

2026 HR Leadership Seminar

July 23-24 | French Lick Resort



July 23

8:30 a.m. Registration and Continental Breakfast

9:00 a.m. Welcome

Jennifer George, Vice President, Business Education and Events and Abby Waning, Manager, Business Education and Events Operations, Indiana Chamber of Commerce

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. A complete redesign in some places. With terms like belonging and purpose, our work and how we work in human resources has been redefined for so many. As we look through 2026 and into 2027, we can see the patterns emerging. 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, University of Louisville

10:30 a.m. Break

10:45 a.m. Talent Pipeline Management Fundamentals: Practical Strategies for HR Leaders

Deb Broberg, Executive Director, RealTime Talent (invited)

11:45 a.m. Lunch (provided)

1:00 p.m. From Silence to Trust: Transforming Into a Speak-Up Culture

An HR executive and labor and employment attorney with decades of experience will guide you through the strategic actions necessary to diagnose root issues and drivers of organizational silence, create psychological safety, modernize reporting and investigation protocols, and shift the work environment from "don't say anything" to "see something, say something." The presenters will share wins, setbacks and the measurable outcomes that follow from building a speak-up culture – including improved morale, increased reporting confidence, declining turnover and stronger compliance performance. Attendees will leave the session with practical tools and communication strategies to rebuild the systems, trust and accountability needed for a thriving speak-up culture that encourages open communication and early escalation of concerns.

Amy Wilson, JD, Partner, FBT Gibbons and Sabrina Wilson, MBA, Executive Coach, HR Strategist, Speaker, Spill the T Consulting, LLC

2:15 p.m. Break

2:30 p.m. How Leadership, Structure and Shared Norms Shape Psychological Safety
Participants will understand the connection between psychological safety, mental health and business outcomes by recognizing how psychologically safe workplace environments influence employee well-being, engagement, retention and overall performance. The session also will explore leadership behaviors, communication practices and workplace norms that foster or undermine psychological safety, while helping attendees identify organizational stress points and proactive approaches to addressing issues before they negatively impact employees and teams. In addition, participants will gain practical strategies to strengthen psychological safety in the workplace through systems and practices that encourage trust, transparency, openness and accountability.
Chris Mills, President & Partner, trueU

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

4:30 p.m. Adjourn for the Day

July 24

8:30 a.m. Continental Breakfast

9:00 a.m. Lessons Learned

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

9:15 a.m. AI in HR: Practical Applications, Legal Considerations and Best Practices for the Modern Workplace

Artificial intelligence is rapidly transforming the workplace, and HR professionals are at the center of navigating both the opportunities and challenges it presents. This panel discussion will explore how organizations are practically leveraging AI in HR functions such as recruiting, employee engagement, training and workforce management, while also addressing the legal, ethical and compliance considerations that come with emerging technologies.
Todd Krise, Founder & CEO, MercenaryMarketing.AI

10:30 a.m. Break

10:45 a.m. Indiana Compliance Update

11:45 a.m. Lunch (provided)

1:00 p.m. It's Not Your Fault, But It Is Your Problem: How HR Leaders Can Solve Employers' Business Problems by Addressing Employees' Personal Problems

Identify key challenges impacting employee well-being: Understand the prevalent personal and financial challenges facing American workers, including financial stress, mental health, childcare and housing instability, and how these issues impact work performance and company culture.

Recognize the business impact of addressing employee challenges: Learn why supporting employees through personal challenges isn't just beneficial for them – it's a critical strategy for reducing absenteeism, turnover and disengagement, ultimately improving productivity and company success.

Apply actionable strategies for HR programs and policies: Gain insights and strategies for implementing effective HR programs, policies and initiatives to help employees manage and overcome their challenges.
Peter Dunn, Chief Executive Officer, Your Money Line (invited)

2:15 p.m. Wrapping It Up: What's Your GAME Plan?

This interactive wrap-up session will help you establish a GAME plan for what you are going to take away from the seminar. It 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

2:45 p.m. Adjourn