cultural strength. Grounded in DE&I and future-focused strategy, this session will deliver bold, actionable insights for managing the modern workforce. |
| 10:30 — 10:45 | Break |
| 10:45 — 12:30 | Trust & Risk in Employee Relations: Implementing a Framework Participants will explore a Trust and Risk Statement™ Template designed to help organizations manage sensitive employee relations situations with clarity and confidence. They'll learn how to customize and use the template to strengthen trust and mitigate risk within their organization. Through real-world examples and interactive discussion, participants will gain practical strategies for applying this framework to improve transparency and consistency in their ER processes. |
| 12:30 — 1:30 | Lunch |
| 1:30 — 2:00 | Networking/Closing Remarks |