

HRSUMMERSCHOOL

▶ *EDUCATE* ▶ *CONNECT* ▶ *INSPIRE*

2024

Event Speakers



STEVE BROWNE
LaRosa's Pizzeria Inc
Chief People Officer



AMY MOSHER
iSolved
Chief People Officer



RANADA SAMUEL
R Harrison Enterprise
HR Business Partner



MATT JONES
U.S. Space & Rocket Center
Executive Communications



JASON LINDSTROM
Bucketlist Rewards
CEO



RALPH KELLOGG
Lutheran Family
Services of Nebraska
Senior HR Executive



GRACE HIXSON
QM3 Utility Services
Head of People Operations



KEITH SONDERLING
EEOC
Commissioner



MATT BURNS
Atlas Copilot
Co-Founder & Head
of Experiences



KATHY WHITE
Habitat for Humanity
Philadelphia
Vice President of HR



BEN EUBANKS
Lighthouse Research
& Advisory
Chief Research Officer



CLAIRE STROH
Lighthouse Research
& Advisory
Manager Talent Services
& Service Delivery



GEORGE ROGERS
Lighthouse Research
& Advisory
Chief Culture Officer



ALLI FORD
Assembly Software
Vice President of
Human Resources



GREG HAWKS
Hawks Agency
Owner



JENNA FILIPOWSKI
Federal Reserve Bank
of New York
Organizational Effectiveness
Consultant and People
Science Advisor



HEIDI PERLOFF
Estee Lauder Companies
SVP, Global HR
Strategic Initiatives
and Delivery Solution



SARAH REYNOLDS
HiBob
Chief Marketing Officer



TATE HACKERT
ZayZoon
Founder/President



ARNAUD GRUNWALD
ClearCompany
Chief Product Officer

Nexus of HR Summer School 2024

HR Summer School 2024 continues to serve as a pivotal platform for the HR community, having originated during the pandemic in 2020 to offer virtual connectivity, education, and inspiration. The event's core mission to unite HR professionals endures, focusing on harnessing the insights and experiences of diverse speakers to incite impact, address challenges, and encourage the virtual audience. This year's virtual event proved incredibly compelling, featuring 20 speakers across three days and serving as a testament to the event's ongoing commitment to advancing knowledge and networking

opportunities for HR professionals. As you read further into the details, we aim to offer you a glimpse of the dynamic and enriching experience that defines HR Summer School.

This event garnered significant attention and profoundly impacted its attendees. With over 3600 people registering to participate, it was a testament to the topic's relevance and importance. Throughout the event, the live chat was abuzz with thousands of comments daily, reflecting the audience's high engagement and interest.

The event commenced with an inspiring address from our Co-Host, George Rogers, who set the tone for the entire program. In his opening speech, he encouraged all attendees to embrace their purpose and become champions of it by leading with P.E.A.C.E. – an

acronym encompassing Purpose, Empathy, Adaptability, Conductor of Chaos, and Empowerment.

Rogers emphasized that when leaders embody and exemplify these qualities, they directly impact their employees' P.E.A.C.E., which stands for Performance, Engagement, and Culture Enablement. By emphasizing purpose, empathy, adaptability, the ability to navigate chaos, and empowerment, leaders can foster an environment that drives individual and team performance, enhances employee engagement, and enables a positive organizational culture. 70% of employees who are happy with their current employer and have no desire to leave say they have a leader who supports them in performing at their best. This is according to research from Lighthouse Research and Advisory.

70% of employees who are happy with their current employer and have no desire to leave say they have a leader who supports them in performing at their best.

During day two's opening, HR Summer School Founder Ben Eubanks delivered an empowering message by outlining five compelling reasons HR has a bright future. Notably, he emphasized the importance of embracing a "one size fits one" environment in the workplace, underscoring the theme for the day. Eubanks astutely highlighted that we currently reside in the personalized era of work. This era necessitates our readiness to adapt and tailor our approaches to suit individual needs and preferences. The opening messages resonated deeply with the participants, setting the stage for insightful discussions and presentations that followed.

