



MAY BREAKFAST PROGRAM



WELCOME NEW MEMBERS



Alex Almanza

VP, Employment Practices,
EHC, VP, HR
Emory Johns Creek Hospital
& Emory Healthcare, Inc.



Kia Painter

EVP and Chief People Officer
Cox Communications



Lori Patten

VP, Talent
Veritiv



LaShawn Butler

Senior Manager, HR
Porsche Financial Services



Michele Parks

Atlanta EVP & Chief People
Officer
Cox Automotive



Felicia Robinson

SVP, CHRO
Boys & Girls Clubs of America



Clarence Hearn

HR&D Executive – Talent
Operations
State Farm



David Pasternak

VP, HR
Honeywell Connected
Enterprise



PARTNERS



a Landrum **HR** company

Website sponsor since 2021



**MarshMcLennan
Agency**

App sponsor since 2021



2023 MEMBERSHIP SURVEY

10 MINUTES OF YOUR TIME



- We are conducting this survey to understand membership sentiment, what you value and identify ways to improve the membership experience.
- Once you respond, you will be included in a drawing for a chance to receive one of several items, including **Braves vs. Yankees tickets, Atlanta United tickets, Braves Club Level tickets, or one of ten \$100 gift cards..**

Your response is needed no later than May 19th.
The survey reminder email went out this morning!
Check your junk folder.



SPONSORED BY



Wayne Sanderson Farms – Lockton Partnership

WHY

- At WSF we offer a high normal employee benefit program in the industry. Everyone understands the meaning of a dollar of compensation, but do they really understand the value and investment in benefits?
- Like everyone in this room, we are a large complex organization with now 20+ locations, multi-lingual population. This presents unique employee engagement and communication challenges.
- As an industry leader, we decided to take a unique approach in tackling this challenge to take better care of our now 28,000 team members.

HOW

- Engaged with Lockton to develop a unique strategy to connect and communicate with field team members.
- Gained 9 bi-lingual full-time resources that are strategically located across all locations.
- This team works in concert with our HR business leaders to provide 1:1 new hire enrollment support, inbound benefit concierge support, benefit re-orientations to support retention and during OE the onsite team doubles to 18, creating lift across the organization.

2022 Results



She is just simply the best; she is a great asset to have at our location. I consider her as part of my team. She's very knowledgeable and very customer service driven. Everyone likes her! if I could I would steal her from you. Shaddai drives our benefits and champions any task at hand. We're very lucky to have her.

- Edgar Solar
WSF HR Business Leader, Enterprise

It is the first time that I can say that I understand how health insurance works and what I am paying for. It was a detailed explanation of everything that Wayne Farms offers to employees.

- WSF Plant Employee



- 99% of employees said as a result of my meeting with the benefit specialist, I have a better understanding of all benefits offered to me.
- During OE: our onsite specialists engaged with over 3,000 team members.
- Over 9,000 concierge benefit reviews conducted in 2022.
- WSF put a focus on driving wellness credits and primary care physician reviews.

NETWORKING



- Introduce yourself to the group
- Discuss the following questions:
 - What talent shortages are you experiencing in your organizations?
 - What are you doing to address these shortages?





OUR PROGRAM

The Future of Effective Hybrid Work



DR. KARIE WILLYERD

CHIEF CUSTOMER STRATEGY OFFICER
LEARNING TECHNOLOGIES GROUP PLC





Think Like a Futurist

The Future Workplace in a
Continuously Evolving World

May, 2023



Introduction



Dr. Karie Willyerd

Chief Customer
Strategy Officer





Agenda

- Introduction
- How to Think Like a Futurist
- Some Signals & Our Resulting Predictions
 - The Talent Cliff
 - The Hybrid Workplace
 - The Intelligence Age
- What Generative AI Could Mean for HR

Why be a futurist?



