



HRLF

HUMAN[®]
RESOURCE
LEADERSHIP
FORUM

ATLANTA'S HR EXECUTIVE COMMUNITY

ANNUAL MEMBERSHIP MEETING & NOVEMBER BREAKFAST PROGRAM

MISSION



About Human Resource Leadership Forum (HRLF Atlanta)

The Human Resource Leadership Forum (HRLF Atlanta) is a nonprofit professional association and network of human resource executives and senior level professionals. The association consists of more than 200 members in the Atlanta area.

- Our Mission
 - Provide programs and roundtables that enrich the professional development of our members.
 - Provide networking opportunities that foster the sharing of innovative concepts and exceptional practices.

ELECTION RESULTS



Executive Committee



Co-President
Monica Anderton



VP Finance & Operations
Michelle Ansley
VP, HR & CAO
Lingo Communications



Immediate Past President (auto)
Virginia Means
Chief People Officer
United Distributors



Michelle Ansley
VP, HR & CAO
Lingo Communications



Matt Getz
VP, HR
CryoLife



Stacie Hagan
Chief People Officer
Secureworks



Todd McCarty
CHRO and SVP Human Resources
Cumulus Media, Inc.



Joanne McInerney, Ph.D.
VP, HR North America
Novelis, Inc.



DeRetta Rhodes, Ph.D.
SVP/Head of HR
Atlanta Braves

2020 EXECUTIVE COMMITTEE



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David Malfitano
CHRO
Wayne Farms



Co-President
Monica Anderton
SVP, HR
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Novelis, Inc.



Immediate Past President
Virginia Means
Chief People Officer
United Distributors

2020 BOARD OF DIRECTORS



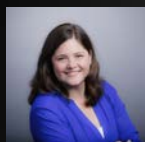
Matthew Carlomagno
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Org Enablement
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Todd McCarty
CHRO and SVP Human
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Joe Garcia, Ph.D.
Head, Global TM and Org
Effectiveness
The Home Depot



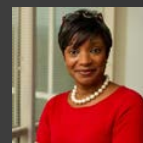
Valerie Norton
Chief People Officer
Habitat for Humanity



Brad Cummings
VP, HR
Imerys



Matt Getz
VP, HR
CryoLife



DeRetta Rhodes, Ph.D.
SVP/Head of HR
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Stacie Hagan
Chief People Officer
Secureworks



Jodi Weintraub



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Senior Partner
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HRLF FINANCIAL HEALTH

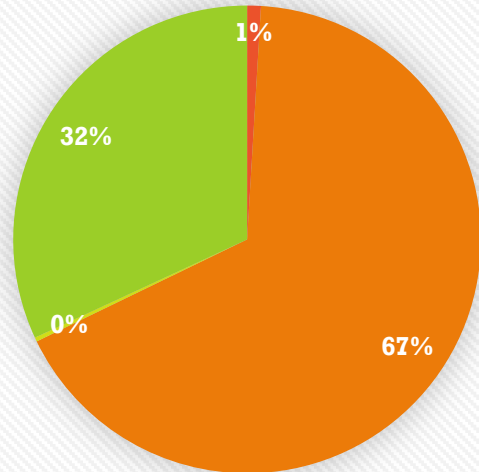


- Goals
 - HRLF maintains a checking and money market account
 - Maintain a minimum of \$10K in checking with the overages in money market
 - 2 -years of operating expenses
- Current bank balance: \$259K
 - Expected EOY Income: \$123,722
 - Expected EOY Expenses: \$105,143

HRLF FINANCIAL HEALTH

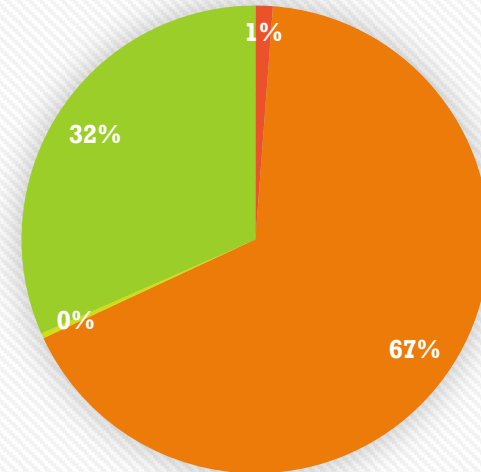


Income



■ Bank ■ Dues ■ Programs ■ Sponsors

EOY Projection



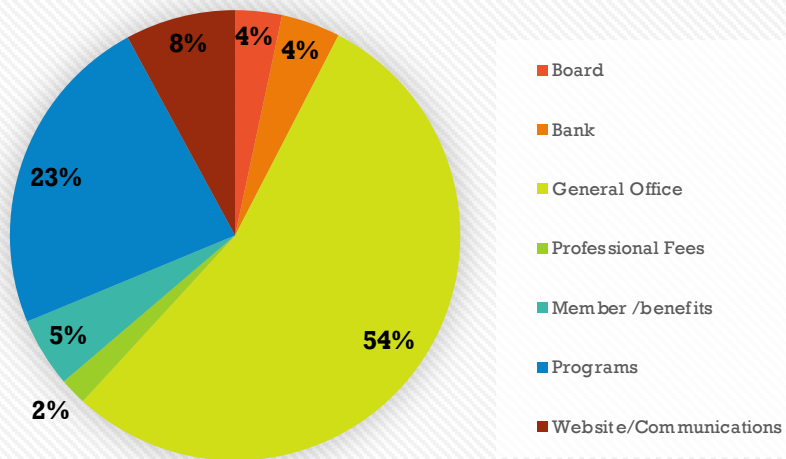
■ Bank ■ Dues ■ Programs ■ Sponsors



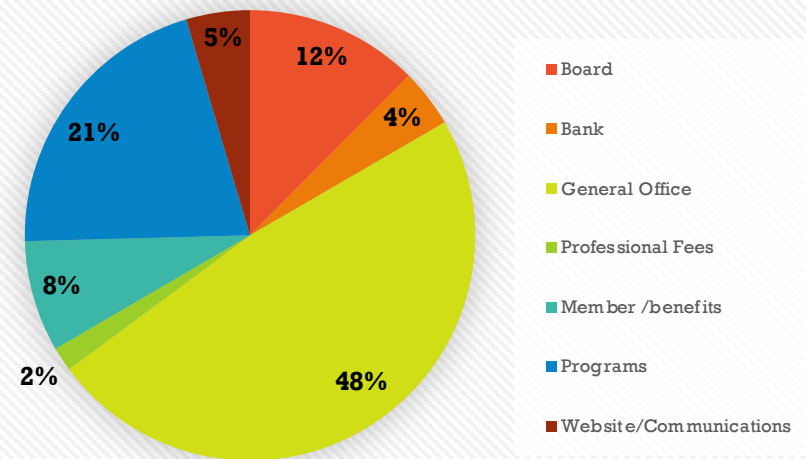
HRLF FINANCIAL HEALTH



Expense YTD



Expense EOY





2019 PROJECTS

- Biennial Membership Survey (February 2019)
- New Breakfast Program location (ROAM Perimeter Center)
- Additional HRLF App features

2020 PROJECTS

- New Association Management Company
- New member buddy system



2019 PROGRAMS

BREAKFAST PROGRAMS 7:30AM – 10:00AM
(HRLF members, prospects and approved guests)

LOCATION: ROAM PERIMETER CENTER

- **Tuesday, February 11, 2020**
Strategic Workforce Planning: How Old Models are Failing Us and Where We Go From Here
Panel discussion with facilitator
- **Tuesday, May 12, 2020**
HR Business Partner 2025: Research Overview of What's Coming
Ceree Eberly, Chair of Gartner's CHRO Global Leadership Board
- **Tuesday, September 15, 2020**
Tours of Duty: A New Mindset for Today's Employees Who Don't Want a One Company Career
Panel discussion with facilitator
- **Tuesday, November 10, 2020**
The Next Generation Workforce: Leave Stereotypes Aside... What's Really Different
Chris Tuff, EVP, Director of Content Marketing & Partnerships, 22squared

