



## TALENT MANAGEMENT TRACK

Picture

**Theresa Hummel-Krallinger**  
High Five Performance, Inc.

*Exact Times TBD*

### **Culture Eats Strategy for Breakfast: How to Create the "People Foundation for Business Success"**

It's been said that "culture eats strategy for breakfast." Without a healthy culture, and strong employee engagement, even the best strategy won't succeed. Learn from an experienced senior organizational development leader how to assess, build, and maintain the culture your organization needs to meet short and long term goals. Follow a case study of an organization that went from over 50% employee turnover and abysmal employee opinion survey results, to winning state and local Best Place to Work honors. See how Training and HR can be key drivers in shaping organizational culture, and ultimately, business results.

Picture

**Robin Wikle & Mark Koulianos**  
Alpha UMi LLC

*Exact Times TBD*

### **Generational Intelligence for Sustainable Leaders**

Traditionalists! Baby Boomers! Gen Xers! Millennials! Gen Zs! This session will focus on "Generational Intelligence" and the challenges associated with a multi-generational workforce. Transformational change is required to lead and succeed in the 5-generational workplace. Motivating individuals to look at themselves and each other, not by their apparent age, but from an understanding of world views, provides an opportunity for that transformation. This session invites the individual to experience Generational Intelligence by exploring their own world view, as well as those of the others who are participating with them. Generational differences will be dissected through facilitated discussion and group exercise that focuses on individual world views leading to investigation of how different generational world views shape expectations and interactions within and across relationships. This will be followed with observations from relevant research on how generational diversity is affecting the workplace followed by group exercise identifying the challenges associated with managing teams of multiple generations and how to create the best outcomes from a diverse team. The session will close with a facilitated discussion on the challenges of motivating individuals from the different generations.

Picture

**Jennifer Hancock**  
Humanist Learning Systems

*Exact Times TBD*

### **Why is Change so Hard?**

What can science tell us about why people resist change? What can you do to help your staff adjust? Talent development isn't just about training. It's about providing ongoing support so that staff can improve and thrive and grow. The challenge isn't in teaching them new skills, it's in helping them abandon old habits that are no longer working for them. This program discusses how to utilize behavioral science techniques to help overcome resistance to change in yourself and in others so that you can provide the support your staff needs so they can develop and thrive in your workplace.