

# WORKFORCE RENAISSANCE

*A Management and HR Conference*

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## **Registration & Networking**

- 8:00 AM - 8:30 AM

## **Session I: Workforce Renaissance: Preparing for a Human Resources Rebirth**

- 8:30 AM - 9:30 AM
- A renaissance is a “rebirth” and a growth based on action and reaction of what was known in the context of what will become. Often a renaissance follows an explosion or discovery, a paradigm change.

Every decade or so we find major shifts in how we think of human resources and how organizations approach human capital challenges. IN the early 1900s, “management science” was in vogue setting a framework for measuring performance and reconsidering how people, productivity and profitability became crucial in decision-making science. In the mid-20<sup>th</sup> century, a renaissance occurred in the way we looked at leadership. No longer did we think leaders were born; we found a rebirth in leadership development based on better understanding of traits and behaviors. We discovered we could create and develop and nurture. began to look at how leaders are developed (task, relationship, Ohio State, Michigan State, trait, behaviors, etc.) to determine if we could “create leaders” in organizations or were they born. In the late 1990s and early 2000s, emphasis was placed on how organizations Learned and the impact that change and adaptation had on employees, customers, and leaders. Most recently, human resources leaders and executives have attempted to manage culture as an element of organizational health and its relationship to growth, diversity, recruiting, and retention of key internal and external stakeholders. What will be next? Is there a human capital renaissance in our future? Is there one underway?

## **Session II: Workforce Development Road Map**

- 9:30 AM - 10:30 AM
- There has been greater emphasis on shortages in the workforce; attracting employees, retaining them, and engaging them. Episodes of quiet quitting, employment ghosting, and a general inability for some firms to operate at capacity due to a lack of employees are creating challenges for human resources leaders. Human resource professionals creating innovative, and non-traditional workforce strategies will determine future success or failure. What is workforce development? A presentation defining key workforce development processes and identifying non-traditional approaches to identifying talent, development talent, retaining talent, and engaging talent will be discussed. Best practices will be shared.

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## **Break**

- 10:30 AM - 10:45 PM

## **Session III: The New Psychological Contract**

- 10:45 AM - 11:45 AM
- Psychological Contracts represent the mutual beliefs, perceptions and informal obligations between an employer and an employee. The psychological contract historically maintained a positive employee-employer relationship by identifying a set of mutually agreed ground rules and norms. It was how all parties understood their relationship outside of written employment expectations. The psychological contract has changed. There are many excuses that are used to explain the change: Remote work, Covid, Millennials, “the economy,” technology, etc. are floated as reasons for the change. Does it matter, why? Regardless of why the contract has changed, human resources leaders must be the forefront in determine what the new contract is in order to win the talent war.

## **Lunch & Networking**

- 11:45 AM - 12:45 PM

## **Session IV: On-Boarding for Fit: Expert Panel Discussion**

- 12:45 PM - 1:30 PM
- No one understands the value of successfully on-boarding new employees better than HR. No one knows the risk as well. HR specialist have known that there is a significant ROI in selecting the right talent, in the right place, at the right time, but know we are understanding the metrics and phases of on-boarding in ways that makes human resources a “strategic multiplier.” An expert panel will share challenges and best practices in creating a sense of belonging and support that accelerates inculturation, productivity, and employee success.

## **Session V: CEO Secret Sauce**

- 1:30 PM - 2:15 PM
- Human Resources leaders often request a “seat at the table” with other executives as key decisions are made. This makes sense; in many organizations, human resources budgets represent 60+% of the organization’s total expenditures. When executives call HR leaders to the table, they are often looking for a “the secret sauce” that is needed to create the best, most innovative outcome to attracting, selecting, development, and retaining talent. Senior executives will provide insight into what they need from human resources experts to lead their organization to success and growth.

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## **Break**

- 2:15 PM - 2:30 PM

## **Session VI: Legal Update**

- 2:30 PM - 3:30 PM
- The past three years have seen unprecedented legal regulation and challenges in how we manage human capital. Human resources leaders will consider “what’s next” and what changes they must help guide in the workplace; they need a better understanding of the legal environment and new regulations impacting the workplace. Legal experts will share expertise and updates that will paint a picture of things to come.

## **Session VII: Artificial Intelligence: Primer or Practice?**

- 3:30 PM - 4:15 PM
- Many leaders have already decided whether HR AI is good or bad. The truth is no one really knows the total impact that artificial intelligence will have on the practice of human resources. We are learning, however. There are some early adopters using AI already and there are some that don’t know where to start. Some believe AI will replace HR; some believe it will only enhance HR. It may bring on the next HR renaissance shaping the future of organizations. Experts will discuss the journey and how HR professionals will sculpt this future.

## **Thanks & Final Networking**

- 4:15 PM