

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

Thursday, October 19, 2017 — Friday, October 20, 2017

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

Thursday, October 19, 2017

12:00 p.m. **Lunch** (Wieboldt Hall #540)

1:00 to 1:30 **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

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

1:30 to 3:00 **Session One—Organizational Goals**
Moderator: Paul Cassleman, Director, BI & Analytics, Target Corporation

Presentations (15 minutes each)

Driving Culture Change with People Analytics

Neal Narayani, Head of People Analytics & Rewards, Uber Technologies Inc.

Solving Business problems with People Analytics

Geetanjali Gamel, Director, Workforce Analytics and Planning, Merck

The Role of Talent Analytics in Strategic HR

Bledi Taska, Chief Economist, Burning Glass Technologies

Breakout sessions (20 minutes)

Recap and discussion (20 minutes)

3:00 to 3:30 **Break** (Wieboldt Hall #147)

3:30 to 5:30 **Session Two—Methods**
Moderator: Josh Sacco, People Analytics Manager, Facebook

Presentations (15 minutes each)

Natural Language Processing for Artificial Intelligence in HR

Cindy K. Chung, Senior Research Scientist, Intel Corporation

Building a Talent Analytics Function From Within

Neil Frye, Global Head of Recruitment, HR Operations & Technology, Dropbox Inc.

The Cost of Low Turnover: Using Natural Experiments

Nicola Bianchi, Assistant Professor of Strategy, Kellogg School of Management, Northwestern University

Improving Personnel Decision-making

Deborah M. Weiss, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law

Breakout sessions (20 minutes)

Recap and discussion (20 minutes)

6:00 **Reception and Dinner at Devon Seafood Grill** (39 E. Chicago Avenue)

Friday, October 20

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

8:30 to 9:15 **Welcome and Recap**

9:15 to 10:45 **Session Three—Hiring**
Moderator: Laurie Bassi, CEO, McBassi & Company

Presentations (15 minutes each)

Subjective versus Objective Evaluation

Diego Klabjan, Professor of Industrial Engineering and Management Sciences; and Director of Master of Science in Analytics Program, McCormick School of Engineering, Northwestern University

Game Based Personality Assessment in Retail Hiring

Ryan J. Smith, Senior Data Scientist, People Analytics, McKinsey & Company

Remove Barriers to Access: Rethinking Talent Sourcing

T. Ryan Dullaghan, Manager, People Assessment & Analytics, Jet Blue Airways

Breakout sessions (20 minutes)

Recap and discussion (20 minutes)

10:45 to 11:15 **Break** (Wieboldt Hall #147)

11:15 to 12:30 **Session Four—Performance Management**
Moderator: Brad Hubbard, Director, HR Analytics, Bristol-Myers Squibb

Presentations (15 minutes each)

What Makes a Good Manager?

Michele Goldberg, Director, People Insights & Innovation, Nestlé

Recognizing How to Recognize Employees

Michael Tocci, Global Leader of Talent Insights and Selection & Assessment, Procter & Gamble

Breakout sessions (20 minutes)

Recap and discussion (20 minutes)

12:30 to 12:45 **Wrap-Up and Conclusion** (Wieboldt Hall #150)

12:45 **Box Lunch Available** (Wieboldt Hall #147)

Participant List (as of 10/27/2017)

1. **Nick Abate**, Director, Solutions Architecture, Burning Glass Technologies
2. **Laurie Bassi**, CEO, McBassi & Company
3. **Nicola Bianchi**, Assistant Professor of Strategy, Kellogg School of Management, Northwestern University
4. **Soumya Braganza**, Senior Research Analyst, Burning Glass
5. **Paul Cassleman**, Director, BI & Analytics, Target Corporation
6. **Cindy K. Chung**, Senior Research Scientist, Intel Corporation
7. **Alexander Di Leonardo**, Senior Expert, Associate Partner, McKinsey & Company
8. **T. Ryan Dullaghan**, Manager, People Assessment & Analytics, Jet Blue Airways
9. **Neil Frye**, Global Head of Recruitment, HR Operations & Technology, Dropbox Inc.
10. **Geetanjali Gamel**, Director, Workforce Analytics and Planning, Merck
11. **Michele Goldberg**, Director, People Insights & Innovation, Nestlé
12. **Serena Huang**, Leader of Global People Analytics and HR Operations, GE Transportation
13. **Brad Hubbard**, Director, HR Analytics, Bristol-Myers Squibb
14. **Brad Janisch**, Human Resources Leader, The Executive Edge, Inc.
15. **David Kim**, Head of People Strategy and Planning, Uber Technologies Inc.
16. **Diego Klabjan**, Professor of Industrial Engineering and Management Sciences; and Director of Master of Science in Analytics Program, McCormick School of Engineering, Northwestern University
17. **Rebecca Koppel**, Senior Analyst, People Analytics, Citadel
18. **Meir Kornfeld**, Director of Product Innovation and Business Analytics, Sears Holdings Corporation
19. **Matthew Kugler**, Assistant Professor of Law, Northwestern Pritzker School of Law
20. **Holly Lam**, Senior Manager, Culture & Engagement, US Foods
21. **David Liu**, Recruiting Operations Analyst, Dropbox Inc.
22. **Dan Martin**, Data Science Specialist, McKinsey & Company
23. **Brett Mills**, Data & Applied Scientist, Microsoft Corporation
24. **Lauren Misch**, Research Scientist, Talent Intelligence and Analytics, HR, Intel Corporation
25. **Tiffany Morris**, Strategic Consultant, HighGround
26. **Neal Narayani**, Head of People Analytics & Rewards, Uber Technologies Inc.
27. **Ravi Patel**, People Analytics Senior Consultant, CNA
28. **Josh Sacco**, People Analytics Manager, Facebook
29. **Nikil Selvam**, Senior Delivery Analyst, McKinsey & Company
30. **Garima Sharma**, Director, Strategic Analytics & Planning, Northwestern Medicine
31. **Chadd Smith**, Director, People Insights, AbbVie
32. **Ryan J. Smith**, Senior Data Scientist, People Analytics, McKinsey & Company
33. **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
34. **Bledi Taska**, Chief Economist, Burning Glass Technologies
35. **Lauren Thomson**, Head of Talent Analytics, Patagonia
36. **Michael Tocci**, Global Leader of Talent Insights and Selection & Assessment, Procter & Gamble
37. **Melissa Van Dyke**, President, The Incentive Research Foundation
38. **Owen Washburn**, Vice President, Global Philanthropy, JP Morgan Chase Foundation
39. **Lee S. Webster**, Director, Employee Relations, University of Texas Medical Branch (UTMB)
40. **Deborah M. Weiss**, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
41. **Ray Yang**, Vice President, Manager of Talent Analytics, Liberty Mutual Insurance
42. **Kimberly A. Yuracko**, Judd and Mary Morris Leighton Professor of Law, Northwestern Pritzker School of Law