

HARRT 2015 Annual Retreat

"Reimagine HR: *Changing Culture with Innovation and Creativity*"

November 5 - 7, 2015
St. Regis Resort, Monarch Beach

Agenda

Thursday, November 5

Pacific Ballroom

Registration: 12:00 PM - 1:00 PM

Pick up Retreat materials. Check into rooms if available.

Welcome and Introduction to Re-Imagine HR

Corinne Bendersky, Associate Professor Management and Organizations,
UCLA Anderson School of Management & HARRT Faculty Chair

1:00 PM - 1:15 PM

I. **Session 1: "Combining the Science of Elite Performance with Executive Coaching"**

Joshua Seldman, CEO, *Executive Stamina*

1:15 PM - 2:45 PM

Session 1: To successfully innovate within organizations, executives must look inwardly to reimagine their effectiveness in their current roles. Professional athlete and executive coach Joshua Seldman, will share strategies to develop your personal stamina, thought capacity, resiliency, energy alignment, and focus. We will explore how you can achieve your professional goals, have impact across your organization, and develop the mind-space for creative thought.

Break: 2:45 PM - 3:15 PM - *Optional Activity* – with Jill Payne one of the most experienced personal trainers in the world who uniquely focuses on business leaders and how to boost their health and performance. Have a rare experience of getting to meet one on one with one of the best coaches to talk about what your goals are, how Jill can tailor a quick program for your life, or any questions you have about how to make movement easy to fit in your day. Jill will help come up with a quick exercises just for your body and your schedule, and take you through them personally so you really feel comfortable and leave with the ability to turn them into a habit. Sign-up for one on one session with Jill for a personalized assessment. **Adriatic Room**

10 Min: **"Smart" Break**

10 Min: **Moving for Focus and Energy:**

Jill Payne takes us through the 3 best movements to quickly at work improve your focus and energy for what you have to do next. All movements are simple, practical, done in business clothes and suited for every experience level.

10 Min: **Social Break - Adriatic Room**

II. Session 2: "Re-Imagine HR – 2016 and Beyond Strategies"

Corinne Bendersky, Associate Professor Management and Organizations,
UCLA Anderson School of Management & HARRT Faculty Chair

3:15 PM - 4:15 PM

Session 2: As the pace of change in HR accelerates, HR executives need to adapt, respond, and innovate. In this session, Corinne Bendersky will facilitate a group discussion on reimagining HR. We will focus on 2015 programs, disruptive forces affecting HR and winning strategies for 2016 and beyond.

III. Session 3: Miraval: "Mindfulness in the Modern World"

Marygrace Naughton, Yoga and Meditation Supervisor, **Miraval Resorts**

4:15 PM - 5:15 PM

Session 3: Explore both the inner and the outer obstacles that prevent you from bringing more awareness to all your daily activities. Learn how to become an "in the present" leader.

Wine Tasting - (Members and their guests are welcome to join)

Paul Coker, Sommelier, **Michael Mina's Stonehill Tavern**

5:15 PM - 6:00 PM

Join Paul Coker for a special, mindful wine tasting experience.

Break: 6:00 PM - 6:30 PM *One on One Time with Jill Payne (by appointment)*

Dinner: 7:00 PM - 9:00 PM **Pacific Ballroom**

Friday, November 6

Morning Activity: 7:00 AM - 8:00 AM – **Pacific Lawn - (Members and their guests are welcome to join)**

- Group activity - **Miraval Mindfulness Session** - Breath Walking Meditation with Marygrace Naughton, Yoga and Meditation expert from the award-winning wellness destination and luxury spa resort,

Miraval Tuscon, Arizona. Begin your day with an introduction to the concept, benefit, and practice of breath walking and serenity.

- One on One Time with Jill Payne (by appointment) **Adriatic Room**

Breakfast: 7:30 AM - 8:30 AM- **Pacific Terrace**

IV. Session 4: “The Greatest Human Resource: Sustaining Human Capital by Aligning your Career, Personal Life, and Physical Well-Being”

Joshua Seldman, CEO, Executive Stamina

8:30 AM - 9:15 AM

Session 4: We know that our people are our greatest resource. Do we have systems in place that align work and personal life as well as provide physical fuel and well-being so that we can always be our best? Learn the practical ways to sustain high performance and create an environment where leaders want to perform because the key areas of their life are aligned.

V. Session 5: “Creative Change: How HR Can Champion Creativity in Organizations”

Jennifer Mueller, Associate Professor of Management, University of San Diego

9:15 AM - 10:30 AM

Session 5: Understanding the need for creativity within a large company is not the same as actually fostering it. Professor Mueller will discuss the effect of bias against creativity – and present solutions for HR executives to use to help others get out of their own way and embrace creative ideas and people.

