



## Human Resource Conference

Friday, November 5, 2021

Purdue University Krannert School of Management, West Lafayette, IN

8:15 a.m. – Breakfast & Registration – RAWLS 3<sup>rd</sup> Floor Commons  
9:00 a.m.

### Concurrent Sessions

#### Analytics Track

#### Emerging Trends Track

9:00 a.m. – **Decode Your HR Analytics and Power Your Success**  
9:50 a.m.

**Performance Management in the Post-Performance Review Era**

**Presenter:** Megan Nail, VP Total Rewards Practice, First Person Advisors

**Presenter:** Evan Wood, Ph.D., Sr. Director Human Capital Management, Fort Wayne Metals Research Products Corp.

**Session Description:** Human resources analytics may sound a little daunting, but it's key for decision making and measuring success. In this interactive session, you'll learn how to apply HR data to your work and take it to the next level. You'll walk away with an analytics framework and examples of how to leverage data for different functions within human resources. Whether you're in benefits, compensation, recruiting or talent development, this session will help you better utilize data to achieve your business goals.

**Session Description:** Traditional Likert scale performance reviews are dying, creating a vacuum in strong performance management. This session provides insight into what is next, focusing specifically on two-way dialogue and feed forward (versus feedback). You'll walk away with a framework to overhaul performance management into your own future-oriented, developmental model.

**Location:** RAWLS 2082

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10:00 a.m. –  
10:50 a.m.

### **HR Analytics to Measure Culture & Impact**

**Presenter:** Chas Fields, Sr. Partner, HCM Advisory Group & Human Insights, UKG

**Session Description:** "Culture eats strategy for breakfast." – Peter Drucker. This session will examine 3 key areas for culture improvement using trends and analysis. You will walk away with critical help in decision making for the organization.

**Location:** RAWLS 2082

### **Successfully Navigating the Flexible Work Environment**

**Presenter:** Christopher Schrader, "Chris the HR Pro," Schrader & Associates

**Session Description:** The flexible workplace is here to stay. Roles requiring an employee's physical presence will remain in-person; most every other role will be a mix of hybrid and remote work. There is no blueprint for making these arrangements operate in harmony and result in productive work and profitable outcomes. This program will cover the managerial challenges and opportunities offered in this environment, as well as the implications for recruiting, selection, compensation and benefits and talent development.

**Location:** RAWLS 3082

11:00 a.m. –  
11:50 p.m.

### **Using HR Analytics to Gain Stakeholder Support**

**Presenter:** Jaden Shepperd, Sr. Associate, HR Systems, Elanco US, Inc.

**Session Description:** Leaders want to make changes that benefit all stakeholders. Data analytics should help inform what changes are needed and how they impact stakeholders. This session will explore a relevant scenario of how data analytics can enhance key HR drivers of success.

**Location:** RAWLS 2082

### **Engaging Your Staff Without Causing Burnout**

**Presenter:** Kourtney McCauliff, VP of Human Resources Officer, Open Door Health Services and President East Central Indiana SHRM

**Session Description:** Engagement can feel like one more task you 'have to get done'. How do you accomplish having an engaged staff without causing burnout onto your managers? You will walk away with ideas on what engagement means today and how you can do this with a stress-free approach.

**Location:** RAWLS 3082

11:50 p.m. –  
12:15 p.m.

### **Break and Pickup Lunches**

12:15 p.m. –  
1:15 p.m.

**Lunch and Panel Discussion:** Panelists will present on specific initiatives their organizations are implementing in dealing with the Emerging HR Trends. After their presentations, the panelist will have a Q&A with the audience. Organizations represented by the panel...

- Caterpillar
- Cummins
- dormakaba
- London Stock Exchange Group
- Purdue University

**Location:** RAWLS 3082

SHRM has approved 1 recertification PDU for each session. HRCI is currently in the pre-approval process for offering 1 recertification credit hour per session. Participants will be provided the codes to receive credits on the day of the conference.

## Thank you to our speakers!



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