



Monday, March 4th

Welcome cocktail party and networking event

in-person only		
07:00 pm - 09:00 pm	Welcome cocktail party and networking event	

Tuesday, March 5th

Full day of sessions, workshops, and an exclusive dinner party

08:00 am - 09:00 am	Breakfast	
09:00 am - 09:05 am	Summit Kickoff	
09:05 am - 09:45 am	<b>How not to be the next Blockbuster: The Dynamic Organization</b>  <i>SHRM PDCs: 0.75</i>  Josh Bersin will reveal new insights from his latest research on the Dynamic Organization. After studying nearly 800 companies, the Josh Bersin Company has mapped out the strategies and technologies that accelerate people, business, and innovation outcomes.	<b>Josh Bersin</b> Global Industry Analyst and CEO, the Josh Bersin Company
09:45 am - 10:00 am	<b>Welcome Remarks from our CEO</b>	<b>Ben Reuveni</b> CEO, Gloat
10:00 am - 10:45 am	<b>Delivering against the transformation imperative</b>  <i>SHRM PDCs: 0.75</i>  From digital acceleration to more environmentally sustainable operations to aggressive innovation and growth, every company has a transformation imperative. And those transformations all require action and change from the workforce. We're talking with some of the world's top HR leaders driving these changes at enterprise scale to learn what they're doing to transform, what's worked and what hasn't, and what's next on their priority list.  Moderated By: <b>David Green</b> , Author And Host Of The Digital HR Leaders Podcast, Executive Director Of Insight222	<b>Michael Fraccaro</b> CHRO at Mastercard  <b>Tamla Oates-Forney</b> Former CHRO at USAA  <b>Tanuj Kapilashrami</b> CHRO at Standard Chartered Bank
10:45 am - 11:00 am	Break	
11:00 am - 11:30 am	<b>Stop, start, continue: What you need to do to deliver a successful transformation</b>  <i>SHRM PDCs: 0.5</i>  In this session, we'll dig into the do's and don'ts of transformation with someone who's led the charge on a massive enterprise shift at scale. Learn how to engage your C-suite and board, what pitfalls to avoid, and the steps required to make big goals turn into real results.	<b>Alex Badenoch</b> Former CHRO and Group Executive Transformation, Communications and People at Telstra
11:30 am - 12:00 pm	<b>Making the case for change: How to build a data-driven culture in HR</b>  <i>SHRM PDCs: 0.5</i>  Effective transformations require insight, measurement, and constant communication. This session will dig into the latest research on how to use data to your advantage throughout this process to drive change. Learn how to build a data-literate operation, and cultivate the right skills and practices across your team to make cultural and organizational shifts successful.	<b>David Green</b> Author and Host of the Digital HR Leaders Podcast, Executive Director of Insight222
12:00 pm - 01:00 pm	Lunch	
01:00 pm - 01:15 pm	<b>Get Inspired: How today's employees are adapting and evolving</b>  Big transformations start with the actions of individual employees. From changing behaviors, adopting new technologies, and putting new goals in focus, it's essential to empower and equip people to succeed. In this session, we're talking with real employees about how they've adapted their approach to work and to their careers to deliver meaningful results.	<b>Cyre Denny</b> Global Program Director at Schneider Electric  <b>Felix Ramos</b> Product Growth Manager at Schneider Electric
01:15 pm - 02:00 pm	<b>Transformation in 10: A series of 3, 10-minute talks on how to execute transformation initiatives successfully</b>  <i>SHRM PDCs: 0.75</i>  <b>The Playbook That Drove Talent Transformation For 2 Global Enterprises</b> Hear from a leader who managed change initiatives at not one, but two global enterprises. She'll share her playbook on how to turn project goals into meaningful impact and results.  <b>Turning Plans Into Action: How To Drive Employee Adoption Of A Talent Marketplace</b> The impact of a talent marketplace starts with participation. In order to empower, upskill, and tap into the potential of your talent, you need to them to sign up. Learn how to drive employee adoption at scale and realize the potential of your technology.  <b>Making "Skills" Happen: How To Navigate A Skills Transformation</b> Skills are top of everyone's priority list, but much easier said than done. Hear from a leader who's navigating a meaningful transformation on how to get started and how to structure the move towards skills-based models effectively.	<b>Femmie Schippers</b> Head of Business Technology at Takeda  <b>Traci McMurray</b> SVP of Talent at Omnicom Public Relations Group  <b>Sara Steiner</b> Head of Performance & Talent Development at Novartis