ROUNDTABLE MEETINGS – 7:30AM – 9:45AM
CORPORATE MEMBERS

- **Senior HR Roundtable @ Novelis**
 - Tuesday, January 21, 2020
 - Thursday, April 16, 2020
 - Wednesday, September 30, 2020
 - Friday, December 11, 2020
- **Small Cap HR Roundtable @ Lingo Communications *New Location**
 - Tuesday, March 17, 2020
 - Wednesday, May 20, 2020
 - Thursday, August 13, 2020
 - Friday, November 20, 2020
- **Talent Management Roundtable @ UPS Headquarters**
 - Wednesday, February 26, 2020
 - Thursday, April 30, 2020
 - Friday, August 28, 2020
 - Tuesday, October 20, 2020

SERVICE PROVIDER MEMBERS

- @ Fisher & Phillips, LLP
 - Tuesday, January 14, 2020
 - Tuesday, April 14, 2020
 - Tuesday, July 14, 2020
 - Tuesday, October 13, 2020

HRCI



As part of the HR Certification Institute's support for continuing education programs for human resource professionals, we have joined with HRLF to remind certified members of the self-reporting option available to them for recertification credits based on the criteria outlined in the Recertification Handbook . For those sessions that meet the stated program requirements, members can self-report using the online recertification application!





MEMBERSHIP REMINDERS

Don't let your membership lapse!

Membership renewal email will be sent on 11/18/19.

Remember to renew your membership no later than 12/31/19.

Remember to join us on:

- HRLF App (Take a minute to download now, check your email for the invitation)
- Social Media
Join our private groups on Facebook, LinkedIn & Twitter (@hrlfatlanta)

Use the handout provided at your seat for more information.



**NEW APP DOWNLOAD
WINNER**

\$50 AMAZON E-GIFT CARD



QUESTIONS?

**WELCOME
GUESTS**



WELCOME NEW MEMBERS



Dipankar Bandyopadhyay
VP, HR
Anthem, Inc.

Douglas Brainard
Account Executive
Visier

Kerri Eskin
Sr. VP, HR
Cotiviti

Michelle Hairston
SVP, HR
PulteGroup, Inc.

James R. Hart
Vice President, People Operations
Cardlytics
Jerrold R. Hill

VP, HR
PowerTeamServices

Michelle Nichols
Senior Director, Culture, Diversity and Talent
Aaron's, Inc.

Steve Saxon
Director HR - Learning and Development
Imerys

Jason Stansel
Director, Talent Management
SCP Health

PROGRAM SPONSOR



HRLF would like to thank our program sponsor...



YOUR CHANGING BUSINESS WORLD

FUTURE OF WORK

73% of business executives expect **significant disruption** in the next three years

99% of HR leaders are **already taking action** to prepare for the future of work

Are you focusing on the right things to prepare the workforce for the future – in terms of size, shape and skillset?

DIGITAL TRANSFORMATION

Only 13% of organizations offer a **fully digital experience** for employees

and 1 in 3 employees say their company **does not provide them with the tools** they need to do their job efficiently

How do business, technology and HR leaders collaborate to meet employees' expectations for a consumer-grade digital workplace?

EMPLOYEE EXPERIENCE

Thriving employees are 4x more likely to work for a company that has a **strong sense of purpose**,

offers them **opportunities** to develop their skills

ensures **equity** in pay and promotion decisions

How can organizations craft the types of work experiences that people crave – ones that are embracing, empathetic, efficient and enriching?

YOU HAVE MANY PRIORITIES, MERCER CAN HELP

How do we **attract and retain top talent**?

How do we **design our workforce for the future**?

What analytics will help us **improve pay equity**?

How might **analytics** inform organization design & pay strategy?

How can we **evolve our HR model** to fit with an agile work environment?

Where might we best **locate our offices** for a talent advantage?

How can we build a compelling **talent value proposition**?

How can we ensure our **employee experience** differentiates us?

Is our **technology implementation** based on human-centered design?

How do we ensure executives **drive value creation**?

What does the future of **career architecture** look like in a skills based world?

Can you help us ensure we have the **right job structure and library** for our HCM implementation?

How can we manage our **expatriate population** for efficiency and growth?

How do we inspire and **engage our people** through substantial change?

TALENT

Design and implement workforce strategies to position the organization for success today and into the future.

EXECUTIVE

Align executive and board rewards and talent programs to business objectives to enhance performance and create shareholder value.

TRANSFORMATION

Define and navigate the journey of constant change needed to stay competitive.



NETWORKING



Table Introductions
Name, Company, & Role

- After more than 20 years of focus on employee engagement, why has it not increased overall in the U.S.?
- The pace of change has continued to increase, and with it, the previous implicit “contract” between employees and the employer-- corporate and job restructurings, increased customer and stakeholder demands, and technology impact, to name a few of the challenges. How can employees cope with this without becoming burned out?
- How might employers balance the requirements of the shareholder, and the needs of the customer with greater focus on employee fulfillment?

Discuss at your table.

OUR PROGRAM



Finding Fulfillment In Life and at Work: Critical Choices to Deal with Increasing Stress & Complexity at Work



WILLIAM A. SCHIEMANN, PH.D.
PRINCIPAL AND CEO
METRUS GROUP AND METRUS INSTITUTE



**Finding Fulfillment at Work and in Life:
Creating More Meaningful Work Environments**

William Schiemann, CEO, Metrus Group, Inc.

HRLF

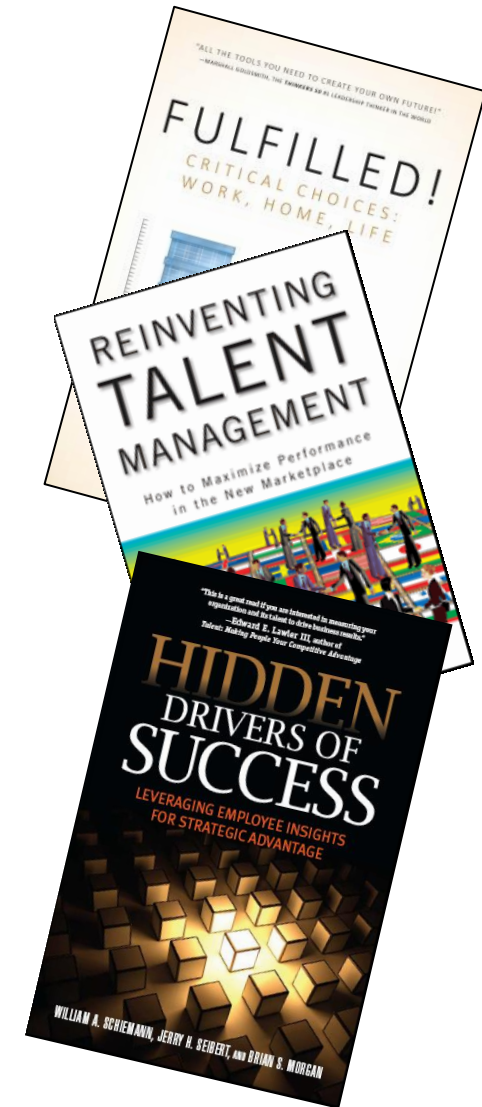
Atlanta, November 2019

Agenda

- ◆ Why Fulfillment Now?
- ◆ Biggest Drivers of Fulfillment
- ◆ Organizational Implications
- ◆ Increase Fulfillment for You and Your Employees

Metrus Institute: Talent Research, Cases and Application

- ◆ Generational Surveys & Interviews for *Fulfilled! Critical Choices*
- ◆ HR Benchmarking & Best Practices in over 5000 organizations
- ◆ Talent Best Practices for *Reinventing Talent Management*
- ◆ Talent Analytics & Survey Best Practices for *Hidden Drivers of Success*
- ◆ Many more (see www.metrus.com/institute)



Who is Metrus? Building Cultures and Brands that Attract, Grow and Retain Talent



"ALL THE TOOLS YOU NEED TO CREATE YOUR OWN FUTURE!"
—MARSHALL GOLDSMITH, THE *THINKERS 50* #1 LEADERSHIP THINKER IN THE WORLD

FULFILLED!