*The future belongs to
those who prepare
for it today.*

Malcolm X



How to be a futurist

1

Forget about predictions

2

Focus on signals

3

Look back to see forward

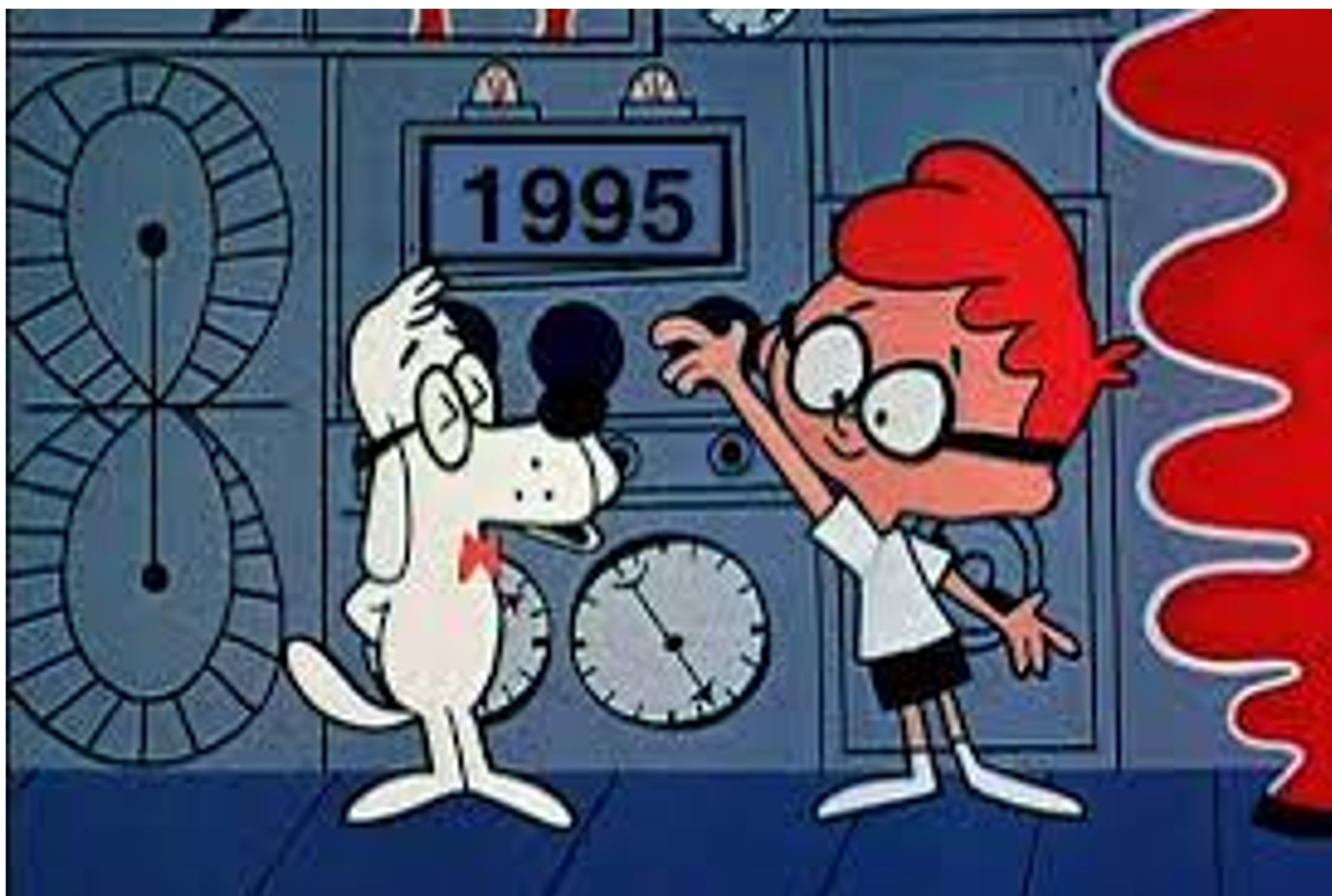
4

Uncover patterns

5

Create a community

Marina Gorbis, Institute for the Future

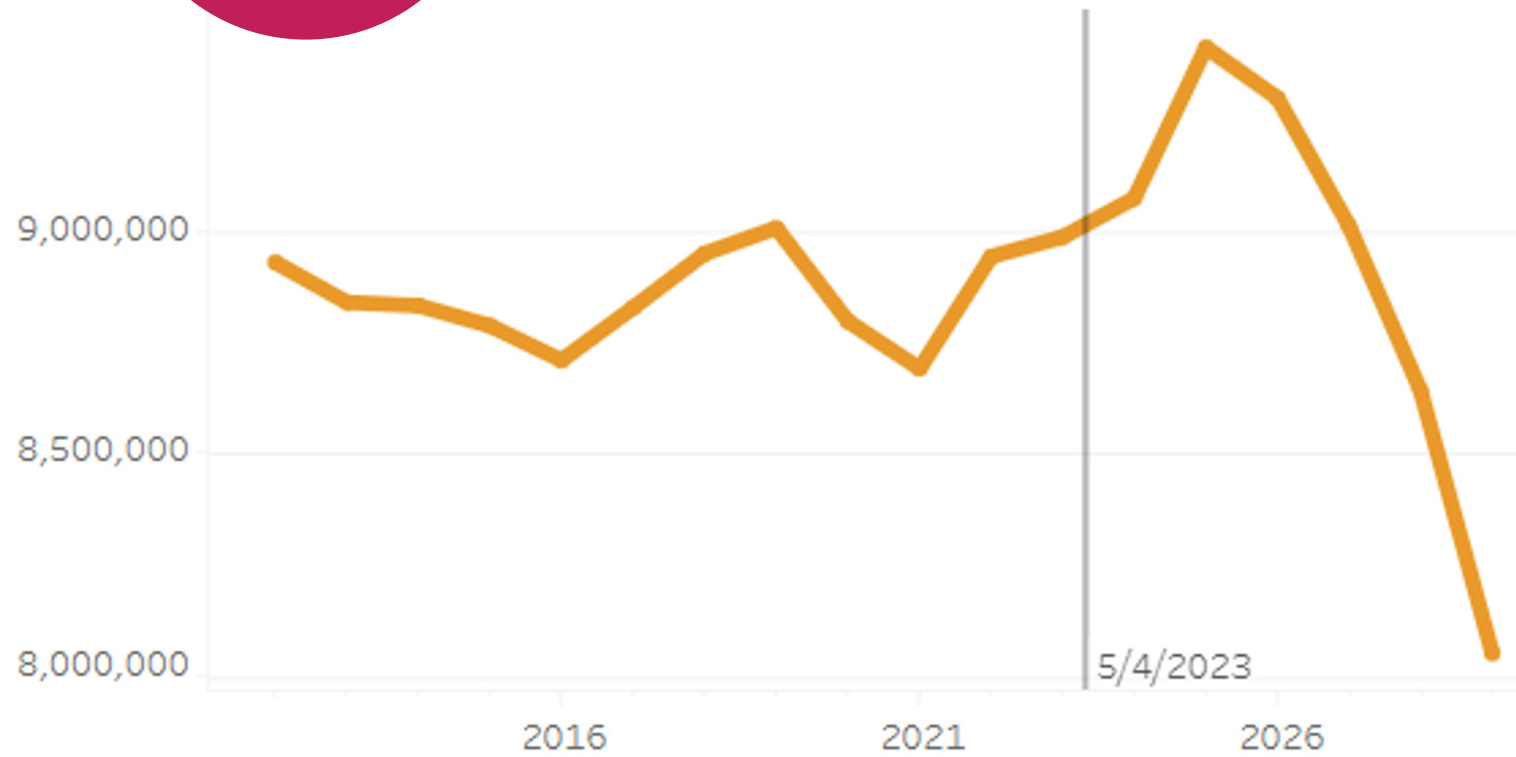


Signal Set 1: The Talent Cliff

What happened in 2008
that could affect our near
future access to talent?



