

Opening Keynote: What is Generative AI and Why Should HR Care?

Artificial intelligence is writing novels, preaching sermons, and generating fake video and images. But it's also impacting the work of HR professionals around the world. In this session, the author of the world's first most-cited book on AI applications for HR leaders will talk about the evolution of AI over time, how it can be used for HR tasks like employee support, recruiting, training, and more, and what the latest iteration of generative AI like ChatGPT has to offer. In addition, attendees will also have the opportunity to download a set of 10 unique prompts that can be used to experiment with generative AI at their own pace.

Exposing Pay: What It Means for Employees, Employers, and Public Policy

Peter Bamberger will share insights from his book "Exposing Pay: Pay Transparency and What It Means for Employees, Employers & Public Policy" in this interactive session. He will provide evidenced-based insights into how pay communication policies and practices impact outcomes at individual, organizational and societal levels.

Secure 2.0 Key Provisions to Consider

Secure 2.0 will provide opportunities and challenges for employers as they analyze and determine which provisions they will need to adopt and which ones will have a positive impact on retirement plan participation. Catherine Freeman and Mike Braney from Mutual of America will dive into the student debt provision discussing possible parameters and guidelines. In addition, they'll share thoughts and best practices around the auto enrollment provisions.

Create and Grow a Culture of Learning & Development

Learn how Westfield Bank and Amica Mutual Insurance Company developed and initiated a culture of learning & development. The presenters will talk about the paths they took from developing a needs assessment, gaining support for the initiative from top level and throughout the organizations. They will share their best practices and lessons learned.

Feel Better – Work Better

Is there too much negative noise in your organization? Join Liesl, CEO of Goodness Exchange to learn how to reduce burnout and increase employee wellbeing and retention by making positive news a part of their wellness benefits. She will provide solutions-based, researched-backed understanding of how we can use positive news to improve personal and professional lives.

Leveraging Recognition in Recruitment and Retention

Do you leverage Recognition in your organization? Total Rewards programs are great - and when they include Recognition you elevate your organization to continually reinforce a strong corporate culture that celebrates success! In this session we'll discuss the difference between Recognition and Appreciation. We will also look at what today's workforce expectations are and how embracing Recognition as part of your Total Rewards program can increase your success at retaining and hiring the best for your organization.

Pay Transparency & Next Normal in Benchmarking

“At least 42 states have enacted equal pay laws or regulations in some form and in many cases these laws require the disclosure of hiring ranges. This first step toward pay transparency is in direct conflict with longstanding formal or informal pay confidentiality rules in place in many companies. Additionally, the availability of job-level external market data may lead to open conversations about individual pay and will impact how businesses and HR practitioners develop and manage pay structures, performance management systems, and manager training. This workshop will look at pay transparency and discuss practices to consider when managing, developing, or communicating pay related systems.”

Closing Keynote: “Effectively Communicating Your Total Rewards”

Your total rewards program is essential to attracting, motivating and retaining your top talent but do your employees know everything that is available to them? It’s time to treat your employees as your customers and inform them of all the great benefits that go beyond compensation. This keynote will provide you with a roadmap to assist in you in effectively communicating to your employees **and why it is vital to making** them feel like they are valued and belong.”