Eighth Annual Northwestern Talent Analytics Leadership Roundtable & Economic Opportunity Summit

Thursday, June 9, 2022 — Friday, June 10, 2022

Northwestern Pritzker School of Law
Wieboldt Hall Room #150
339 E. Chicago Avenue, Chicago, IL 60611

Thursday, June 9th

9:00 a.m.  Registration Check-in and Continental Breakfast (1st floor of Wieboldt Hall)

10:00 to 10:10  Welcome and Introductions (Wieboldt Hall #150)

Deborah M. Weiss, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics, Northwestern Pritzker School of Law

10:10 to 12:00  Session One — Talent Management

Moderator: Bruce Evans, EVP - Talent Analytics, Emsi Burning Glass

Managerial Behaviors that Drive Employees Away
Alexander Schwall, Co-founder and Chief Science Officer, Rhabit Analytics

Developer Mobility and Its Impact on Software Delivery
Ian Cook, VP People Analytics, Visier

Looking at Flight Risk through Different Methodologies
Bethany Dohleman, Director: People Insights, AbbVie

Skills-Based Talent Strategy
Brian Wiemhoff, Global HR Analytics Leader, Caterpillar

12:00 to 1:00  Lunch (Wieboldt Hall #540)
1:00 to 2:50  

**Session Two — Data and Metrics**

**Moderator:** Michael Moon, Director, Global Talent Development Technology, Align Technology

- *What 100 Terabytes of Public Data Has to Say About Attrition*  
  Ben Zweig, CEO, Revelio Labs

- *Privacy Problems with Data Integration*  
  Amy Stevenson, Director, People Analytics, HP Inc.

- *Pay Metrics for ESG*  
  Tyrone Smith, Jr., Global Head of People Analytics & Insights, Udemy

- *New Approaches to External Reporting*  
  Deborah Weiss, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics Northwestern Pritzker School of Law

2:50 to 3:10  

**Networking Break** (Wieboldt Hall #147)

3:10 to 5:00  

**Session Three — Engagement & Wellbeing**

**Moderator:** Ian Cook, VP People Analytics, Visier

- *Bridging the Gap in our Labor Force*  
  Rachel Sederberg, Research Manager, Applied Research, Team Talent, Emsi Burning Glass

- *Employee Well-being and the Future of Work*  
  Aiwa Shirako, Lead, People Innovatoin Lab, Google

- *Belonging*  
  Susan Biancani, Director, Talent Analytics, Netflix

- *Living out Company Purpose with People First Practices*  
  Heidi Glickman, VP Talent Management, Freshworks  
  Chris Broderick, Sr. Director Talent Management & Organization Agility, KeHE

5:00  

**Cocktail Reception** (Wieboldt Hall #440)

6:00  

**Dinner** (Wieboldt Hall #540)
Friday, June 10th

7:30 a.m.  Breakfast (Wieboldt Hall #540)

8:30 to 10:20  Session Four — Diversity Equity and Inclusion (Wieboldt Hall #150)

Moderator: Zach Rosch, Senior Analyst, People Data Insights, JetBlue

Equity in the Workplace: From Environment to Opportunities to Pay
Genetha Gray, Lead People Analytics Researcher, Salesforce

Strategic DEI Program Evaluation
Adrienne Gilbert, Principal Inclusion, Diversity & Equity Business
Partner, Amazon Web Services

De-biasing Performance Reviews & Promotions
Rajesh Anandan, Co-Founder and CEO, Ultranauts

10:20 to 10:40  Networking Break (Wieboldt Hall #147)

10:40-12:30  Session Five — Enterprise Engagement

Moderator: Al Adamsen, Founder & Executive Director, Talent Strategy Institute

Upskilling HRBPs in Data Analytics
Dave Fineman, VP, Workforce Planning, PTC

Obtaining Leadership Buy-in for People Analytics
Serena Huang, Global Head of People Analytics and HR Technology, PayPal

Leveraging People Analytics for Your Organization
Lorraine Goffe, Vice President for Human Resources and Chief Human
Resources Officer, Northwestern University

Hard Data as Enterprise Strategy
Jason Narlock, Head of People Insights and Analytics, Mondelez

12:30  Box Lunch/Adjourn

Attendance List
(as of 5/17/2022 8:05 AM)

Speakers

1. Rajesh Anadan, Co-Founder and CEO, Ultranauts
2. Susan Biancani, Director, Talent Analytics, Netflix
3. **Chris Broderick**, Sr. Director Talent Management & Organization Agility, KeHE
4. **Ian Cook**, VP People Analytics, Visier
5. **Bethany Dohleman**, Director: People Insights, AbbVie
6. **David Fineman**, VP, Workforce Planning, PTC
7. **Adrianne Gilbert**, Principal Inclusion, Diversity & Equity Business Partner, Amazon Web Services
8. **Heidi Glickman**, VP Talent Management, Freshworks
9. **Lorraine Goffe**, Vice President for Human Resources and Chief Human Resources Officer, Northwestern University
10. **Genetha Gray**, Lead People Analytics Researcher, Salesforce
11. **Serena Huang**, Global Head of People Analytics and HR Technology, PayPal
12. **Jason Narlock**, Head of People Insights and Analytics, Mondelez
14. **Aiwa Shirako**, Lead, People Innovation Lab, Google
15. **Tyrone Smith, Jr.**, Global Head of People Analytics & Insights, Udemy
16. **Alexander Schwall**, Co-founder and Chief Science Officer, Rhabit Analytics
17. **Amy Stevenson**, Director, People Analytics, HP Inc.
18. **Deborah Weiss**, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics Northwestern Pritzker School of Law
19. **Brian Wiemhoff**, Global HR Analytics Leader, Caterpillar
20. **Ben Zweig**, CEO, Revelio Labs