CRITICAL CHOICES:
WORK, HOME, LIFE



WILLIAM A.
SCHIEMANN

"Built on years of experience and research, Schiemann has written a deep study into what makes a productive, balanced, joyful life possible!"

Marshall Goldsmith, The Thinkers 50 #1 Leadership Thinker in the World and author of New York Times bestseller-Triggers

"Bill Schiemann has hit the nail on the head. Every organization should be looking at the fulfillment of their talent. Personally and professionally fulfilled people are a competitive edge..."

William Ingham, Vice President, Global Human Resources, Visa, Inc.

"*Fulfilled* lives up to its promise."

Dave Ulrich, Rensis Likert Professor of Business, University of Michigan, Partner, The RBL Group

FULFILLMENT

A photograph of a beach with waves crashing onto the shore. The word 'LIFE' is written in the sand using seaweed. The text 'FULFILLMENT' is overlaid in the top left corner.

*Achieving one's dreams and
creating a lifestyle that brings
exceptional happiness and
inner peace*

WORK & CAREER FULFILLMENT

*Achieving one's career goals
and creating a productive
lifestyle that brings a sense of
accomplishment, balance,
impact and happiness*

Why Fulfillment at Work?

Highly fulfilled people are:

- ◆ More engaged
- ◆ Stay longer
- ◆ Produce more
- ◆ Have more satisfied stakeholders



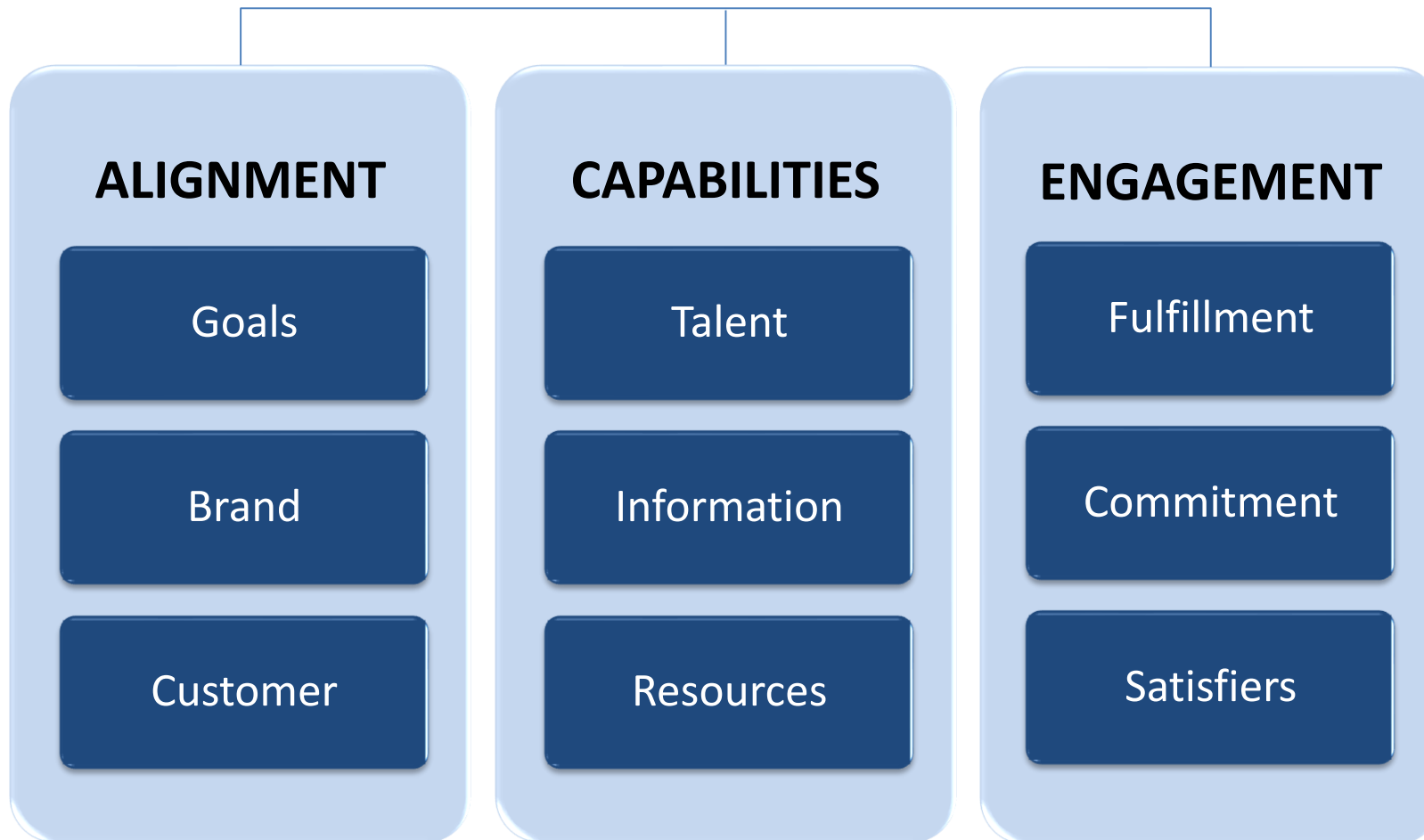
Today's Gap

99% of employees desire Fulfillment, but only 20% are highly fulfilled due to:

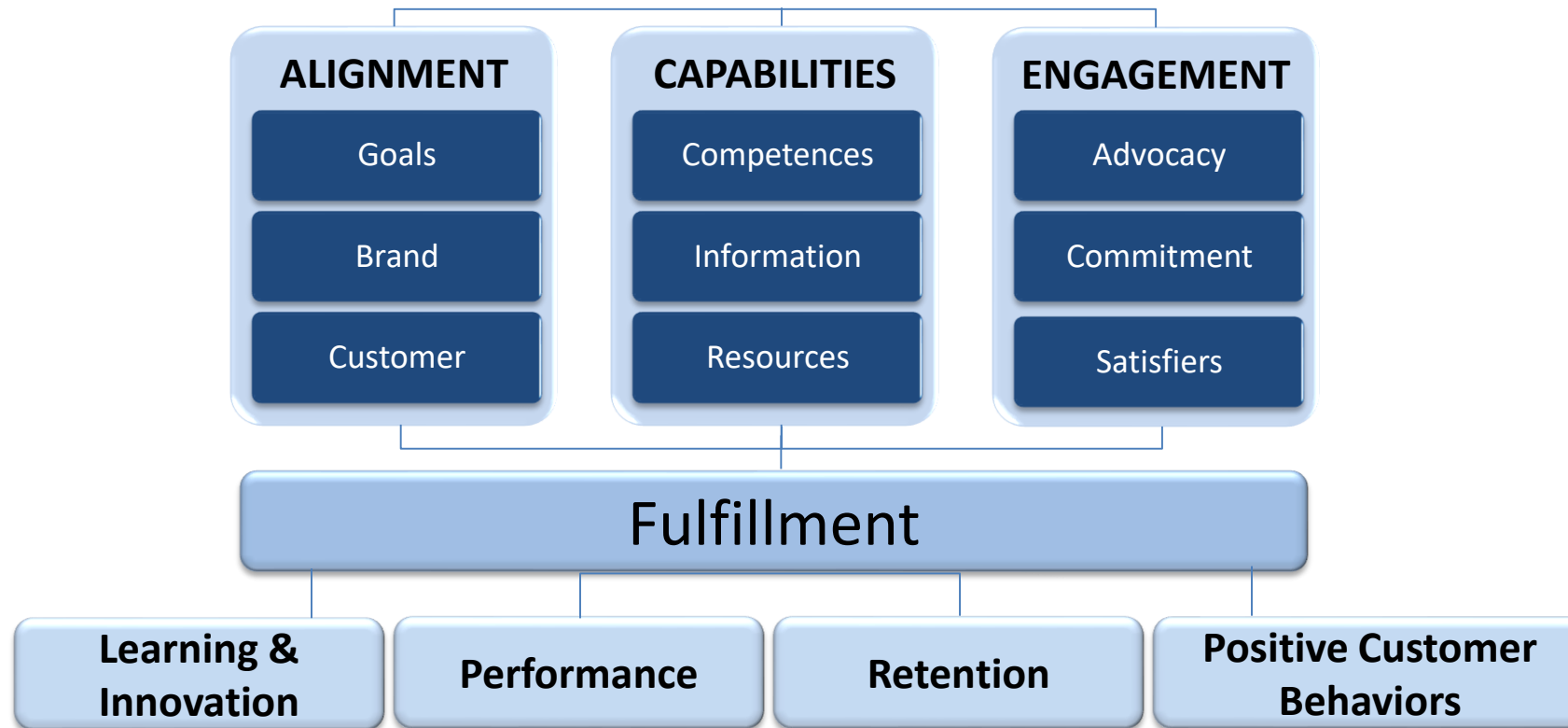
- ◆ Insufficient resilience/grit
- ◆ Inability to cope with the speed of change
- ◆ Imbalance of life sectors—work, home, relationships
- ◆ Company, career, and life goal misalignment
- ◆ Risk-avoidance, reducing learning and innovation