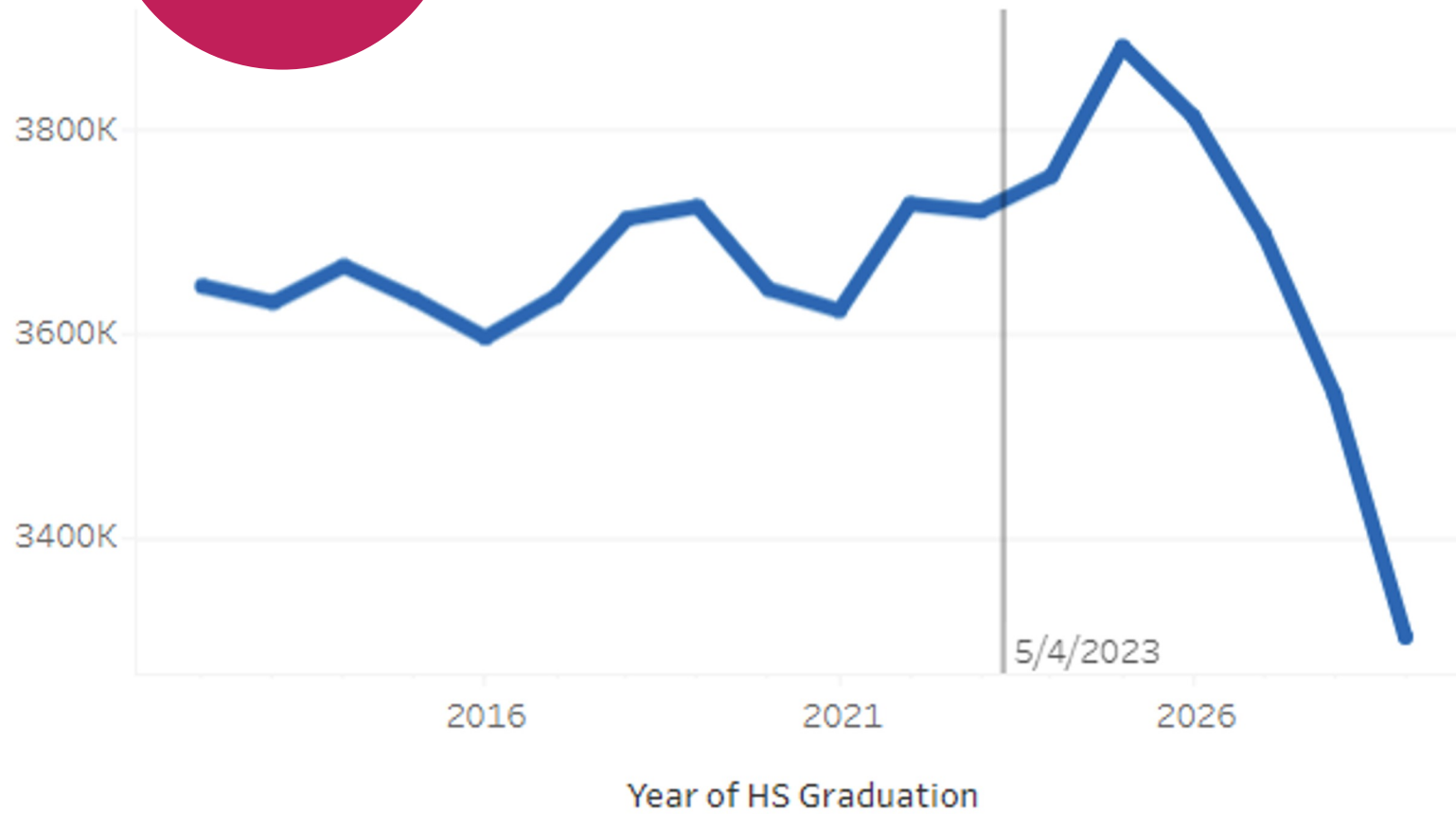
of 18 year olds
in high school
(US)



