



Skills @Work CONFERENCE

Unlocking Potential in the Skills-based Economy

VIRTUAL EVENT
December 8, 2022

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Skills @Work Conference

Unlocking Potential in the
Skills-based Economy

Thursday, December 8th, 2022

11:00 am – 11:05 am ET

Welcome and Introduction

Amy Armitage, Program Director, **The Conference Board**

11:05 am – 11:30 am ET **Session A**

Tapping Total Potential in the Workforce

Traditional concepts of high potential give way to total potential in this organization's approach to scalable learning. Join Chris Smart as he shares his organization's journey to build a new, customized learning platform designed to create a culture of continuous learning for all employees worldwide. Learn how a "skills agenda for business" enabled by technology and the talent marketplace can provide every employee with access to tools, resources, and incentives for growth. And gain an understanding of how the right strategic investments can build a sustainable organization through a sustainable workforce.

Chris Smart, Chief Learning Officer, and
HR Portfolio Management Lead, **MetLife**

11:30 am – 11:35 am ET **Break**

11:35 am – 12:00 pm ET **Session B**

Leading and Learning Through Change

"I am drawn to go to where I can continue to learn and am needed most – to help companies and employees build healthy growing cultures," explains Pat Wadors on her decision to join UKG as Chief People Officer. Join us as she shares her remarkable career and personal journey into a new era of employee and customer experiences, digital transformation, and human-centric learning and connection. With a deep commitment to the entire employee experience, building healthy and diverse cultures, and continuous learning, Wadors will share insights into why employees are the magic to any successful company and how to tap the magic for yourself and others.

Pat Wadors, Chief People Officer, **UKG**

Amy Armitage, Program Director, **The Conference Board**

12:00 pm – 12:05 pm ET **Break**

12:05 pm – 12:35 pm ET **Session C**

Future Proofing Talent: Building the Skills-based Talent Operating System

Introduction by **Shivani Dhir** Assistant Dean, Digital & Lifelong Learning, **NYU Tandon School of Engineering**
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Learn how a major pharma company is building a skills-based organization – and operating system - based on skills. We'll discuss why a skills ontology is critical and how to incorporate internal and external skills data into your talent management system. Learn how various components of workforce planning, learning, and talent management come together through a new skills-based operating system and how that system can provide talent solutions for both today and tomorrow.

Andrea Korcekova, Associate Director, Skills Architect,
Novartis

12:35 pm – 12:45 pm ET **Break**

12:45 pm – 1:10 pm ET **Session D**

People & Technical Skills: Building a Dynamic Skills-Based Organization

Learn how culture skills and technical skills – together – form the dynamic basis for employee assessment, growth, and learning. In this innovative initiative to develop the current and future workforce, two learning leaders share how they built a comprehensive approach to thrive in the skills economy through employee listening, employee voice, dialogue, and career enablement. Join Top Ten Data and Analytics Award winner Stephanie Murphy as she shares her work in the design, development, and deployment of "culture" skills at this leading tech company. She shares a conversation with career expert Marla Oram on shaping a vision, priorities, and practices to enable employees to drive success through a skills-based strategy.

Stephanie Murphy, Ph.D., Head of People Insights
and Assessments, **Dell Technologies**

Marla Oram, Practice Lead, Skills and Career Enablement,
Dell Technologies

1:10 pm – 1:15 pm ET **Break**

1:15 pm – 1:40 pm ET **Session E**

Learning for Performance on an Accelerated Timeline

Join this visionary learning leader and change catalyst as she explores Ecolab's learning journey from classroom to digital under an accelerated COVID timeframe. We'll learn about how to define a strategic vision, implement a learning roadmap, and execute world-class performance improvement solutions to enable growth in the pursuit of ambitious business objectives. Ecolab's North America Institutional Training team recently ranked #5 in Chief Learning Officer's LearningElite and received an Editor's Choice Award for Leadership Commitment.

Kris Zilliox, Vice President, Institutional Training, Global & North America, **Ecolab**

1:40 pm – 1:45 pm ET **Break**

1:45 pm – 2:10 pm ET **Session F**

Sponsor Keynote: Creating a Coaching Culture by Scaling Conversational Skills Across Your Organization

At its foundation, organizational culture is created and fortified by improving the way people communicate. Strengthening conversational skills and increasing access to coaching conversations drives better business outcomes and equips leaders to be successful, particularly in today's hybrid work environment. In this session, the Center for Creative Leadership's Francesca Galarraga will discuss how organizations can create a common mindset, skillset, and language that upskills leaders at all levels to increase organizational effectiveness, engagement, and performance.

Francesca Galarraga, Leadership Solutions Partner, **Center for Creative Leadership**

Karissa McKenna, Global Portfolio Lead, **Center for Creative Leadership**

2:10 pm – 2:15 pm ET **Break**

2:15 pm – 2:40 pm ET **Session G**

Succession Planning: Agile and Always On

Succession Planning has traditionally been one of the toughest – and most neglected – areas of talent management. Yet technology is changing what's possible at scale. Our next session offers research insights into the challenge of succession planning and how a continuous digital solution addresses the problem. Learn how market intelligence, AI technology, and a process for identify leadership skills throughout the organization are closing critical talent gaps. Learn to find leaders and replacements for key roles – where leaders aren't yet looking.

Jason Cerrato, Senior Director, Product Marketing, **Eightfold AI**

Maria Howard, Partner & General Manager, Heidrick Digital,

Heidrick & Struggles

2:40 pm – 2:45 pm ET **Break**

2:45 pm – 3:10 pm ET **Session H**

Agility and Innovation Fueled by a Skills-Based Talent Strategy

As digital transformation has changed the nature of work, jobs have become more fluid, and the labor force continues to shift, organizations are utilizing skills as the foundation for developing, moving, hiring, and evaluating talent. Skills have become the common data element linking talent practices, providing transparency into the capabilities of the workforce, and elevating the employee experience.

Joost Heins, Global Head of Strategic Intelligence, **Randstad**

Jennifer Burnett, Ph.D. Research Principal, Human Capital Center, **The Conference Board**

Lyle Yorks, Distinguished Principal Research Fellow in Human Capital, **The Conference Board**

3:10 – 3:15 PM ET **Break**

3:15 pm – 3:40 pm ET **Session I**

Work without Jobs: The New Operating System of Skills and Capabilities

Join one of the World's top HR thought leaders on the future of work as he discusses a more resilient and agile construct for work. We'll explore a new work operating system that better reflects the fluidity of work and workers and better supports organizational agility. Learn why leaders, workers, and work operating systems must deconstruct jobs and workers into more granular units such as tasks and skills or capabilities. Learn how skills and capabilities and not jobs are the new currency of work and how to get started.

John Boudreau, Ph.D. Research Scientist and Professor Emeritus, **SC - Marshall School of Business**; Best-selling Author, *Work Without Jobs*

3:40 – 3:45 pm ET

Closing Remarks

Amy Armitage, Program Director, **The Conference Board**