3 Drivers of Performance . . . & Fulfillment!

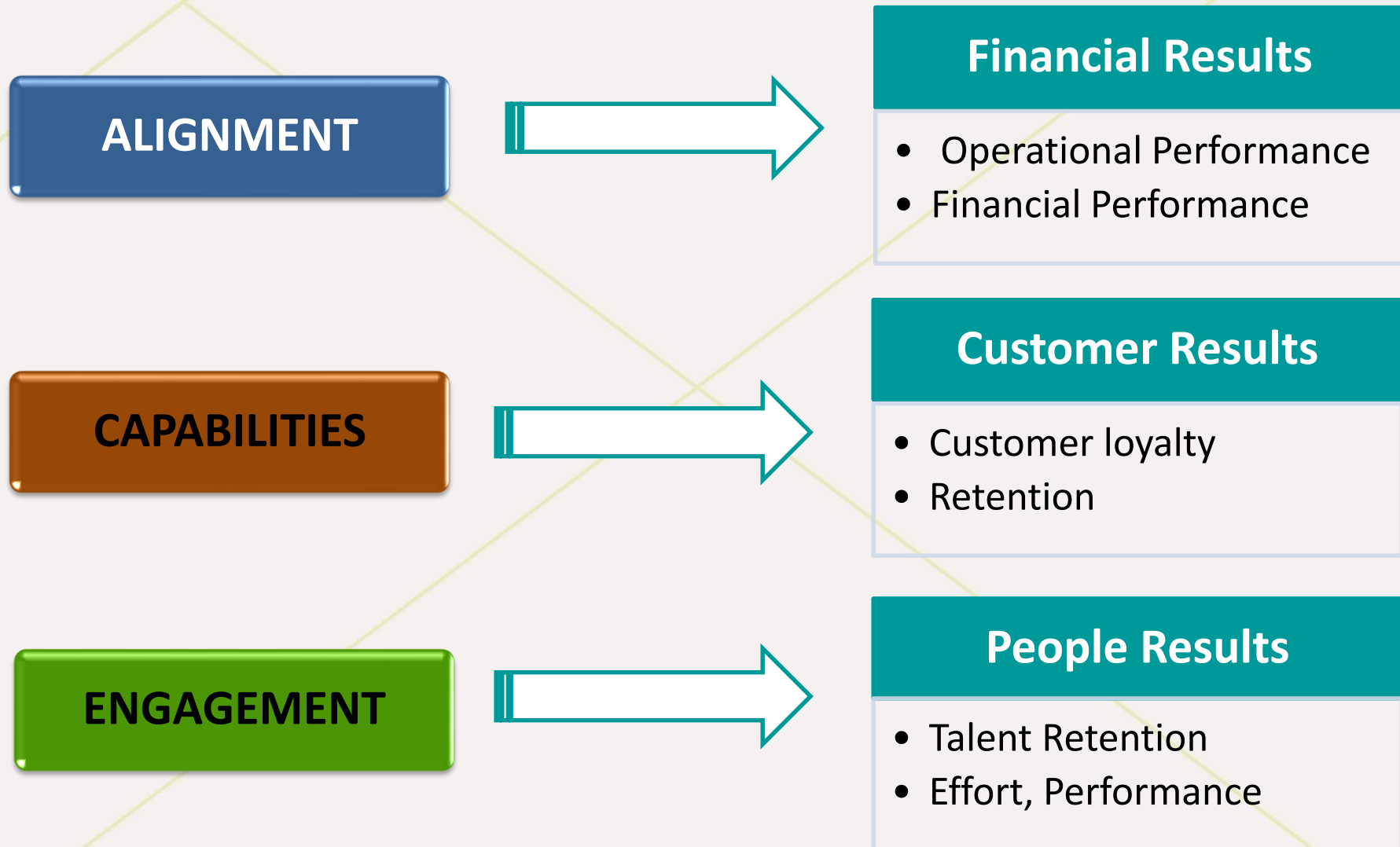
People Equity



High ACE > Fulfillment > Business Results

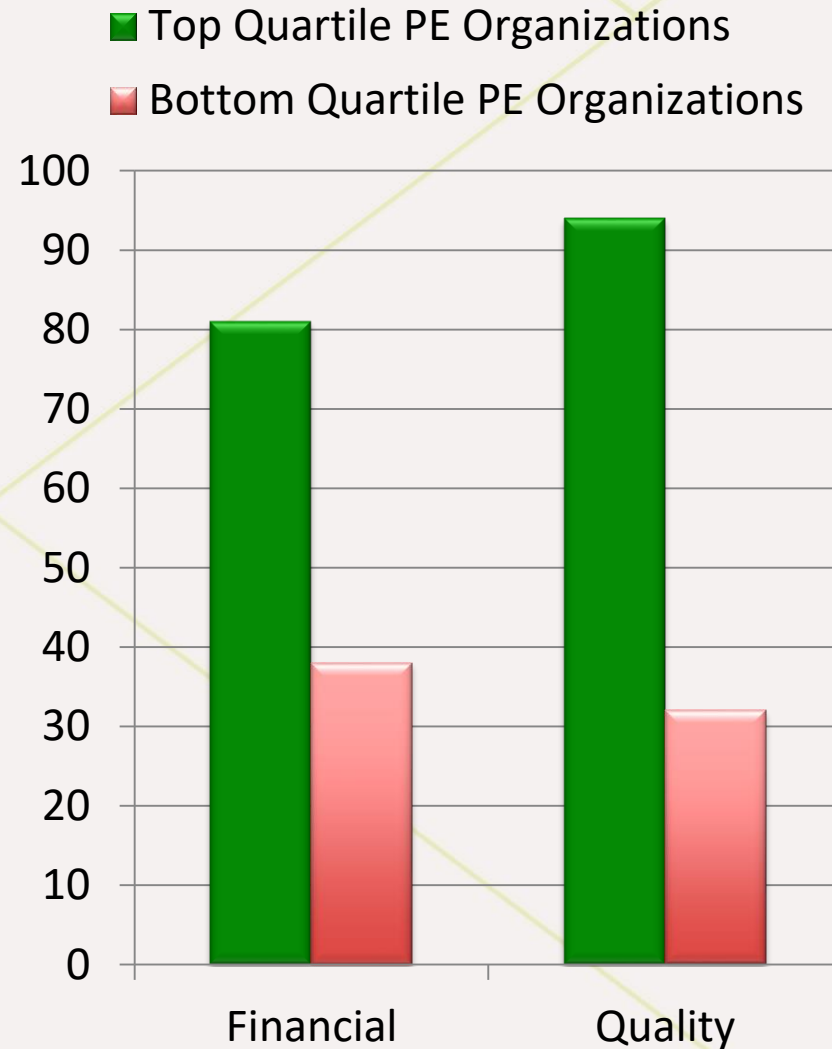


ACE Leads to Results



High ACE Organizations

High ACE
organizations have
 $\frac{1}{2}$ the turnover