<https://www.cupahr.org/issue/dept/interactive-enrollment-cliff/>



U.S.college
graduate
anticipated rate



<https://www.cupahr.org/issue/dept/interactive-enrollment-cliff/>



Some Data Points on Current Capability Shortages



1.2 million shortage of nurses in U.S. alone

160,000 truck driver shortage by 2030*



40 million person shortage in cloud computing**

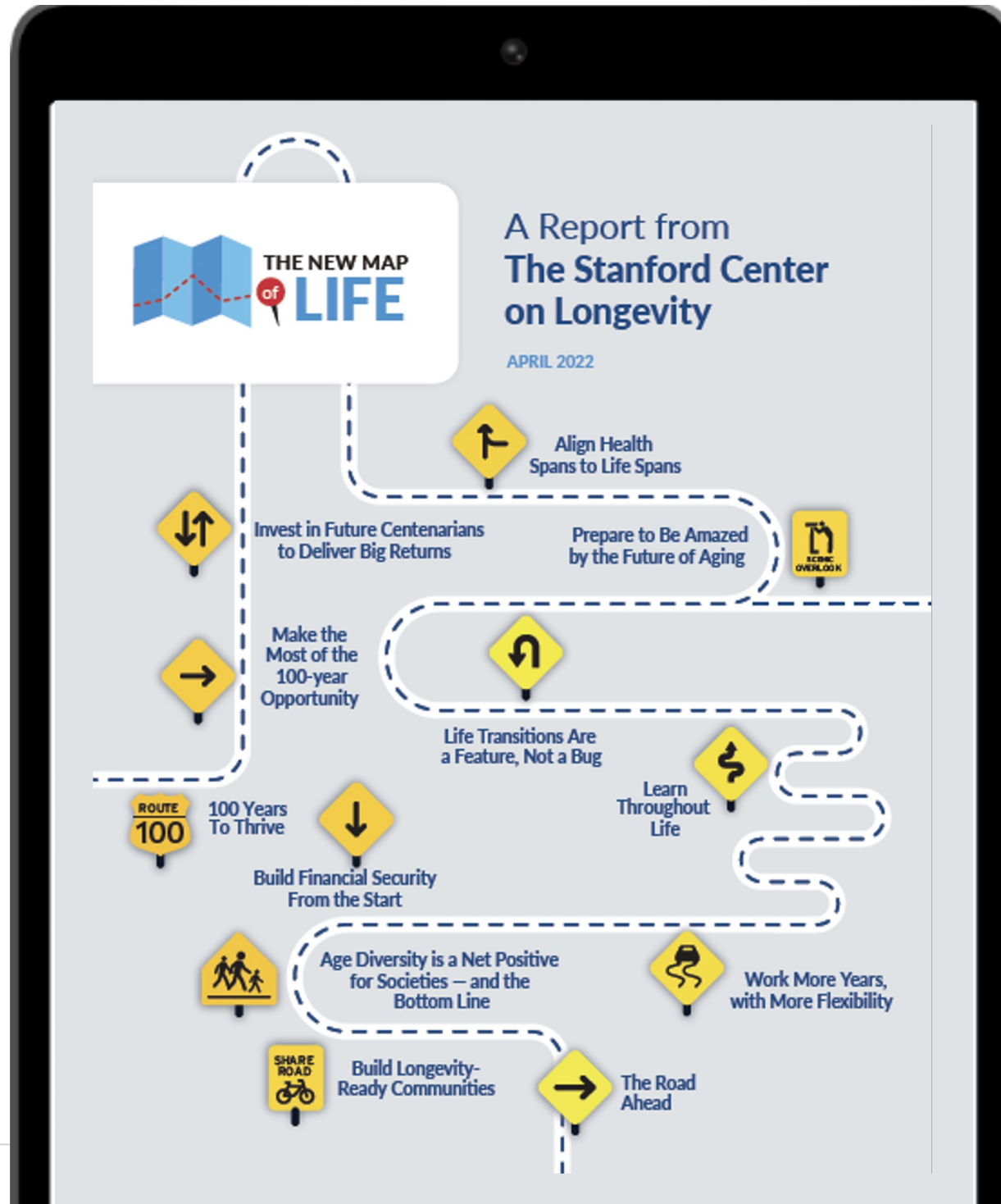
23% gap between current needs and AI capabilities***



Human talent shortage of 85 million people by 2030****

... leading to \$8.5 trillion unrealized revenues globally

100
Years
to
Thrive



60
Years
of
Career



Looking at these signals, let's come up with two predictions

If these two predictions come true, what impact could they have on you? On your organization?

Your Turn

Looking at some of these signals, let's come up with two predictions about our access to talent in 5 years.

If these two predictions come true, what impact could they have on you? On your organization?

Signal Set 2

The Hybrid Workplace



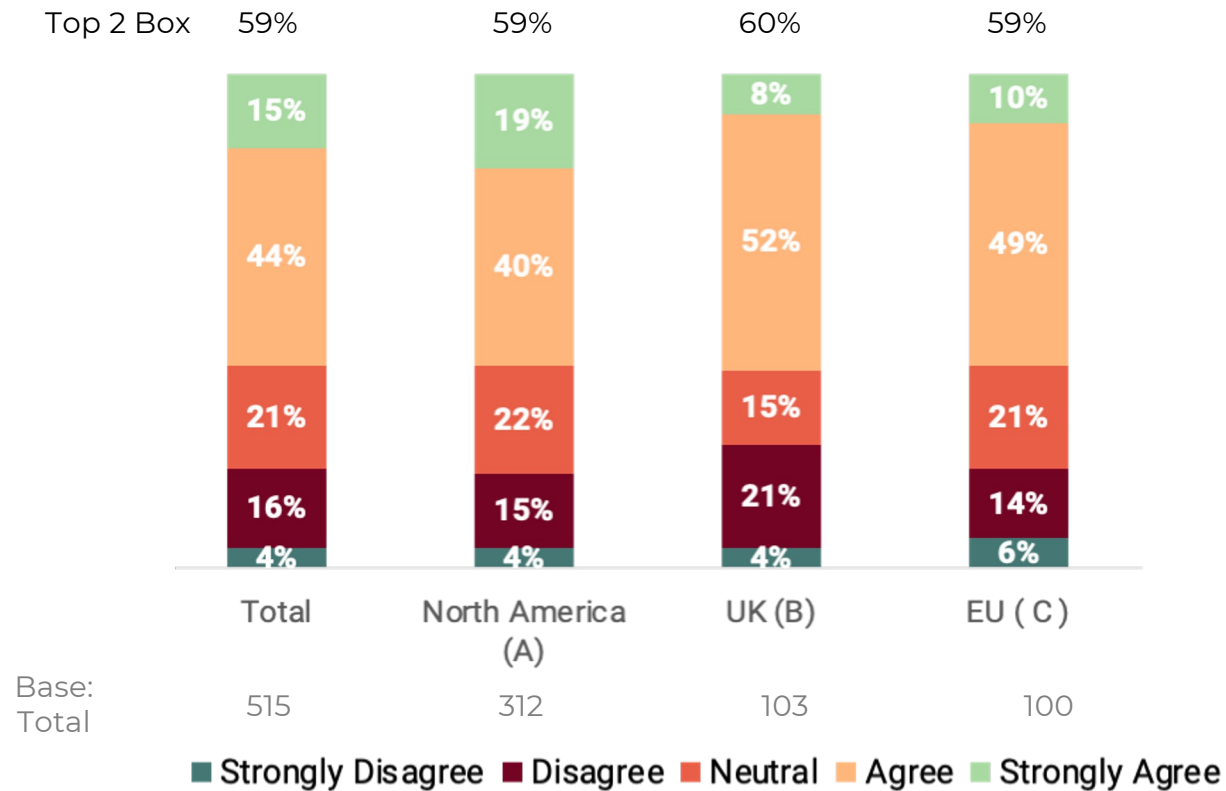
October, 2022: GE Crotonville For Sale

- “The future of learning will be closest to where work gets done, at our sites and on the factory floor.”
 - Chief Marketing and Learning Officer, GE
- Once described as the Harvard of Executive Education, when it opened in 1956, Crotonville is for sale.
 - 62 Acre Campus
 - 320,000 square feet
 - 248 guest rooms



