



2024 Indiana Human Resources Seminar: Essentials for HR Leaders
July 18-19, 2024
French Lick Resort

Sponsored by:



July 18

8:30 a.m. **Registration and Continental Breakfast**

9:00 a.m. **Welcome**
Jennifer George, Director, Business Education and Events, Indiana Chamber and Brea Dantin, Retirement Plan Advisor, MJ Retirement

How It Works

This isn't your regular, sit-and-listen seminar. We want you to *think*, ask questions and challenge your speakers. Adults learn best when they are involved in the development, measuring and evaluation of what they're learning. So, make this seminar work for you by interacting and sharing your experiences, both with the presenters and your fellow attendees.

Hope Zoeller, Ed.D, Founder and President, HOPE (Helping Other People Excel) (seminar facilitator)

9:30 a.m. **What's Next for HR: The State of the Human Workforce**

Work continues its evolution. With terms like belonging and purpose, our work and how we work in human resources has been redefined for so many. As we look into 2025, we can see the patterns emerging. Throughout 2024, work will be a more human-centered space. Leadership will look and feel different, and wellness will continue to be a thread that runs through every aspect of the employee experience. Artificial intelligence and work architectures will take their place as organizations optimize technology that builds capacity. Training and development feel different – because it will be different – and recognition will be personal again.

Dr. Brad Shuck, Professor, Human Resources and Organizational Development, College of Education and Human Development, University of Louisville

10:45 a.m. **Break**

11:00 a.m. **Developing HR Leaders Panel**

Hear from HR professionals from a small company, a large company, a non-profit and a consulting firm on what they are doing to create HR leaders in their organizations. Come with your questions! Moderated by seminar facilitator Hope Zoeller, this interactive panel is the perfect time for you to find out best practices, what could be done differently and what you can start doing now to develop these important team members.

Kasey Crosby, Co-President & Chief Human Resources Officer, Backhaul Direct; Amy Rose, HR Leader, Lilly Oncology, Eli Lilly and Company; Lisa Seay, SPHR, SHRM-SCP, Executive Vice President and Chief Talent Officer, Project Lead the Way; and HRD – A Leadership Development Company

12:15 p.m. Lunch (provided)

1:15 p.m. **The Assessment Advantage: Five Vital Business Outcomes Positively Impacted by Hiring Assessments**
Accurate. Fair. Inclusive. Engaging. Efficacious. All five of these objectives should be non-negotiable in your selection process. We will explore tangible, practical ways to leverage assessment instruments to create a highly aligned selection system that minimizes bias, increases prediction, enhances candidate experience and has a quantifiable impact to the bottom line:

- Explore how to determine what specific traits, attributes and abilities you should be measuring in candidates.
- Discover multiple benefits of introducing additional objective data points into your selection process.
- Review ways to measure the accuracy and effectiveness of your selection system.
- Learn how to leverage assessments in ways that both candidates and hiring managers will appreciate.

Whitney Martin, Measurement Strategist & Founder, ProActive Consulting

2:30 p.m. **Taking HR Strategy From Aspiration to Execution**

Getting HR strategy truly aligned with the company's overall game plan is crucial, but it comes with its own set of hurdles. Whether it's getting stuck in the idea phase or struggling to get leadership on board, misalignment like this makes it tough to attract, develop and keep the talent you need. This session shows you how to take those HR initiatives from just items on a wish list to actual reality within your organization's strategy and planning. In this interactive session, you'll learn what typically gets in the way of executing HR strategy – things like organizational inertia, resistance to change and more. The program covers building a solid business case, getting buy-in from stakeholders across functions and making sure everyone is marching to the same tune. You'll also walk away with a systematic approach to bridging the gap between HR ambitions and actual execution, empowering you to drive real organizational success through strategic HR and talent initiatives that deliver impact.

Jeremy York, SHRM-SCP, SPHR, Lead Consultant and President, InvigorateHR

3:45 p.m. Reception: Meeting Room Foyer/Terrace

4:45 p.m. Adjourn for the Day

July 19

8:30 a.m. Continental Breakfast

9:00 a.m. **Lessons Learned**

Led by seminar facilitator Joe DeSensi, this interactive discussion will prompt you to think about what you learned on Thursday. Hear from your fellow attendees and pick up ideas you may have missed!
Joe DeSensi, Ed. D, President, Educational Directions

9:30 a.m. **Disconnected: Facing Brain Drain Head On**

With employees bidding adieu to the workforce in their 50s and early 60s and others reaching normal retirement age in mass, organizations face the looming threat of talent scarcity. We will discuss the power of leveraging data to gain valuable insights into your workforce demographics and anticipate talent gaps before they arise. Discover how strategic benefit planning can not only attract top talent but also foster loyalty and retention among existing employees. Join us and collaborate on innovative ways to retain experienced employees and facilitate seamless knowledge transfer to the next generation of talent with your peers.

Brea Dantin, COO, Retirement Plan Advisor, MJ Retirement

- 10:45 a.m. Break**
- 11:00 a.m. Leadership Principles for Managing Employee Mental Well-Being**
Employee burnout, turnover, organizational inefficiency and more are all heavily interwoven with employee mental health. Collaboration, innovation, critical thinking and problem solving are mission critical and depend heavily on mentally healthy employees. Managers hold a unique position of both influencing and monitoring mental well-being. This session focuses on how a leader may impact employee mental well-being and the leadership principles that create a team environment where mental well-being can thrive. Participants can expect to learn the bottom-line impact of employees' mental well-being, best practices for leading teams that encourage positive mental well-being and response strategies when well-being is impaired.
Nic Baumann, MBA, SPHR, SCP, Senior VP, HR, Merchants Bank
- 12:15 a.m. Lunch (provided)**
- 1:15 p.m. Emotional Intelligence and Psychological Safety**
HR leaders face myriad issues such as the repercussions of dealing with a global pandemic, the nature of team dynamics in a remote environment and the almost inextricable overlap between personal and professional roles that grows more complex seemingly by the minute. As a result, each of us needs to understand the best way we can engage our teams so we create the conditions for better workplace relationships. Emotional intelligence and psychological safety are two primary areas that we can use to "close the gap" between ourselves and others by connecting with the whole person and providing them with the stability they need to ensure we're all moving forward together in a synergistic fashion. In this session, you will:
- develop an increased understanding and application of the concept of emotional intelligence;
 - acquire fundamental knowledge about how psychological safety impacts team members; and
 - utilize acquired skills to further create a culture of care.
- Julius E. Rhodes, SPH, Founder and Principal, mpr group*
- 2:30 p.m. Building a Talent Development Strategy**
The state of Indiana has immense resources to help employers attract, hire and develop a highly skilled workforce. Unfortunately, knowing how to access and understanding the ecosystem of partners can be confusing and overwhelming. In this brief session, the leaders from the Indiana Chamber's Institute for Workforce Excellence will outline how businesses across the state can better connect with the education and workforce system, offer insights to programs and partners that may be of value, and answer questions you might have about engaging in workforce development efforts.
Todd Hurst, Executive Director and Sally Saydshoev, Director, Talent and Training Programming, Institute for Workforce Excellence
- 3:15 p.m. Wrapping It Up: What's Your GAME Plan?**
This interactive wrap-up session will be centered on helping you establish a GAME plan for what you are going to take away from the seminar. This will include discussion with your fellow attendees and sharing with the larger group. Don't miss this final session to learn more about what you can take back to work and implement immediately!
Joe DeSensi, Ed. D, President, Educational Directions
- 3:45 p.m. Adjourn**