Break: 10:30 AM - 10:45 AM - Jill Payne will facilitate a choice of activities supporting executive stamina goals. **Pacific Ballroom**

VI. Session 6: “A New Look at Diversity and Inclusion”

Min Park, Principal, Mercer

Haig Nalbantian, Senior Partner, Mercer

10:45 AM – 12:00 PM

Session 6: Min Park will share the first step to unlocking the creative potential of your company’s culture by recognizing and harnessing the diversity of your people. She will discuss how demographics, skillsets, experiences, and perspectives come together to form an organization’s unique cultural DNA.

Lunch: 12:00 PM - 1:30 PM (**Club 19**)

- **Miraval Mindfulness session** – *Group Chair Yoga* with Marygrace Naughton.

- VII. Session 7: “Tackling Diversity and Inclusion with Advanced Analytics”** **Haig Nalbantian**, Senior Partner, **Mercer**
Min Park, Principal, **Mercer**
1:30 PM - 2:30 PM

Session 7: Haig Nalbantian will share multiple case examples from Mercer’s work in this area with leading organizations. He will review the analytical methods that permit organizations to identify and quantify the key drivers of the talent dynamics and rewards that ultimately determine the composition and effectiveness of an organization’s workforce. He will discuss how gleaned culture output from diagnostic tools can be linked to human capital factors affecting innovation.

- VIII. Session 8: “Spurring Innovation Through Boundary Spanning Networks”** **Chris Ernst**, Director, Learning and Organization Development, **Bill and Melinda Gates Foundation**
2:30 PM - 3:30 PM

Session 8: Innovation today spans boundaries - it thrives in networks where information and expertise flow laterally, diagonally, and in spirals. Yet, most organizations still rely on old methods and a structure designed well over a hundred years ago - the hierarchy. Chris Ernst will share how Juniper Networks, a technology innovator in Silicon Valley, is learning to use boundary spanning networks to spur innovation in a networked world and re-define Human Resources.

Break: *3:30 PM - 3:45 PM*

- IX. Session 9: “Diversity and Inclusion: Company Practitioner Panel and Member Discussion”**
InaMarie Johnson, CHRO, **Plantronics**
Stephanie Neuvirth VP HR **Mars PetCare**, Fmr. CHRO, **City of Hope**
Hal Snyder, VP HR, Diversity and Inclusion, **SoCal Gas/Sempra** *3:45 PM – 4:45 PM*

Session 9: Our panelists will discuss three very different approaches to inclusion that have resulted in the development of innovative processes and programs in their organizations.

- X. Session 10: “Take-Aways: Tying it All Together”**
Kelly Bean, Associate Dean, **UCLA Anderson Executive Education** (Co-Facilitator)
Corinne Bendersky, Associate Professor Management and Organizations, **UCLA Anderson School of Management & HARRT Faculty Chair** (Co-Facilitator)
4:45 PM – 5:15 PM

Session 10: Discussion of Human capital trends in member companies and development of future CHRO strategies.

Break: 5:15 PM - 6:30 PM

Reception: 6:30 PM - 7:00 PM (**Club 19**) *Tram to reception meets at main reception desk*

Dinner: 7:00 PM - 9:00 PM – **Hosted by Mercer (Club 19)**

Afterhours Activity: Ed Eynon's night tour of Laguna Beach (no host. Round trip transportation to the **Sandpiper provided by St. Regis resort.*

Saturday, November 7

Optional Morning Activities:

7:00 AM – 7:30 AM - Guided trail walk

8:00 AM – 8:20 AM - Movement for Relieving Stress: Jill Payne will take us through exercises to relieve your stress at key moments in the morning, during the day, and after work as you get home. Each one is only one minute, and can be done together when you have a few more minutes. These are designed to keep your stress down and energy up for the most important moments you have coming up at work and at home.

Breakfast: 7:30 AM - 8:30 AM

XI. Session 11: "Exploring Innovative Assessment Practices to Leverage Talent Management"

Jeanie Cole, Associate Director, Global Office HR, **Deloitte**

8:30 AM - 10:00 AM

Practitioner Panel

Kelly Bean, Associate Dean, **UCLA Anderson Executive Education**

Ed Eynon, CHRO, **KSL Resorts**

Patty Pogemiller, U.S. Director of Acquisition and Mobility, **Deloitte**

Session 11: Jeanie Cole will discuss various methodologies used globally to assess outside candidates, internal promotion readiness, and ongoing development opportunities. She will be joined by a practitioner panel who will discuss specific applications including the implementation pros and cons when applied specifically in their organizations.

XII. Session 12: "Reimagining Organizational Productivity: Ensuring Your Capacity is Greater than the Demand"

Joshua Seldman, CEO, **Executive Stamina**

10:00 AM - 11:15 AM

Session 12: When we have few people, resources, and increasing demands it is easy to get lost each day simply putting out fires and reacting, rather than being proactive, looking around the corner and making larger, strategic decisions that can truly help the organization. Learn how to navigate hectic days and free up time to deliver on the larger, strategic responsibilities you have each day, so the ideas that are best for the company stay a priority.

Adjourn