5 REASONS HR HAS A BRIGHT FUTURE

ONE SIZE FITS ONE: THE PERSONALIZED ERA OF WORK IS HERE

MANAGERS NEED SUPPORT AND HR IS IDEALLY POSITIONED

ORGANIZATIONAL AGILITY = PEOPLE + CHANGE

TALENT TOPS MANY LISTS OF CEO RISKS/CONCERNS

AI IS ALL THE RAGE, BUT WORK IS STILL A HUMAN THING

Embracing the Bright Future of Human Resources

The world of human resources is rapidly evolving, and professionals in this field must be prepared to navigate the challenges and opportunities. From technological advancements to shifting employee expectations, the HR landscape is undergoing a transformative shift that will shape the future of the workplace. Steve Browne, the Chief People Officer for LaRosa's Pizzeria, shares a story about a gentleman he met who taught him a valuable lesson about the 2-4 vs 4-2 method. The impact was so strong that every employee of LaRosa's received a special

block that simply said, "We are people first"! What is the 2-4 vs 4-2 method? Simple, if you do more 2 people vs 4 people, your life is not successful. If you do more 4 people vs 2 people, your life is successful.

Building a workplace that employees can't wait to join and don't want to leave is crucial for creating a positive and productive work environment. Amy Mosher's session emphasizes the significance of cultivating an outstanding organizational culture that attracts top talent, fosters employee engagement, and encourages retention. An exceptional workplace culture positively impacts employee morale, motivation, and satisfaction, leading to increased productivity, collaboration, and overall success for the business.



Employees who feel valued, respected, and connected to the company's mission and values are more likely to be loyal, dedicated, and passionate about their work. Below, you will see that this aligns with Lighthouse Research and Advisory research, as employees with a high belonging score are 5x more likely to recommend their employer as a great workplace. Organizations can attract and retain top talent by prioritizing a workplace culture that people genuinely enjoy and boosts team performance, innovation, and long-term success. Amy Mosher's focus on developing a workplace that employees find engaging and fulfilling underscores organizational culture's critical role in shaping the overall employee experience and driving business outcomes.

The psychological definition of belonging is pretty straightforward:
I FEEL ACCEPTED, RESPECTED, AND APPRECIATED.

**EMPLOYEE'S EXPERIENCE
AND FEELING OF BELONGING**

Consistent manager feedback

Access to tools to manage work
and work-related tasks

Options to share feedback
and opinions at work

The outcomes of employee belonging
are both powerful and positive:

7.5X MORE LIKELY
to feel like the company
is open and transparent

1.75X MORE LIKELY
to feel like they
are paid fairly

4.5X MORE LIKELY
to perceive an equitable
experience at work

2.5X LESS LIKELY
to have plans to
quit their job

**"Employees with a high belonging score are 5x more likely to
recommend their employer as a great place to work."**

—GEORGE ROGERS

Chief Culture Officer, Lighthouse Research & Advisory

**Employees who feel valued, respected, and connected to
the company's mission and values are more likely to be
loyal, dedicated, and passionate about their work.**

The Rise of Automation and AI

One of the most significant developments in the HR industry is the increasing integration of automation and artificial intelligence (AI) into various HR functions. From automated resume screening to AI-powered chatbots for employee support, these technologies are revolutionizing how HR professionals approach their work. By streamlining administrative tasks and enhancing the employee experience, HR teams can focus on more strategic initiatives that drive business success. However, the integration of automation and AI also brings new challenges. HR professionals must navigate the ethical implications of these technologies, ensuring that they are implemented fairly and transparently. Additionally, they must upskill and reskill their teams to leverage these tools and adapt to the changing landscape effectively.