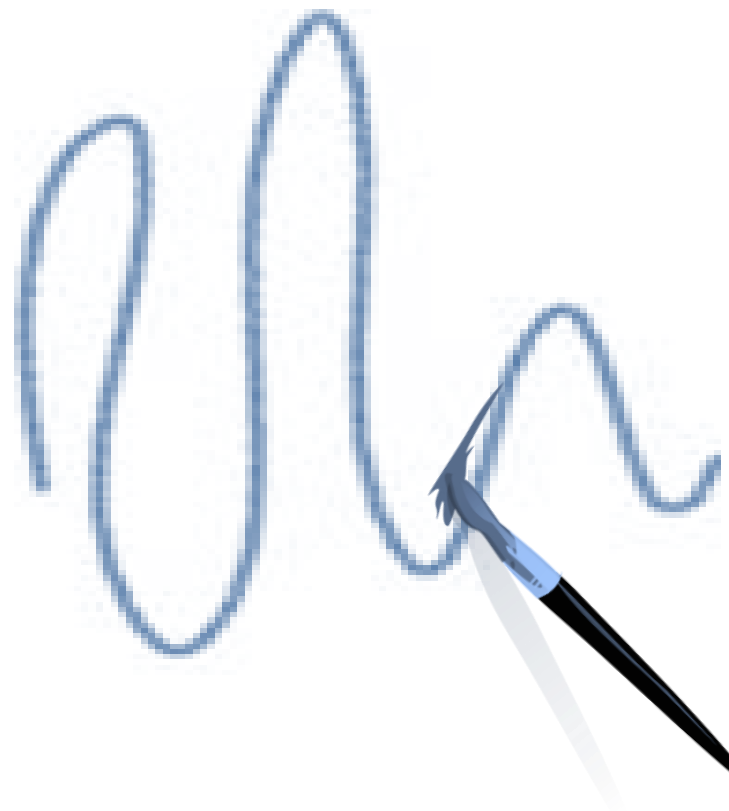
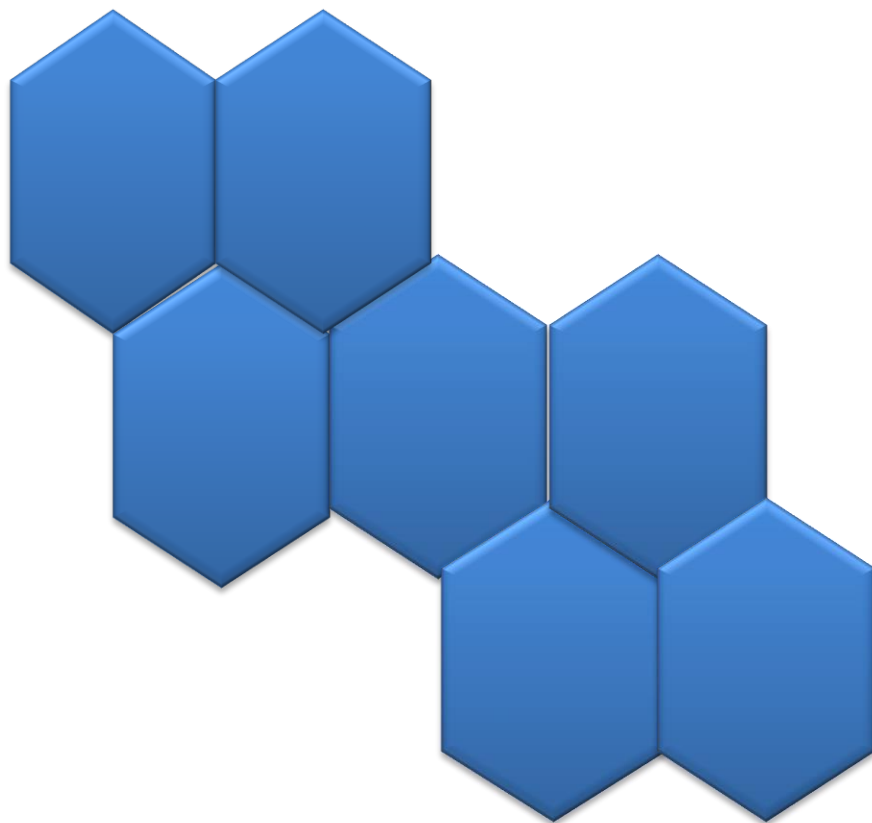


Source: Schiemann & Seibert, (2013). "Optimizing Human Capital: Moving Beyond Engagement", *HR People & Strategy*.

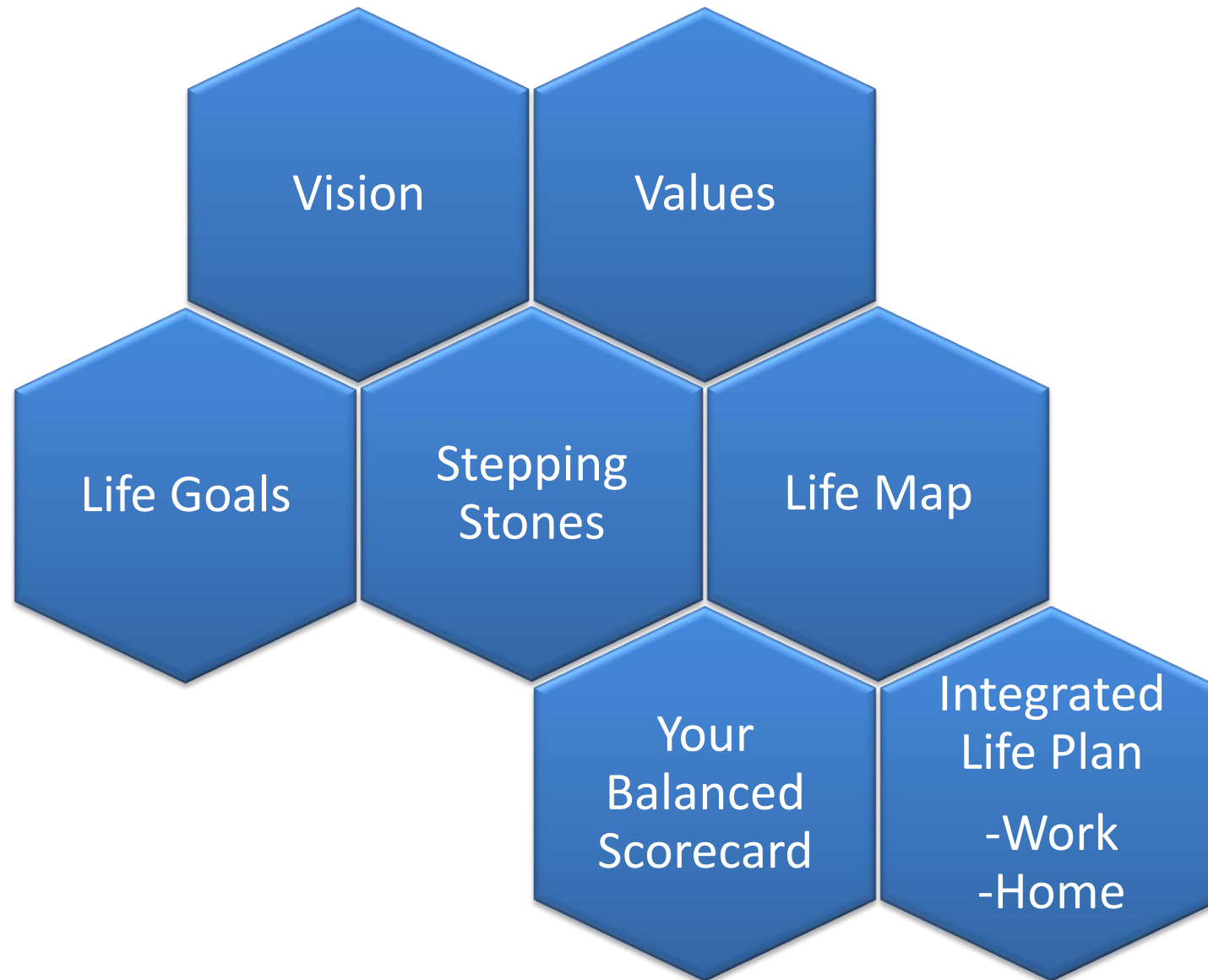
What Creates Aligned, Capable, and Engaged People?