Almost six out of ten Learning Leaders across all three regions agree that hybrid/remote learning will bring about the demise of brick-and-mortar corporate learning

‘The growth of hybrid/remote learning is leading to the demise of brick & mortar corporate learning.’



Learning Leaders who **utilize a corporate university or capability academy model** (64%) are more likely to say that **hybrid/remote learning is leading to the demise of brick-and-mortar corporate learning** than those who don't utilize a corporate university or capability academy model (47%).

C-Suite (75%) are more likely to agree that **hybrid/remote learning is leading to the demise of brick-and-mortar corporate learning** than Directors (56%) and Managers (56%).

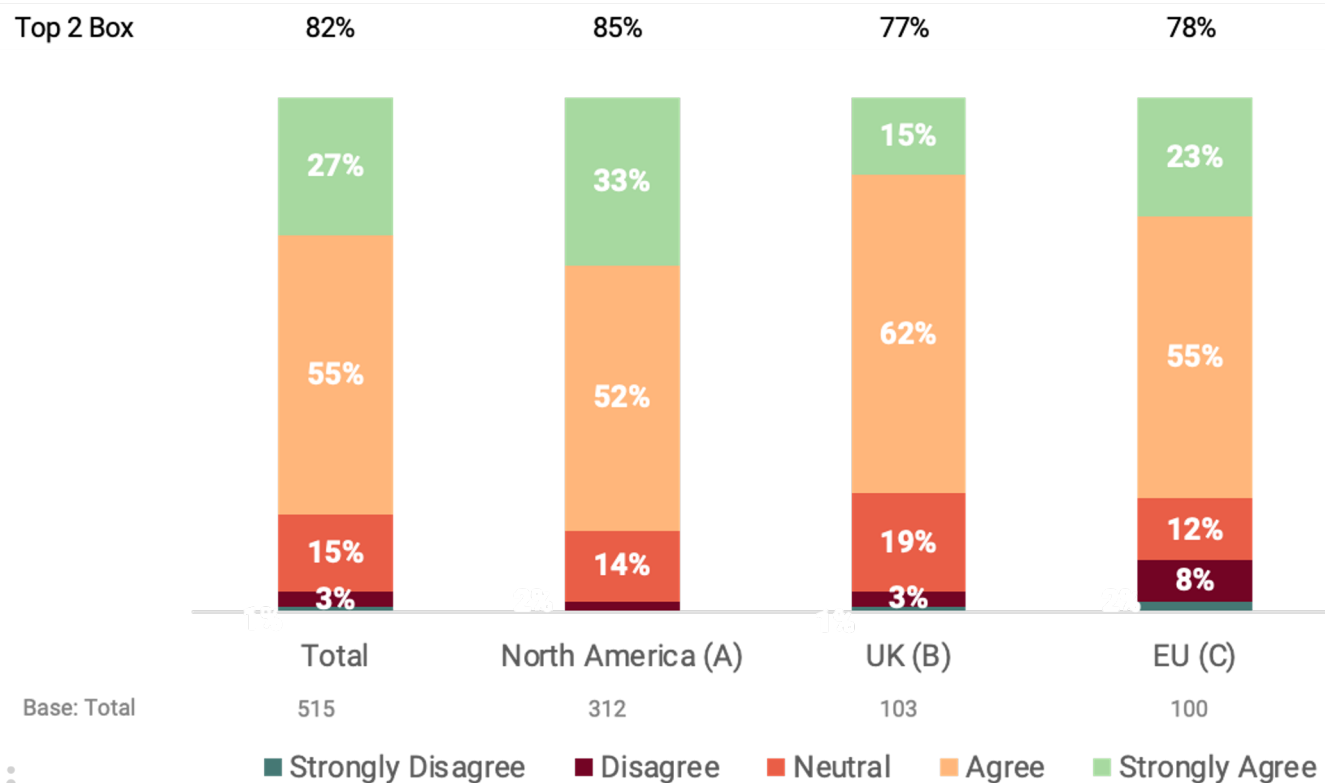
Learning Leaders who work in **Technology & telecommunications** (86%) are more likely to agree that **hybrid/remote learning is leading to the demise of brick-and-mortar corporate learning** than those in Education (65%), Manufacturing (63%), Others (61%), Retail (60%), Non-Profits (57%), Public Sector (56%), Healthcare & pharmaceuticals (54%), Financial Services (52%), and Professional Services (46%).

- To what extent do you agree or disagree with the following statement: *The growth of hybrid/remote learning is leading to the demise of brick & mortar corporate learning.*



82% of Learning Leaders agree that in the next three years, business leaders will become more involved in corporate L&D.