**Moderators**

21. **Al Adamsen**, Founder & Executive Director, Talent Strategy Institute
22. **Bruce Evans**, EVP - Talent Analytics, Emsi Burning Glass
23. **Michael Moon**, Director, Global Talent Development Technology, Align Technology
24. **Zachary Rosch**, Senior Analyst, People Data Insights, JetBlue

**Attendees**

25. **Matthew Albucher**, Program Analyst, Human Capital Analytics Branch; U.S. General Services Administration
26. **Cristian Alvarez**, People Analytics Manager, Telecom Argentina
27. **Craig Amick**, Account Executive, Visier
28. **Kevin Antrim**, VP, Midwest, Visier
29. **Besat Asani**, Senior Mgr, HR People Analytics, KeHE Distributors, LLC
30. **Buddy Benge**, CEO, HR Reporting & Analytics Lead, Global HR Shared Services
31. **Michelle Buckley**, Portfolio Manager, Director of Multi-Asset Solutions, Boston Common Asset Management
32. **Caitlin Cavanaugh**, Manager, People Analytics, Angi
33. **Yvette Davis**, Director of Operations, Payroll, Tax and Data Analytics, Northwestern University
34. **Damien DeLuca**, GVP, Workforce Strategy & Analytics, Ross Stores
35. **Samir Desai**, VP Talent Management, North Shore Health Systems
36. **Jessica Dinh**, Senior Workforce Analytics Analyst, AbbVie
37. Ryan Dullaghan, Joby Aviation
38. Antony Ebelle, Head of Digital Surgery Integration & Talent Insights, Johnson and Johnson
40. Cathryn Faria, Senior Director, Data Products, Liberty Mutual
41. Dulcie fforde, Senior Product Manager, Uber
42. Emily Fisk, Global Talent Management Leader, Freshworks
43. Nicholas Garbis, VP, People Analytics Strategy, One Model, Inc.
44. John Gibbons, CEO, Naomi
45. Justin Grimm, Senior Manager, HR Technology, Constellation
46. Mark Hanson, Vice President of Strategy, Skills & People Analytics, Emsi Burning Glass
47. Bradley Hubbard, VP, Workforce Experience & Strategies, Bristol Myers Squibb
48. Hummad Hussain, Senior Director, HR Digital Transformation, Thomson Reuters
49. Brian Jemison, Data Scientist, Salesforce
50. Yidan Jin, People Research Scientist, Uber
51. Steve Johnson, Sr. Manager of HR Analytics, Zebra Technologies
52. Tracy Karyte, Director, Social Investments, The Annie E. Casey Foundation
53. Janelle Kettherer, People Analytics Advisor, TIAA
54. Morgan Krannitz, Manager, People Innovation Lab, Google
55. Holly Lam, Sr Director Supply Chain Effectiveness, US Foods
56. David Lee, People Analyst, Google
57. Michael Lemberger, People Analytics Manager, Zurich
58. Cari Levay, Sr. Manager, Workforce Planning & Analytics, Tannum
59. Adrienne Lo, Director, Talent Analytics, W.W. Grainger, Inc
60. Chris Mason, VP, Talent & Total Rewards, KeHE
61. Anna Merritt, Head of People Analytics, Block Inc. (formerly Square)
62. Stephanie Murphy, Head of People Insights & Assessments, Dell Technologies
63. Lauren Nelson, Associate Director, Compensation, Wayfair
64. Stephen Newman, Sr People Analytics Consultant, HCSC
65. Sam Orelave, Sr Manager, Talent Analytics, Sr Manager, Talent Analytics
66. Emina Palos, Director - People Analytics, United Airlines
67. Subodh Panthri, Global HR Metrics & Analytics Leader, Aon Business Services
68. Elizabeth Pears, Manager of Strategic Projects - People Analytics, McKinsey & Company
69. Amit Prachand, Associate Vice President Information and Analytics, Office of Administration and Planning, Northwestern University
70. Brian Restuccia, Director - Talent Analytics, Target
72. Liz Schuller, Senior Manager of People Analytics Consulting, Allstate
73. Lisa Simon, Economist, Revelio Labs
74. Cori Sloan, Manager People Analytics, CME Group
75. Aaron Sorensen, Partner - Head of Transformation and Behavioral Science, Axiom Consulting Partners
76. Lauren Thomson, PMO, Patagonia
77. Paul Tsagaroulis, EVP, Research & Data Science, SurePeople Inc.
78. Marko Vucetic, Data Analyst, People Analytics, Uber
79. Laem Xayvong, Assistant Director, People Analytics, Northwestern Mutual