Science and Art

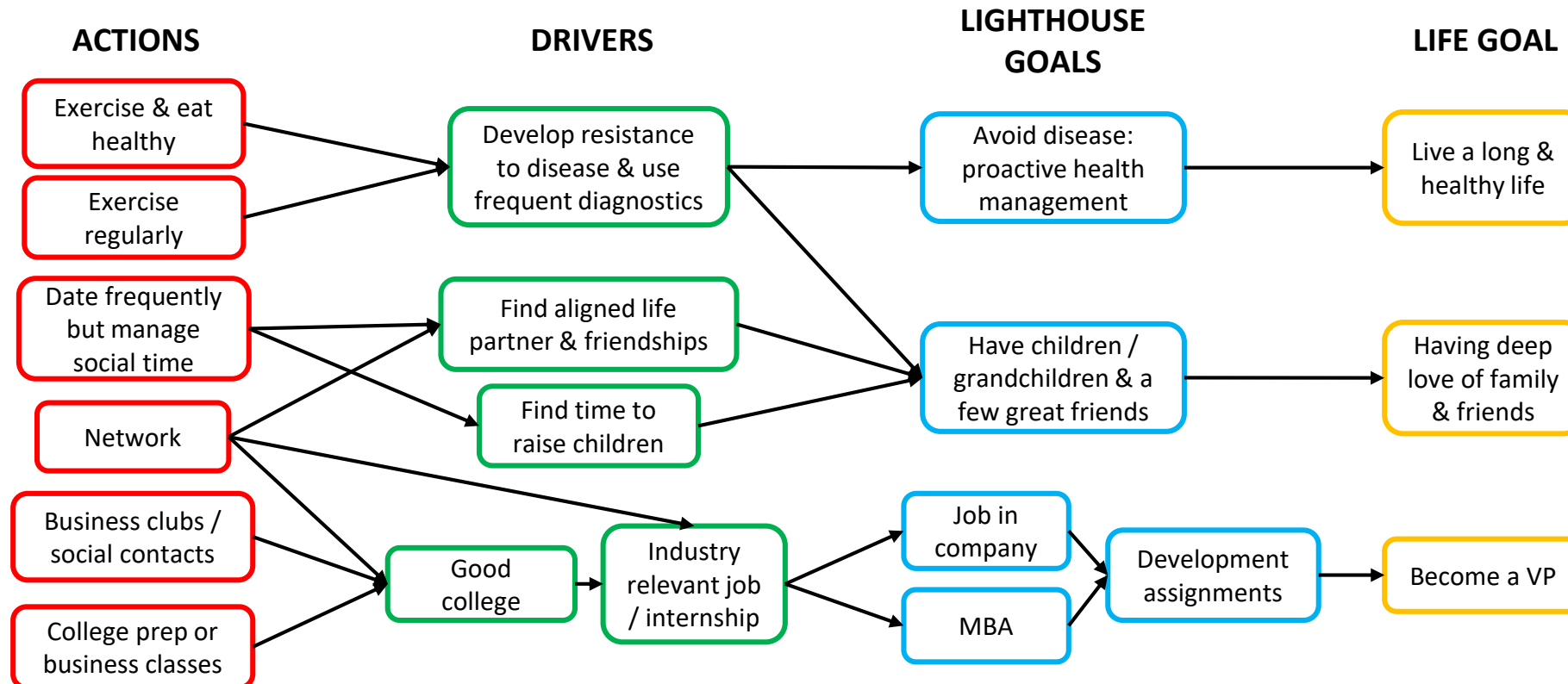


The Science

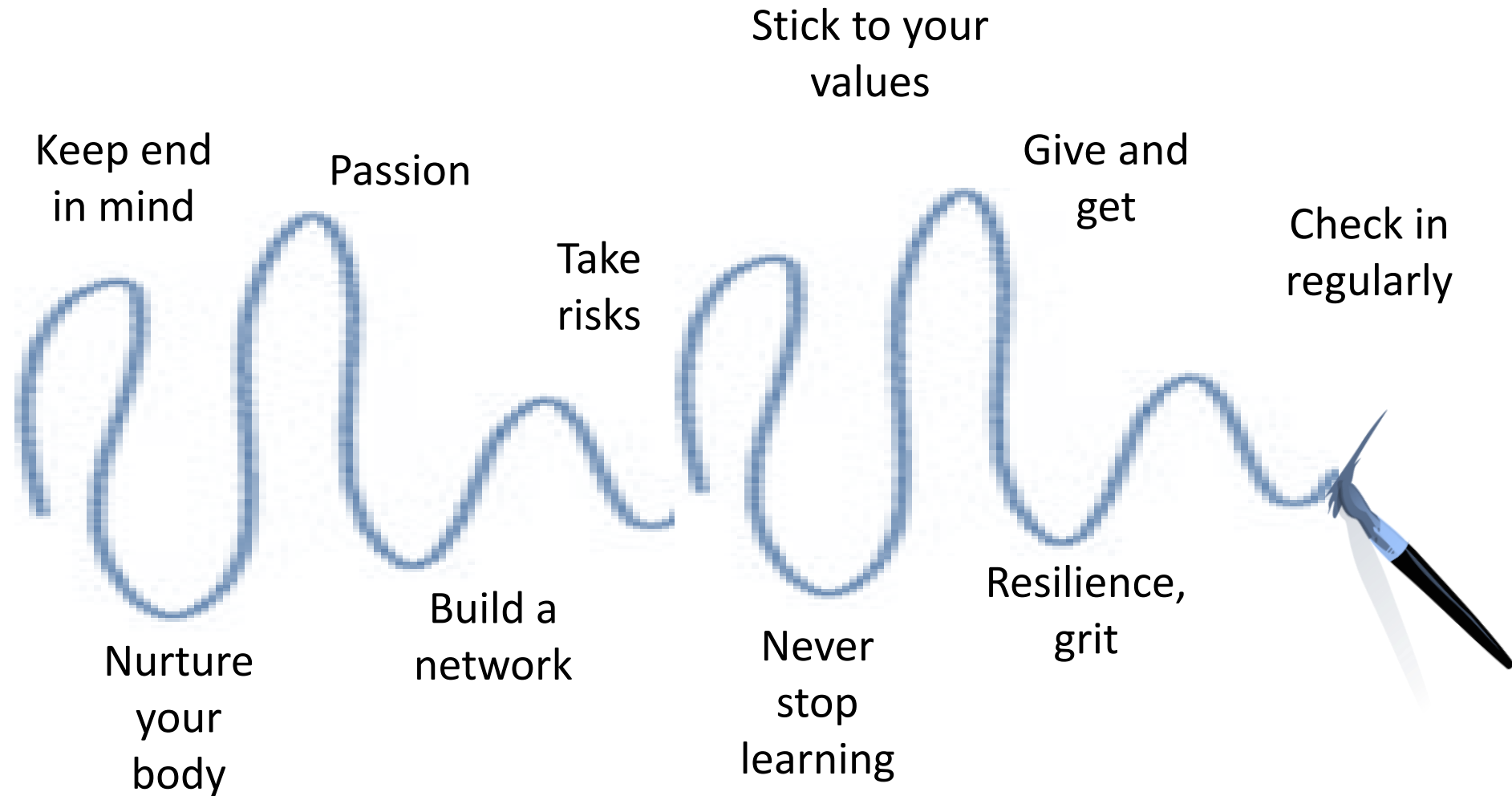


Integrated Life Map: Work + Non-Work

For more examples, see *Fulfilled! Critical Choices: Work, Home, Life*



The Art



Increasing Resilience – Managing Stress, Time, Perceptions and Setbacks



I Don't Have Enough Time!?