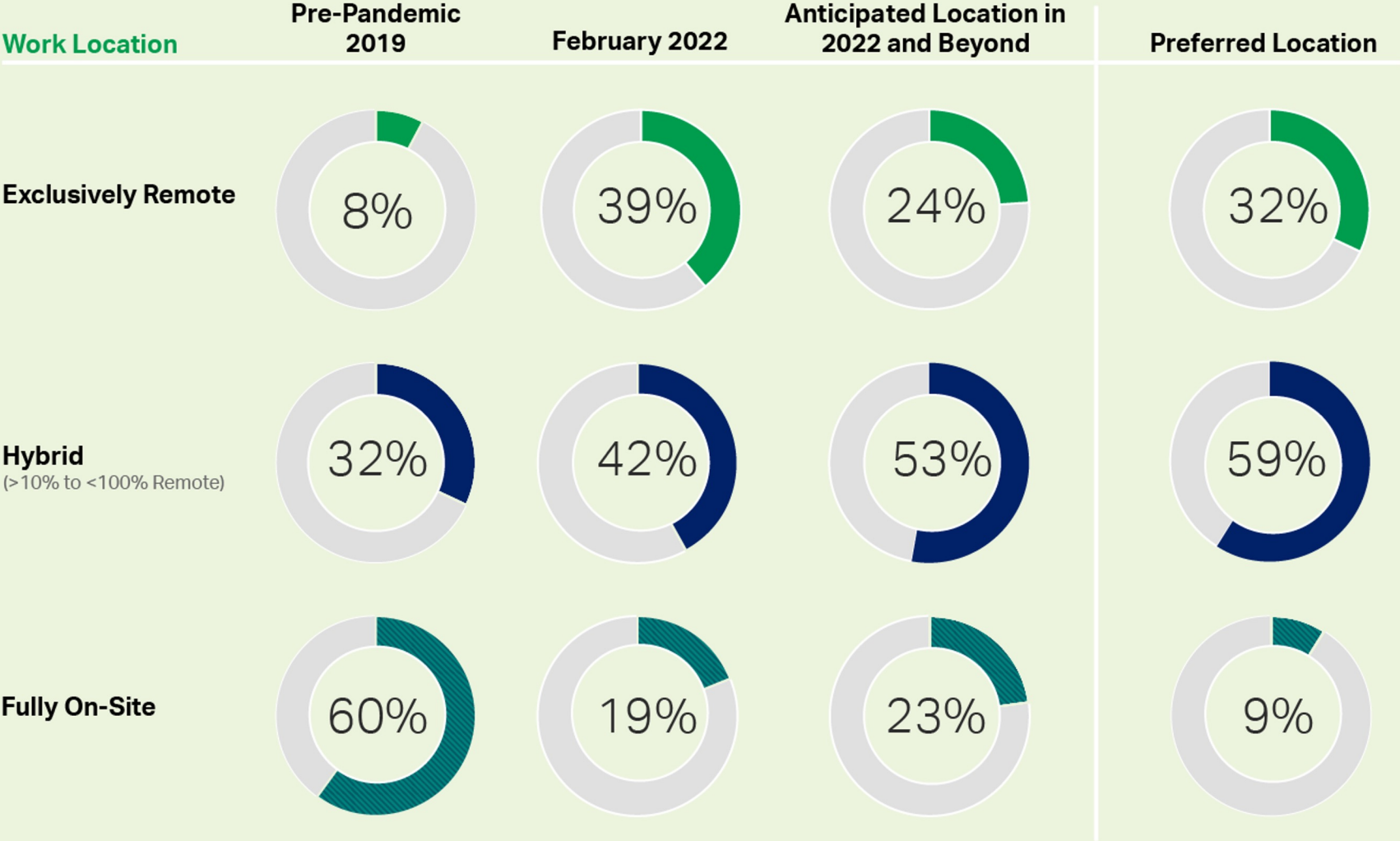
‘Business leaders will become more involved in corporate Learning & Development over the next 3 years.’



C-Suite (44%) are more likely to strongly agree that **business leaders will become more involved in corporate L&D over the next 3 years** than Senior Leaders (24%) and Managers (24%).

- To what extent do you agree or disagree with the following statement: "Business leaders will become more involved in corporate Learning & Development over the next 3 years."

Current and Anticipated Employee Work Locations for Remote-Capable Jobs



GALLUP®

EXAMPLE 1:

Remote job vs.
On-site job

\$ 20%↑

compensation must be at least 20% higher for an on-site job with a 30-minute commute to be as attractive as a remote job.

30min



This represents an increase of
\$12,600

in annual compensation for these two jobs to have equal attractiveness to job seekers.

EXAMPLE 2:

Remote job vs.
On-site job

\$ 15%↑

compensation must be at least 15% higher for an on-site job with a 15-minute commute to be as attractive as a remote job.

15min



This represents an increase of
\$9,450

in annual compensation for these two jobs to have equal attractiveness to job seekers.

EXAMPLE 3:

Remote job vs.
Hybrid job

\$ 10%↑

compensation must be at least 10% higher for a hybrid job (about half remote days and half on-site days) with a 30-minute commute to be as attractive as a remote job.