**People don't want to be fixed.
They want to be heard.
—George Rogers.**

Prioritizing Employee Well-being

The COVID-19 pandemic has brought the importance of employee well-being into sharp focus. HR professionals are now tasked with designing and implementing comprehensive well-being programs that address their workforce's physical, mental, and emotional needs. This includes initiatives such as mental health support, flexible work arrangements, and wellness programs that promote a healthy work-life balance. HR teams can foster a more engaged, productive, and resilient workforce by prioritizing employee well-being. This, in turn, can lead to improved retention, increased job satisfaction, and a stronger organizational culture

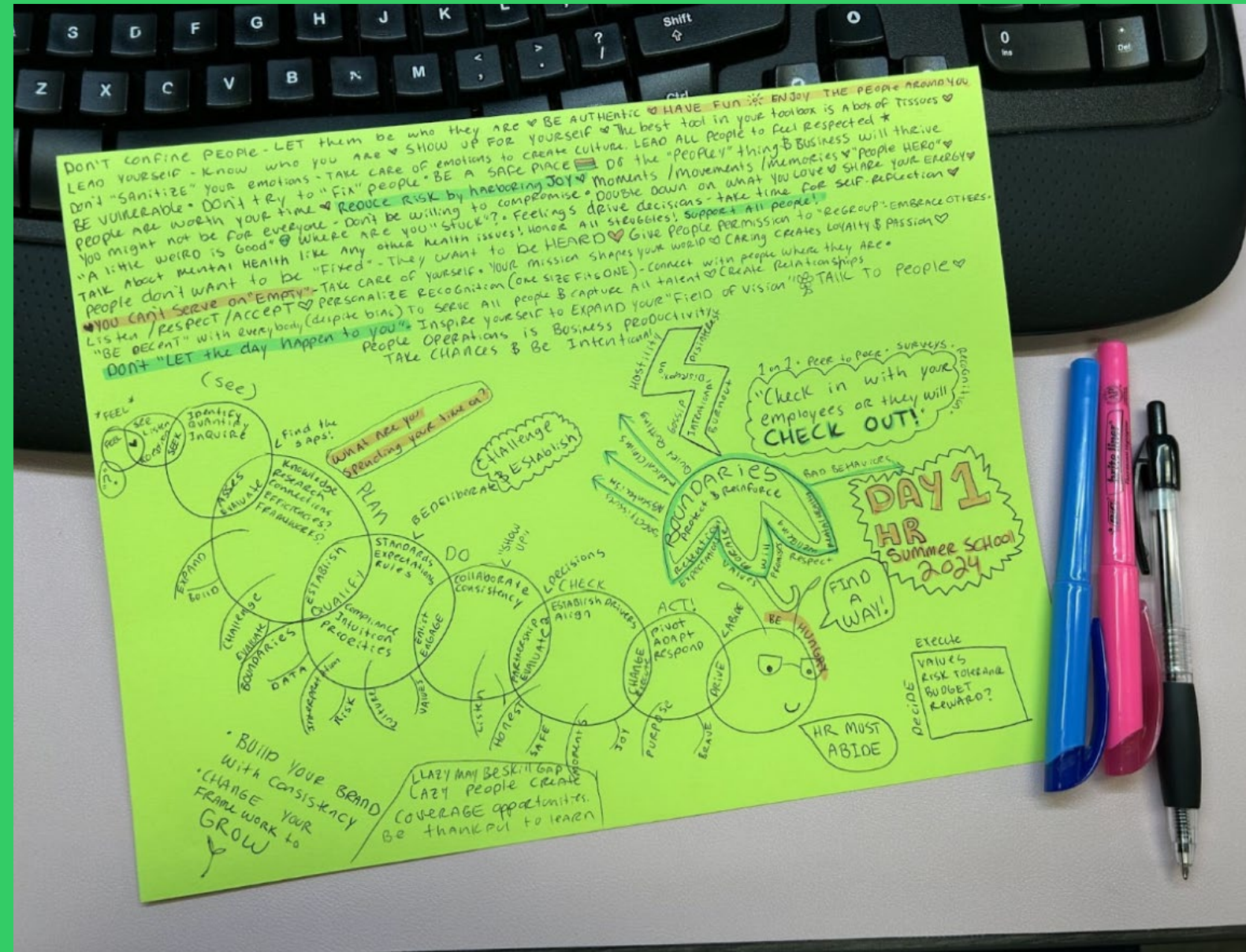
that attracts top talent. The most talked about story from HR Summer School came from Grace Hixson, who shared a family moment that you will have to go back and watch from day one, but the beauty of sharing her name with her great-grandmother. Grace shared that gray hair trumps everything. Be responsible for the way you treat others.