- ◆ How many have too much to do and not enough time to do it?
- ◆ How do we prioritize all the things we have to do to accomplish what is **important** and reduce our stress?



Impact of Low Fulfillment in the Workplace



Harnessing Time

- ◆ At least 20% of employees' time is wasted – it can reach 40-50%!

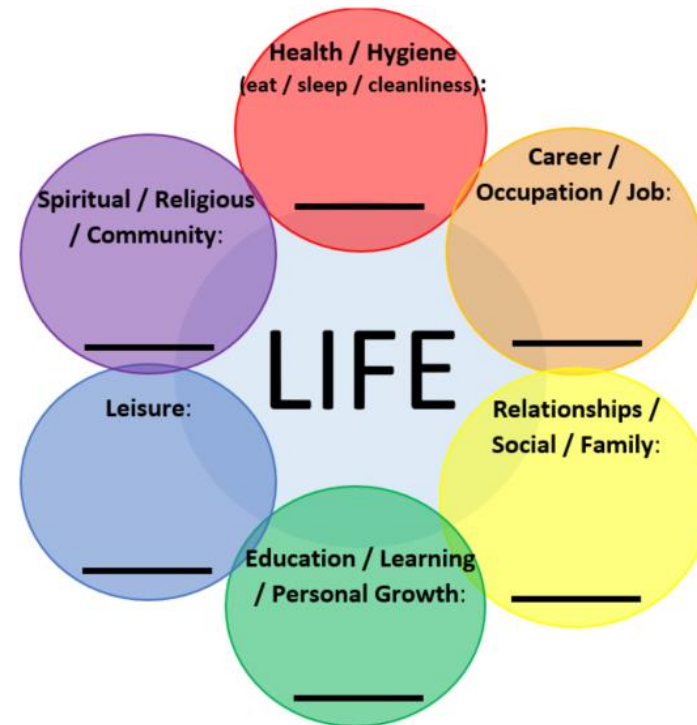


- ◆ Do managers know how to leverage time in effective ways?
- ◆ Do you provide strategies/tools for handling disruption/change?

How Do You Spend Your Time?

For more suggestions and comparative information, see
Fulfilled! Critical Choices: Work, Home, Life

- ◆ Make the best estimate of how your time divides across the key areas of life.
- ◆ Use hours for a typical week (should add to 168):



Stress and Burnout Antidotes – The New R&R: Refocusing and Rejuvenation

- ◆ Harnessing Time
- ◆ Mindfulness
- ◆ Meaningful Relationships
- ◆ Recharge: Sleep, Exercise, and Play
- ◆ Positivity – Managing Perceptions



Increasing Resilience – Managing Stress, Time, Perceptions and Setbacks



Resilience Builders: Perceptions

Perception is the only thing in the world that can radically transform the results you get without altering a single element of your environment.

- Nelson Mandela

Whether you think you can or think you can't... you're correct!

- Henry Ford



Limiting Perceptions



River Reed Thinking



Changing Perceptions

What innovative ways have you discovered to overcome this in your organizations? To open up creativity?

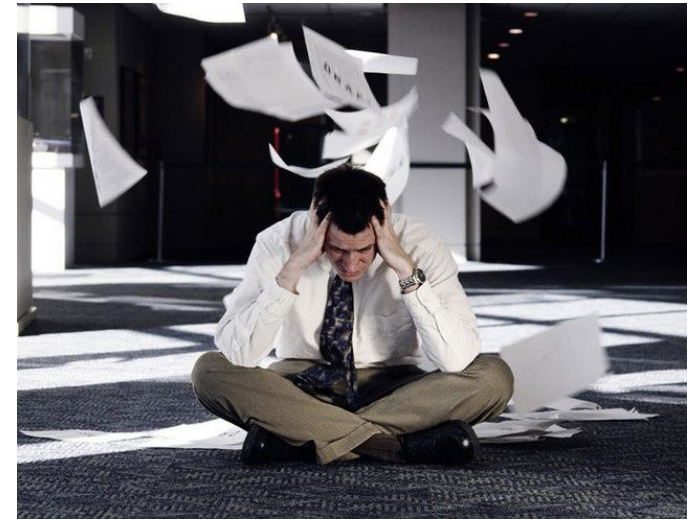


Increasing Resilience – Managing Stress, Time, Perceptions and Setbacks



Metrus Institute Research Tells Us:

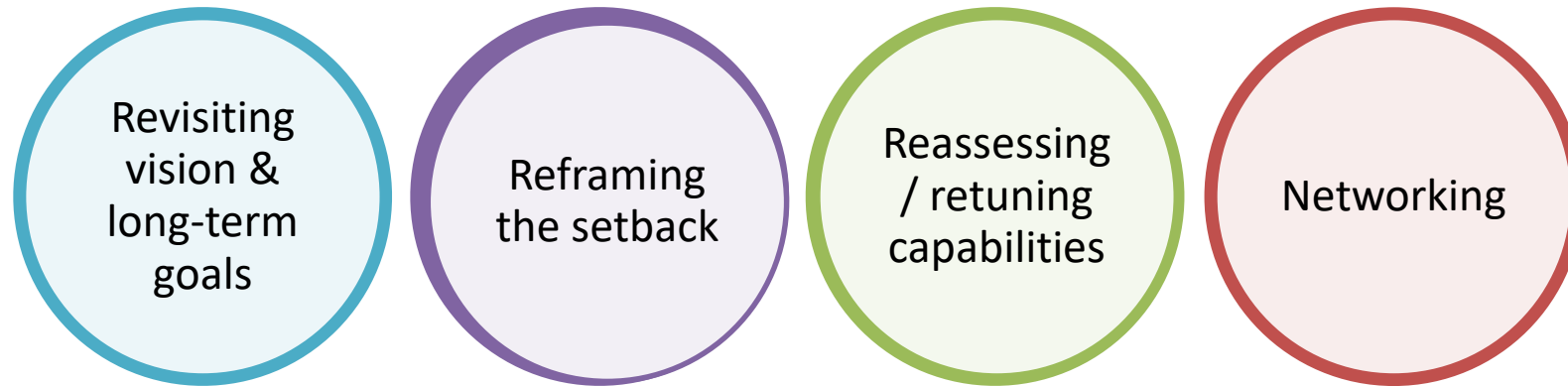
- ◆ 95% of us will face a major setback in our lives.
- ◆ We all face numerous intermediate setbacks that can derail us
- ◆ How do we prepare?
How do we recover?



What work are you doing in your organizations
on resilience or overcoming setbacks?