30min

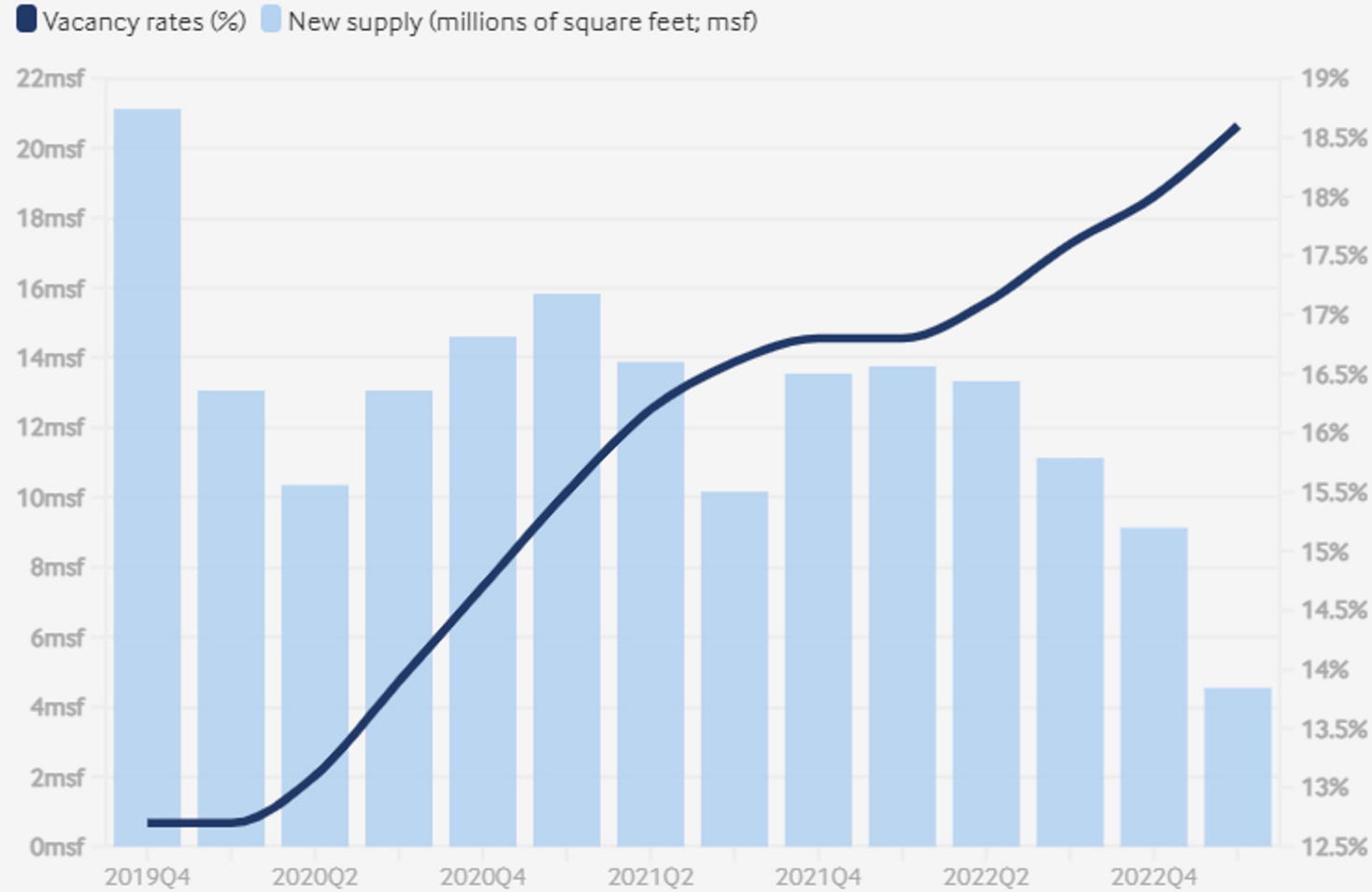


This represents an increase of
\$6,300

in annual compensation for these two jobs to have equal attractiveness to job seekers.

Office imbalance

Rising national US office vacancy rates have coincided with falling levels of new supply



Source: [Cushman & Wakefield](#)

fDi Intelligence

Your Turn

Looking at some of these signals, let's come up with two predictions about hybrid work.

If these two predictions come true, what impact could they have on you? On your organization?