**Gray hair trumps everything.
Be responsible for the way you treat others.**

Embracing Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DEI) have become crucial priorities for HR professionals. As organizations strive to create more inclusive and equitable workplaces, HR teams are tasked with developing and implementing robust DEI strategies that address systemic biases and promote equal opportunities for all employees. This includes initiatives such as unconscious bias training, inclusive hiring practices, and developing employee resource groups that celebrate and support diverse identities. By fostering a culture of belonging and empowerment, HR professionals can unlock the full potential of their workforce and drive innovation and business success. Ranada Samuel's session, *Cooking Up Culture: Seasoning Initiatives for Long-Term Success*, speaks about Culture and EDI initiatives and shares three valuable takeaways noted by the 2023 HR Summer School Unity Award winner, Kenny Dang. First, be a good listener. Secondly, take action and have the right people at the table to do it sustainably.



Investing and Customized Continuous Learning and Development

Professionals must be committed to continuous learning and development to keep pace with the rapidly changing HR landscape. This includes staying current with the latest HR trends, technologies, and best practices and developing new skills and competencies aligning with the organization's evolving needs. By investing in their professional growth, HR professionals can position themselves as valuable assets to their organizations, contributing to the business's overall success and competitiveness. Employees seek personal and professional growth opportunities aligning with their unique career aspirations. Employers are responding by offering personalized

learning and development programs, including tailored training, mentorship opportunities, and access to various educational resources.

If you missed out on HR Summer School, don't worry! You can still catch up on all three days of valuable insights and connections that will empower you to make a difference in HR. Take advantage of the opportunity to witness Lighthouse Research and Advisory's 3-day virtual event for true impact and value. You'll learn that it's not like anything you've experienced before. HR Summer School educates, connects, and inspires HR professionals to excel in their roles and drive organizational success.

Watch the *HR Summer School Replay* and see why over 3600 people worldwide registered to join in.

WATCH NOW

Memorable Quotes from 2024

“Build a team of people who align with your cultural values first, and you can teach them the skills later!”

— AMY MOSHER, ISOLVED

“People want sustainable, meaningful efforts and initiatives aligning with business goals. It is important to ensure that what you do ties into core values and the culture you are trying to build upon.”

—RANADA (HARRISON) SAMUEL, R HARRISON ENTERPRISE.

“Adaptive leadership is crucial in the modern workplace. By fostering an environment of trust and psychological safety, we can empower employees to take risks, experiment, and drive innovation.”

—MATT BURNS, ATLAS COPILOT

“Collaboration and inclusivity are the foundation for creating workplaces where diverse perspectives are celebrated, and employees feel a sense of belonging.”

—KATHY WHITE, HABITAT FOR HUMANITY PHILADELPHIA

“Building a strong, supportive, and collaborative HR community is essential for lifting each other and creating a ripple effect of positive change throughout the industry.” Live it, love it, and make the most of it!

— GREG HAWKS, HR SUMMER SCHOOL DEAN OF ENERGY



Carol Sheetz · 1st
 Never Stop Learning! - MS Training & Development/MS ...
 10h · 📍

Yesterday, was day three of **HR Summer School**! I want to sincerely thank **Ben Eubanks**, **George Rogers**, and ALL of their guests for such AMAZING content! I enjoyed all of the information shared from **Matt Burns**, **Sarah Reynolds**, **Heidi Ramirez Perloff**, **Kathy White**, **Arnaud Grunwald**, and **Greg Hawks**. If it's possible to bottle Greg's energy, sign me up! 🙌 Congratulations to the wonderful **Steve Browne**, **SHRM-SCP** on winning the Unity award. So well deserved! A takeaway I loved is don't be afraid to ctrl-alt-delete yourself when needed.