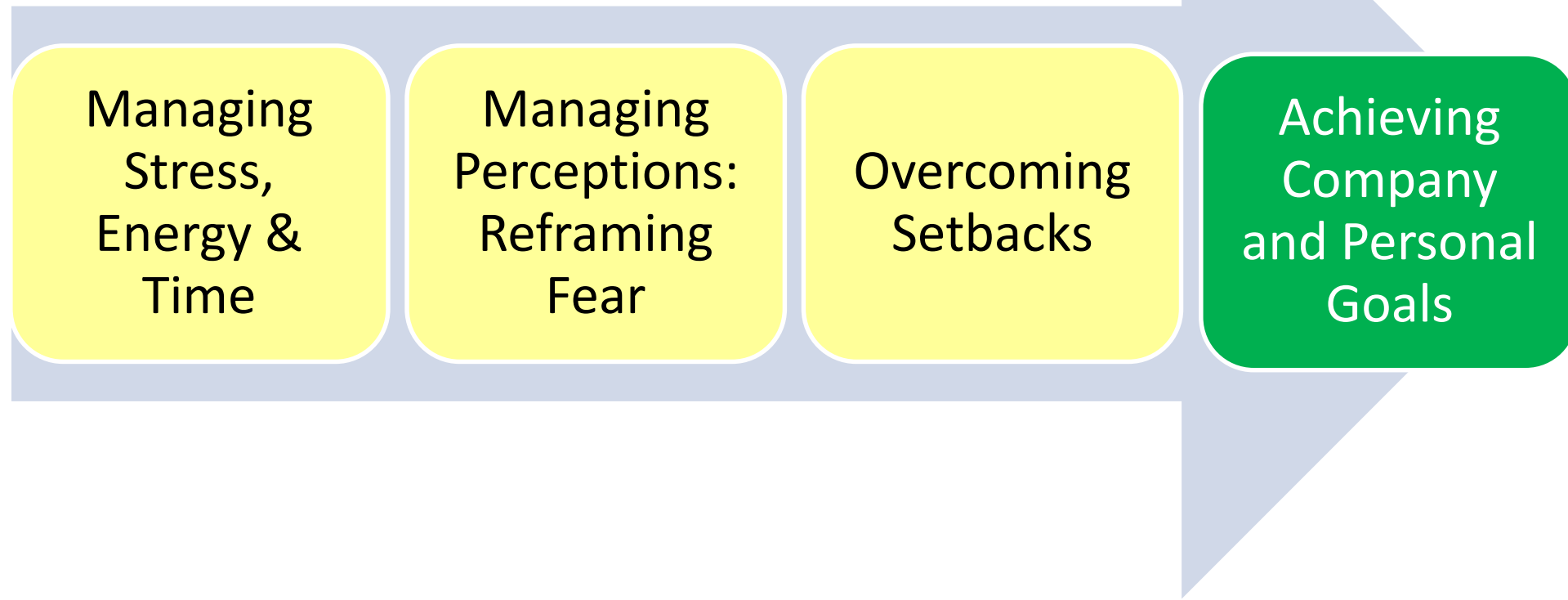
Overcoming Setbacks – Metrus Research

◆ Strategies being used by The **Most Fulfilled** people:

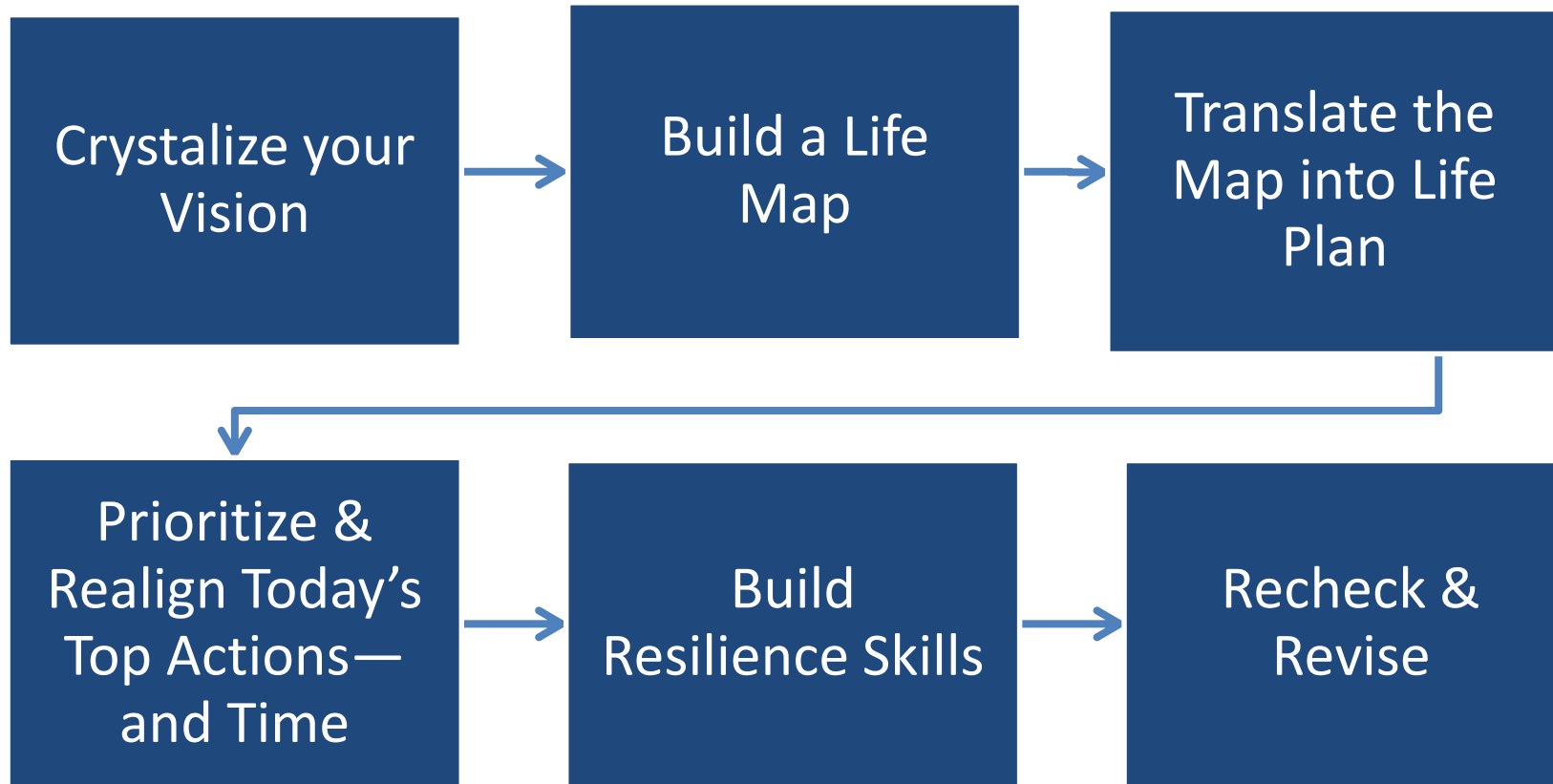


◆ “Failures” can be great stepping stones *IF you use them the right way.*

Increasing Resilience – Managing Stress, Time, Perceptions and Setbacks



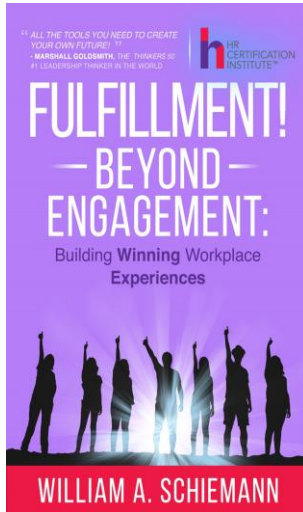
The Road to Fulfillment



Five Actions Leaders Can Take NOW!



Additional Resources



Sponsored by HRCI, this volume, building on Fulfilled!, focuses on building the fulfilling organization.

It can be downloaded, at no cost, from:

[Fulfillment! Beyond Engagement](#)

An individual Fulfillment assessment is available at: [Fulfillment Assessment](#)

Enter the code 100OFF to take the assessment at no charge, by December 31.

Additional publications can be accessed through the Metrus Institute library:

[LIBRARY](#)

Discussion Questions

1. Overall, what do you see as some of the barriers to high fulfillment in your organization? What are you doing today to increase fulfillment?
2. What do you think the role of organizations should be today regarding fulfillment?
3. What do you think is HR's role in issues related to fulfillment?
4. HP/HP often face toughest challenges of achieving career aspirations while balancing their non-work demands. Efforts have you targeted at this group?

Discussion Questions

5. In some ways, Millennials have ushered in new paradigms about the way work is done due to technology, globalization, pace of change. What new skills do managers need today to lead effectively?

6. Gender differences? Do you find gender differences related to stress, balance, resilience in your organizations?



For more information:

wschiemann@metrus.com

Connect on LinkedIn

www.metrus.com

908-231-1900

QUESTIONS?



FEEDBACK

PLEASE COMPLETE OUR ELECTRONIC PROGRAM
EVALUATION VIA THE HRLF APP.

TAP ON EVENTS, GO TO TODAY'S EVENT
AND TAP THE SURVEY PROGRAM LINK.

THANK YOU.