Signal Set 3

The Intelligence Age



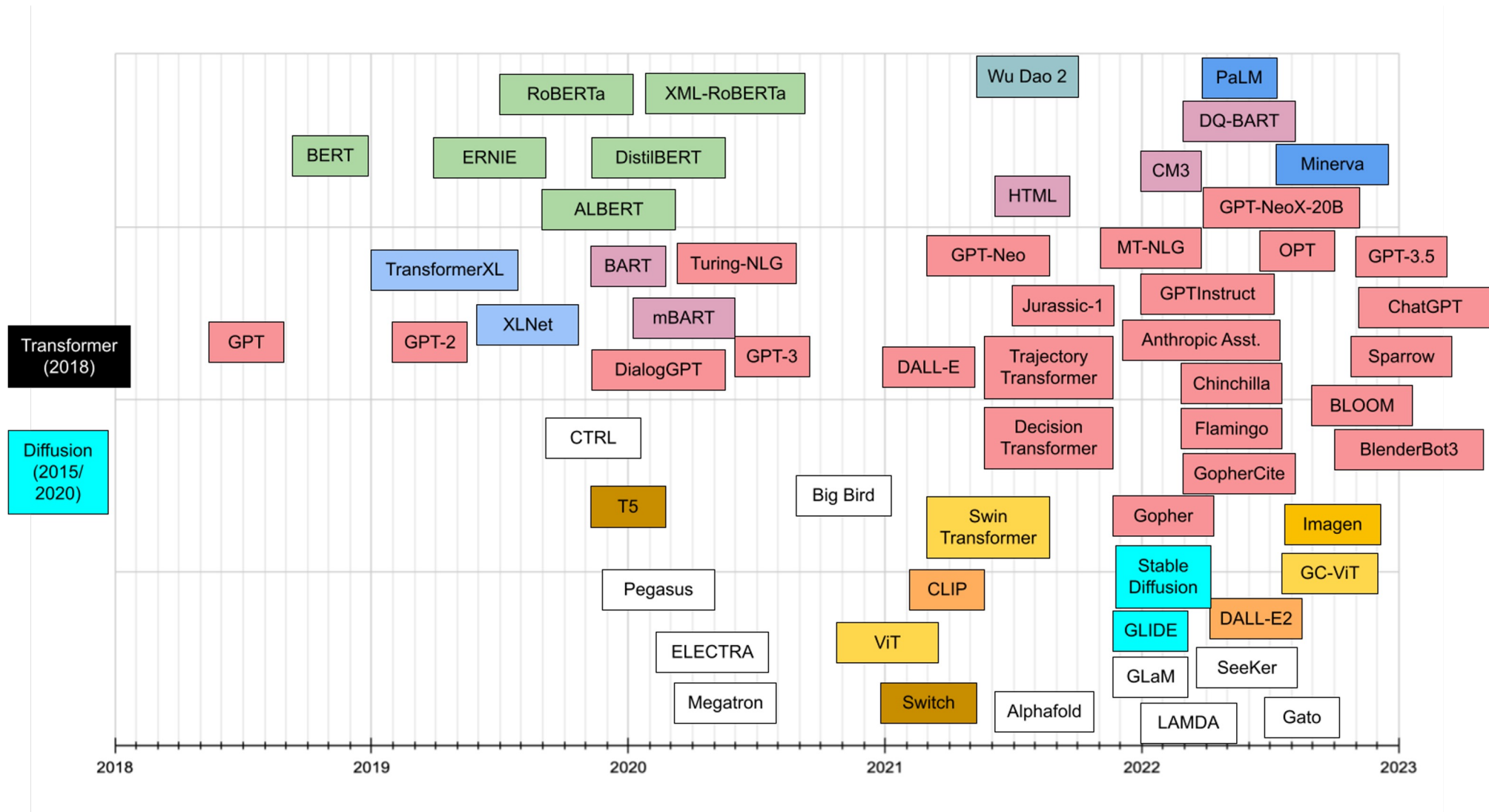


Training compute (FLOPs) of milestone Machine Learning systems over time

n = 118



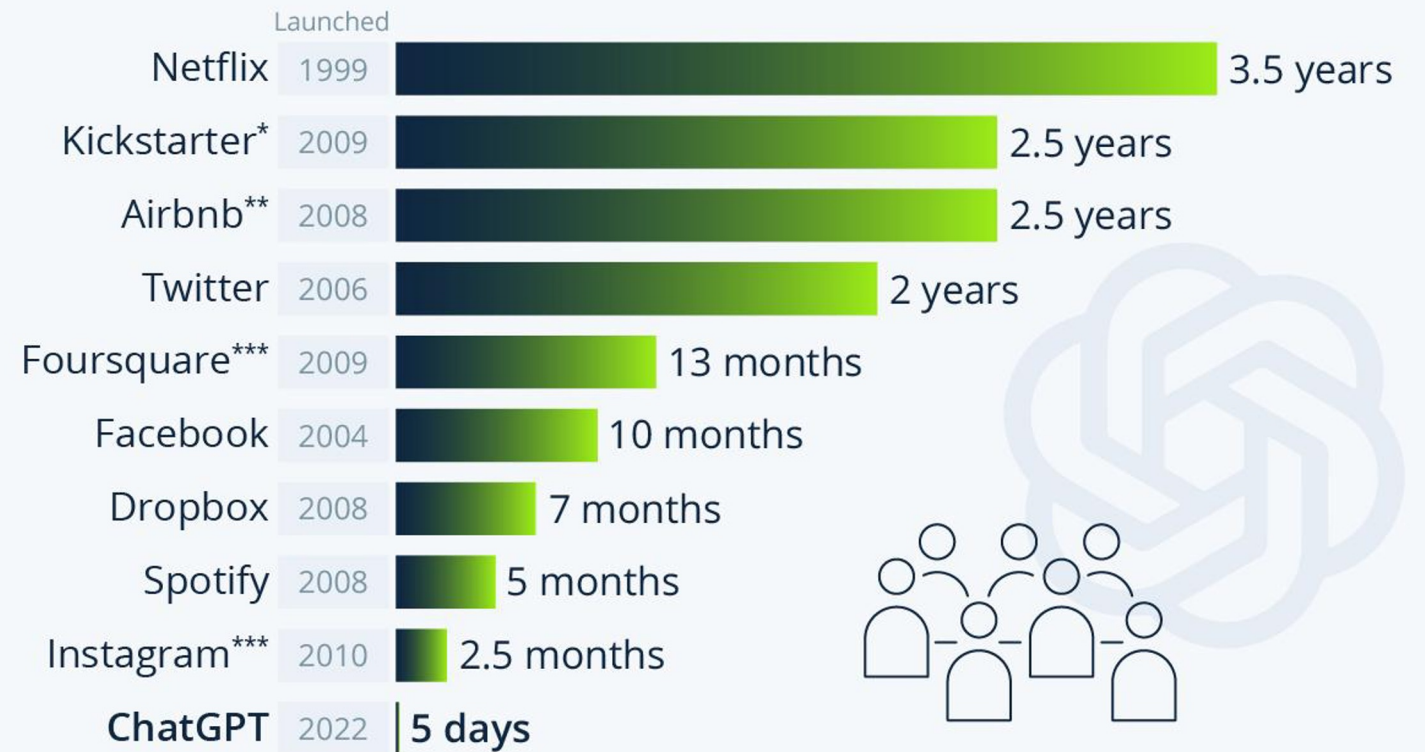
The Rise of the ML Transformers





ChatGPT Sprints to One Million Users

Time it took for selected online services to reach one million users



* one million backers ** one million nights booked *** one million downloads
Source: Company announcements via Business Insider/LinkedIn

ChatGPT and LaMDA AI pass the Turing Test



Factors to consider in addressing the impact of generative AI



Position

Implications for industry-level disruption and market competitiveness



Portfolio

Organization-level review of vulnerable businesses



Products

Products and services offered by the organizations



Productivity

Opportunities for efficiency gains



Protection

Threats or risks posed to security or intellectual property



People

Job disruption
New skilling requirements

Your Turn

Looking at some of these AI, come up with two predictions

If these two predictions come true, what impact could they have on you? On your organization?

Implications for HR

- Review handouts at your table
- Discuss most likely near term implications
- Discuss longer-term implications



Questions?





Contact us

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