Sometimes your career or your life needs to be refreshed, or restored! Finally, what I'm still missing today is this: LEAD the life you LOVE! ❤️ #HIL #NeverStopLearning 💡 #HRSS

TB Organization Development Co.
 122 followers
 1h · 📍

Day #2 of **HR Summer School** and so many good speakers and information from today's session. I am excited to see what everyone will come up with for G.L.U.E. 😊 but I think my favorite bit of information from **George Rogers** was how he defined culture Feel-Believe-Behavior. Can't wait for day #3. Thank you **Ben Eubanks** and **George Rogers** for putting this

Tiffany R. Frasier, M...HRM-SCP, CMC · 1st
 Chief People Officer | People Strategy | Culture ...
 6h · 📍

First day of **#HRSummerSchool 2024** is in the books! Special thanks to **Ben Eubanks** and **George Rogers** for curating such a meaningful and important space for HR leaders and practitioners to continue to evolve. My biggest takeaway - Organizations thrive when Positive Accountability is the foundation of decision-making.

#HRSummerSchool #PEACE #OneSizeFitsOne

Joy Will, SHRM-CP · 1st
 Human Resource Professional | Leadership | Craft Beer ...
 6h · 📍

To all my HR professionals network, if you haven't attended **#HRSummerSchool** yet I highly recommend it.

Kim Mo
 Experience
 5h · 📍

Great start to the attended, you don't **Eubanks** and **George** starting with **Steve Hixson**. **MBA PHF**

This is not your standard HR virtual conference. You will hear from HR professionals that will provide you with tips, tricks, and informational gold. Not to mention the new connections that are made throughout the sessions. Each year I feel inspired after attending HR Summer School.

You can still attend Day 3 tomorrow. <https://lnkd.in/d/UeGKWQg>

Eubanks

Alicia Baumann, MBA-HR, SHRM-CP · 1st
 HR Business Partner at ND Dept. of Health & Human Services
 10h · 📍

HR Summer School, Year 5, kicks off today!! This is my favorite event every summer and my 4th year attending!! Thank you **Ben Eubanks** and **George Rogers** for keeping this initiative alive and well! **#HRSummerSchool #Year4** Getting to see **George Rogers** live last year at the ND SHRM Conference was the highlight of last year!

Tiffany R. Frasier, MBA, SHRM-SCP, CMC · 1st
 Chief People Officer | People Strategy | Culture Development...
 6h · Edited · 📍

Day 2 of **#HRSummerSchool** is in the books, and it was nothing short of amazing! 🙌

HR is more crucial than ever, and here is why:

1. We are in a one-size-fits-one era: Personalized employee experiences are key to engagement and retention.
2. Managers need more support than ever: Effective leadership is essential in navigating today's complex work environments.
3. Organizational agility comes down to people and change: The ability to adapt quickly hinges on our people.
4. The number one priority for CEOs is overall talent management: Attracting, developing, and retaining top talent is paramount.
5. While AI is all the rage, work is still a human thing: Technology can enhance our work, but the human touch remains irreplaceable.

A huge shoutout to **Ben Eubanks** and **George Rogers** for delivering such a fun and impactful day of learning. Your insights and energy are truly inspiring!

Let's keep the momentum going as we continue to shape the future of work.

#HRSummerSchool #HRinDemand #Leadership #TalentManagement #PeopleFirst #HRisInnovation

Kristin Johnson, PHR · 1st
 Human Resources Manager/Leadership Training/ Cultural ...
 1d · Edited · 📍

30 min until **#HRSummerSchool** starts! This event is awesome every year! If you're an HR professional and you haven't checked it out yet you're missing out on so many great connections and insight! <https://lnkd.in/e4zfuzJp>

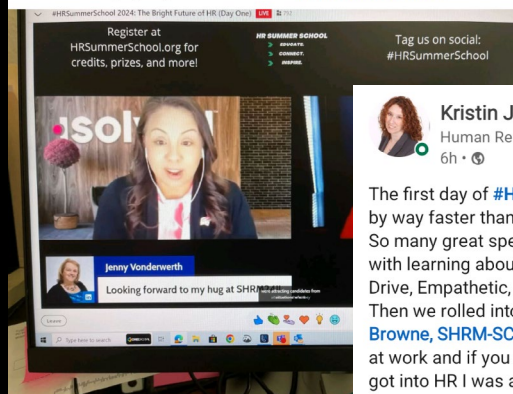
Paige Knott, M...HRM-CP · 2nd
 Passionate HR Coach and Mentor | ...
 6h · 📍