02:00 pm - 02:15 pm	Closing Remarks	
02:30 pm - 04:15 pm	<b>On-site breakout workshops</b>  in-person only  For on-site attendees, we will be hosting a series of breakout workshops covering how to evaluate and sell in a transformation initiative, how to launch successfully, and how to accelerate growth.  <i>Breakout session 1</i> 02:30 pm - 03:15 pm <b>Track 1: C-"Sweet Talking": How HR Leaders Can Capture Every C-Level's Attention</b> In this session, we'll dig into the do's and don'ts of transformation with someone who's led the charge on a massive enterprise shift at scale. Learn how to engage your C-suite and board, what pitfalls to avoid, and the steps required to make big goals turn into real results.  <b>Track 2: This Is What Makes A Talent Marketplace Launch Successful</b> So, you've decided you're embarking on a talent transformation. The technology is just one piece of the puzzle. We're sharing data-driven insights on what makes adoption and launch successful at scale. You'll learn best practices on how to structure your project, plan out a rollout campaign, and ensure a successful launch.  <b>Track 3: Behind the scenes of a skills transformation: What works, what doesn't, and what's next</b> Go behind the scenes of a skills transformation. How do "skills" fit into broader talent, workforce, and business strategy? And how do you structure the shift to skills-based operating models? This session will dig into how to work through the shift to skills, where they've seen success, and what's next on their skills agenda.  <i>Breakout session 2</i> 03:30 pm - 04:15 pm <b>Track 1: Saying No To The Status Quo: How To Sell In Your Change Initiative</b> When you have a number of resources, technology tools, and existing practices in place, it's hard to know when to shake things up. This session will dig into why change is necessary, how to build the case for a change, and how to develop advocacy with the right stakeholders.  <b>Track 2: This Is What Makes A Talent Marketplace Launch Successful</b> So, you've decided you're embarking on a talent transformation. The technology is just one piece of the puzzle. We're sharing data-driven insights on what makes adoption and launch successful at scale. You'll learn best practices on how to structure your project, plan out a rollout campaign, and ensure a successful launch.  <b>Track 3: This is what good looks like: How to keep growing and scaling 3 years into your transformation</b> If you're in the midst of a transformation, you know there's always a next step. As leaders who've embraced workforce change for over 3 years, Mastercard and MetLife have effectively made changes to improve productivity, talent mobility, upskilling, and more, navigating many "next steps" along the way. This session will be led by the teams at the front lines structuring, implementing, testing, and evolving these projects to deliver results. Learn what's helped them achieve success, top learnings throughout the process, and what they're doing next.	<b>Alex Badenoch</b> Former CHRO and Group Executive Transformation, Communications and People at Telstra  <b>Gloat's value and adoption experts</b>  <b>Hannah Smith</b> VP Talent Management at First Abu Dhabi Bank  <b>Markus Graf</b> Global Head of Talent at Novartis  <b>Sara Steiner</b> Head of Performance & Talent Development at Novartis  <b>David Landman</b> Former Global Head of Talent at Goldman Sachs  <b>Gloat's value and adoption experts</b>  <b>Michele Egan</b> Global Talent Marketplace Digital Transformation Lead at Schneider Electric  <b>Lilian Castellanos</b> Enterprise Talent Marketplace Partner at MetLife  <b>Kristina O'Dell</b> Lead Program Manager, Career Development at Mastercard  <b>Susanne Goett</b> Director, Head of Global Internal Recruiting/Mobility and Talent Marketplace at MetLife
07:00 pm - 09:00 pm	Gloatie awards & dinner reception	

