

Second Annual Searle Center Leadership Roundtable on Talent Analytics and Workforce Science

Thursday, October 1-Friday, October 2, 2015

Northwestern University School of Law
Wieboldt Hall Room #150
340 E. Superior Street, Chicago, IL

Thursday, October 1st

- 12:00 p.m. **Lunch** (Wieboldt Hall #540)
- 1:00 to 2:00 **Welcome and Introductions** (Wieboldt Hall #150)
- Deborah M. Weiss**, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
- Tiffany Morris**, VP, Talent Management & HR Business Partner – Corporate, Sears Holdings Corporation
- 2:00 to 2:15 **Break** (Wieboldt Hall #147)
- 2:15 to 3:45 **Session One— Talent Acquisition** (Wieboldt Hall #150)
Moderator: Brad A. Hubbard, Sr Mgr, Business Intelligence & HRIS, W.W. Grainger Inc.
- Presentations** (10 minutes each)
- Lasting First Impressions - Acquire New Talent Faster and Retain Them Longer***
Brad A. Hubbard, Sr Mgr, Business Intelligence & HRIS, W.W. Grainger Inc.
- The Value of Supervisors around the World***
Mitchell Hoffman, Assistant Professor of Strategic Management, University of Toronto, Rotman School of Management
- Can Higher Pay Discourage the Best Job Candidates?***
Erika Deserrano, Assistant Professor of Managerial Economics & Decision Sciences, Kellogg School of Management, Northwestern University
- Breakout sessions** (30 minutes)
Recap and discussion (30 minutes)
- 3:45 to 4:15 **Break** (Wieboldt Hall #147)
- 4:15 to 5:45 **Session Two— Managing and Evaluating Talent** (Wieboldt Hall #150)
Moderator: Michael Housman, Workforce Scientist in Residence, hiQ Labs
- Presentations** (10 minutes each)
- Engagement Surveys***
Josh Sacco, Quantitative Analytics Manager – People Insights, Facebook
- The Drivers of Employee Flight Risk: Integrating Push and Pull***
Michael Housman, Workforce Scientist in Residence, hiQ Labs
- Does Workforce Analytics Help or Hurt At-risk Workers?***
Dylan Minor, Assistant Professor of Managerial Economics & Decision Sciences, Kellogg School of Management, Northwestern University
- Breakout sessions** (30 minutes)
Recap and discussion (30 minutes)
- 6:00 **Reception and Dinner at the Devon Seafood Grill's Bernadine Room** (39 E. Chicago Avenue)

Friday, October 2nd

- 8:00 a.m. **Breakfast** (Wieboldt Hall #540)
- 8:30 to 9:15 **Welcome and Recap**
- 9:15 to 10:45 **Session Three— Linkages to Business Outcomes** (Wieboldt Hall #150)
Moderator: Laurie Bassi, CEO, McBassi & Company
- Presentations** (10 minutes each)
- Workforce Insights Driving Meaningful Change***
Chris Broderick, HR Director, Workforce Analytics & Consulting, IBM
- Board-Level Analytics***
Laurie Bassi, CEO, McBassi & Company
- Employee-Customer Matching and Productivity***
Jörg Spenkuch, Assistant Professor of Managerial Economics & Decision Sciences, Kellogg School of Management, Northwestern University
- Breakout sessions** (30 minutes)
Recap and discussion (30 minutes)
- 10:45 to 11:15 **Break** (Wieboldt Hall #147)
- 11:15 to 12:55 **Session Four—The Larger Setting of Talent Analytics** (Wieboldt Hall #150)
Moderator: Dean Carter, Vice President of Human Resources and Shared Services Patagonia
- Presentations** (10 minutes each)
- Academic Partnerships***
Tiffany Morris, Vice President of Talent Management & HR Business Partner, Sears Holdings Corporation
Joseph Kutter, Sr. Analyst, Talent Analytics, Sears Holdings Corporation
- Corporate Stewardship***
Dean Carter, Vice President of Human Resources and Shared Services Patagonia
- Data Privacy: Ethics and Law***
Erin Dougherty Foley, Partner, Seyfarth Shaw LLP
- Breakout sessions** (30 minutes)
Recap and discussion (30 minutes)
- 12:55 to 1:10 **Wrap-Up and Conclusion** (Wieboldt Hall #150)
Nicola Persico, Kellogg School of Management, Northwestern University
- 1:00 **Lunch** (Box Lunch Available, Wieboldt Hall #147)

Participant List (as of 9/29/2015)

1. **Melissa E. Arronte**, Head of HR Analytics, Citizens Financial Group, Inc.
2. **Matthew Bain**, Senior Consultant, Advanced Analytics and Predictive Modeling Deloitte Consulting LLP
3. **Laurie Bassi**, CEO, McBassi & Company
4. **Buddy Benge**, HR Analytics Lead, Global Talent & Organizational Capability Team, Monsanto Corporate
5. **Susan Biancani**, Data Scientist, Airbnb Inc.
6. **Chris Broderick**, HR Director, Workforce Analytics & Consulting
7. **Dean Carter**, Vice President of Human Resources and Shared Services Patagonia
8. **Paul Cassleman**, Group Manager Business Intelligence and Analytics, Target Corporation
9. **Margarita Constantinides**, Sr. Director Talent Analytics, eBay
10. **Decio Coviello**, Associate Professor, Department of Applied Economics, HEC Montréal
11. **Erika Deserrano**, Assistant Professor of Managerial Economics & Decision Sciences, Kellogg School of Management, Northwestern University
12. **Erin Dougherty Foley**, Partner, Seyfarth Shaw LLP
13. **John Gibbons**, CEO and Founder, Talent Decision Sciences Institute
14. **Ryan Hammond**, Head of People Analytics, hiQ Labs

15. **Mitchell Hoffman**, Assistant Professor of Strategic Management, University of Toronto, Rotman School of Management
16. **Michael Housman**, Workforce Scientist in Residence, hiQ Labs
17. **Brad A. Hubbard**, Sr Mgr, Global Talent Systems and Insights, W.W. Grainger Inc.
18. **Joseph Kutter**, Sr. Analyst, Talent Analytics, Sears Holdings Corporation
19. **Brian Levine**, Partner and Co-Leader, Strategy & Analytics, Mercer
20. **Han Li**, Senior Manager, Insights, Global People Analytics, Wal-Mart Stores, Inc.
21. **Dylan Minor**, Kellogg School of Management, Northwestern University
22. **Amit Mohindra**, Talent Analytics, Apple Inc.
23. **Michael Moon**, Director of Research, Human Capital Management, Aberdeen Group
24. **Tiffany Morris**, Vice President of Talent Management & HR Business Partner, Sears Holdings Corporation
25. **Neal Narayani**, Head of People Analytics & Operations, Uber Technologies
26. **Robert D. Motion**, Director, Workforce Intelligence, Corporate Human Resources, Raytheon Company
27. **Nicola Persico**, Professor of Managerial Economics & Decision Sciences; Academic Director, Searle Center Project on Workforce Science, Kellogg School of Management, Northwestern University
28. **Josh Sacco**, Quantitative Analytics Manager – People Insights, Facebook
29. **Jörg Spenkuch**, Assistant Professor of Managerial Economics & Decision Sciences, Kellogg School of Management, Northwestern University
30. **Matthew L. Spitzer**, Director and Howard and Elizabeth Chapman Professor of Law , Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
31. **Deborah M. Weiss**, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law