I had quite a few great insights (too many to mention all) from my first day at **#HRSummerSchool**! A key takeaway of mine was the importance of self-discipline in leadership and HR. It's crucial to take vacation time without responding to emails or messages. Set that positive example for others to follow. Discipline in leadership starts with discipline in personal practices!

collaboration
 creativity thinking
 leadership networking
 learning

Jenny Vonderwerth · 1st
 Benefits Advisor & Compliance Guru, HR Forensics Expert, ...
 8h · 📍

I'm loving HRSS 2024. I just listened to **Amy Mosher** at **isolated** and enjoyed hearing all the good stuff she is doing to acknowledge people who heroes. **#hrsummerschool 2024**



Kamasha Lawren..., CAC, CCC · 2nd
 Senior Human Resource Professional | Total...
 56m · 📍

Such a climactic end to a phenomenal 3-day **#HRSummerSchool**! 🙌

A huge thank you to **Ben Eubanks**, **George Rogers**, and their incredible team for organizing this event. 🙌 Your dedication made it an unforgettable experience.

A heartfelt thanks to all the speakers and sponsors for offering your time and resources to enrich our knowledge and growth. 🌟

Already looking forward to next year's session! 🚀
#HR #Leadership #ProfessionalDevelopment #Gratitude

What was your favorite moment or key takeaway from this year's **#HRSummerSchool**? Share in the comments below!

Jamie Sullivan · 1st
 HR Administrator
 2h · Edited · 📍

I recently attended the **#hrsummerschool** and met some amazing HR leaders! 🙌 Here are some key takeaways that I will be taking with me:

genuine, support employees
 create a culture of empathy ❤️
 create a positive company culture and keep a
 calculated risks, fail forward, and get

Kristin Johnson, PHR · 1st
 Human Resources Manager/Leadership Training/ ...
 6h · 📍

The first day of **#HRSummerSchool** is over and the time flew by way faster than I remember school actually used to take! So many great speakers and fantastic insights! Opened up with learning about Courageous Leaders and PEACE (Purpose Drive, Empathetic, Adaptable, Chaos Coordinators, Empower.) Then we rolled into one of my all time favorite speakers **Steve Browne**, **SHRM-SCP** who talked about being authentic and real at work and if you can't be people don't be in HR. When I first got into HR I was afraid to be authentic and be myself, and it was HR professionals like Steve who inspired me and helped me realize I would be a better HR person by being me! Loved listening to the rest of the speakers and interacting with the audience, there is so much great insight at this event, if you've never attended HR Summer School you are surely missing out! <https://lnkd.in/e4zfuzJp>

What People are Saying About #HRSummerSchool2024

Key Takeaways from HR Summer School

◀ **Personalization is the key to unlocking engagement and productivity:** Organizations can foster a more engaged and productive workforce by catering to employees' unique needs and preferences.

◀ **Navigating personalization challenges:** Employers must address equity concerns, foster a culture of transparency, and leverage technology to implement a one-size-fits-all approach effectively.

◀ **The evolving role of HR:** HR professionals are now strategic partners in shaping the employee experience, adopting a coaching mindset to empower and support individual employees.

◀ **Embracing the future of work:** The one-size-fits-one approach is a transformative shift that will continue to shape how organizations attract, engage, and retain top talent.

**“HR is not a cost center.
We are innovators.”**

About Lighthouse

HR Summer School is an event, community, and movement that strives to educate, connect, and inspire the HR leaders of today and tomorrow. More than 7 million minutes of the virtual events have been watched since its inception, and more than 30,000 comments have been shared by the attendees over the years. This isn't your average event. To learn more and view the most recent event replay for free, visit HRSummerSchool.org