Wednesday, March 6th

Sessions, keynotes, and breakouts to close out the summit

08:00 am - 09:00 am	Breakfast	
09:00 am - 09:15 am	Welcome remarks	
09:15 am - 09:45 am	<b>Unlocking Value: Delivering outcomes for our company, employees and customers</b>  <i>SHRM PDCs: 0.75</i>  Join Lucrecia and Rohit who will share Mastercard's journey in unlocking the potential of their people to accelerate business outcomes and provide valuable solutions to their customers at scale. They'll share the journey of building and scaling their talent marketplace, Unlocked; the impact it has had on their people, culture, ways of working, and business; lessons learned along the way; and where they are headed next.	<b>Lucrecia Borgonovo</b> Chief Talent and Organizational Effectiveness Officer at Mastercard  <b>Rohit Chauhan</b> EVP, Artificial Intelligence at Mastercard
09:45 am - 10:30 am	<b>Thrive through change: How to effect transformation at a human level</b>  <i>SHRM PDCs: 0.5</i>  Change initiatives are never seamless. They require resets and re-evaluations, constant alignment, and above all, a human and empathetic approach. We're talking with world-leading talent executives on how they're changing their approach to people management, how they're considering the role of skills in their strategies, and what's next on their priority list.  Moderated by <b>Arianna Huffington</b> , Founder and CEO at Thrive Global	<b>Laura Powell</b> Global Head of HR, Wealth and Personal Banking at HSBC  <b>Michele Chase</b> Chief People Officer at Omnicom Public Relations Group  <b>Vicki Rawlinson</b> US CHRO at Novartis
10:30 am - 11:00 am	Break	
11:00 am - 11:40 am	<b>Ethical AI: What to know, do, and avoid as an HR leader</b>  <i>SHRM PDCs: 0.75</i>  AI is in the spotlight and its applications are growing by the minute. But in the race to accelerate (and avoid getting left behind), it's critical to ensure ethical use and application of these technologies to avoid even bigger challenges. We're joined by leading experts in the space to discuss how to apply AI with ethical and humane use in mind, facilitate equal employment opportunity, and navigate new regulations effectively.	<b>Keith Sonderling</b> Commissioner at the United States Equal Employment Opportunity Commission (EEOC)  <b>Juliette Powell</b> Founder and Managing Partner at Kleiner Powell International  <b>Richard Benjamins</b> Chief Responsible AI Officer at Telefonica
11:40 am - 12:00 pm	<b>Gloat Product Keynote</b> Hear some exciting updates from Gloat on our product roadmap.	<b>Danny Shteinberg</b> Co-Founder and Chief Product Officer at Gloat
12:00 pm - 01:00 pm	Lunch	
01:00 pm - 01:15 pm	<b>Research Spotlight: The American Opportunity Index</b>  <i>SHRM PDCs: 0.25</i>  The American Opportunity Index showcases what makes the top employers across the United States. From the tactics they employ to the results that differentiate them, this session will dig into what makes a great organization for talent in today's challenging climate.	<b>Joe Fuller</b> Professor of Management Practice and co-head of Managing the Future of Work Project at Harvard Business School
01:15 pm - 01:45 pm	<b>Ahead of the curve: How to deliver the future of work today</b>  <i>SHRM PDCs: 0.5</i>  This session will dig into how leading organizations are adapting to stay ahead. Hear how work and organizations are changing both across the market and within specific leading companies, and learn about the shifts that top executives are making to stay ahead of the curve.  Moderated by <b>Jeff Schwartz</b> , Adjunct professor at Columbia Business School and VP of Insights and Impact at Gloat	<b>Brendan Lynch</b> Chief Employee Experience & Care Officer, MetLife  <b>David Tredo</b> Vice President, Strategic Initiatives & Integrated Talent at Nestlé  <b>Joe Fuller</b> Professor of Management Practice and co-head of Managing the Future of Work Project at Harvard Business School
01:45 pm - 02:00 pm	Break	
02:00 pm - 02:45 pm	<b>Selling from within: How talent shifts drive business growth</b>  <i>SHRM PDCs: 0.75</i>  Sales and HR: different functions, but common goals. A great employee experience drives great customer experiences. Yet, as consumer and employee expectations are changing, getting the results takes hard work. Hear how these leading executives are partnering to successfully deliver against both.  Moderated by <b>Bill Pelster</b> , Co-Founder, the Josh Bersin Company	<b>Patricia Frost</b> SVP and Chief People and Places Officer, Seagate  <b>Annie Flaig</b> SVP of Global Sales, Cloud/Hyperscale, Seagate
02:45 pm - 03:00 pm	General Closing	