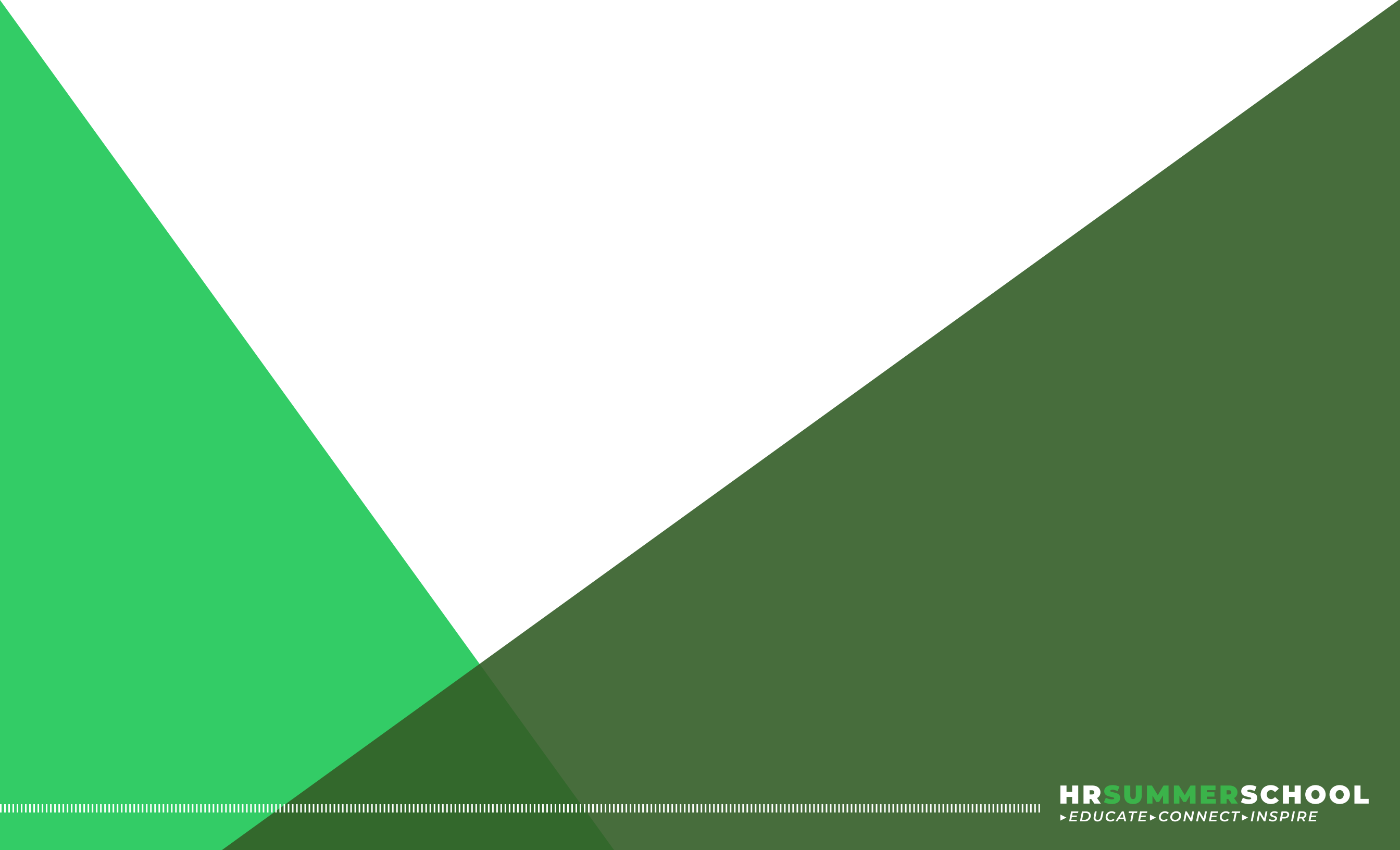
HR Summer School is an initiative of Lighthouse Research & Advisory, an industry research and advisory services firm focusing on HR, talent, and learning. For employers that need insights on the latest technologies and trends, learn more at LHRA.io



About iSolved

iSolved is the most-trusted HCM technology leader, providing the best combination of software and services to meet the needs of today's People Heroes – HR, payroll, and benefits professionals. From talent acquisition to workforce management to talent management, our solutions are delivered directly or through our HRO partner network to more than 7 million employees and 177,000 employers across all 50 states – who use them every day to increase productivity, accelerate decision-making and ensure performance, while reducing risk. iSolved People Cloud™, our intelligently connected platform, automates the entire employee experience by design, so that organizations can engage, empower, and energize their talent while freeing their People Heroes to exceed their goals and grow their careers.





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