

BILLION DOLLAR CHRO ROUNDTABLE **Agenda at a Glance**

Tuesday, May 10 – Wednesday, May 11, 2022

DAY 1 – TUESDAY, MAY 10, 2022

- 6:00 PM Registration Opens, Reception, & Dinner
Grand Ballroom
- 7:00 PM Featured Speaker: Michael Rogers, *Futurist-in-Residence, The New York Times; Columnist, MSNBC*
- 9:00 PM Evening Concludes

DAY 2 – WEDNESDAY, MAY 11, 2022

- 7:00 AM Registration Opens & Breakfast
International Ballroom
- Featured Speaker: Jade West, NAW Chief Government Relations Officer
- 8:00 AM Session One | **The Impact of Remote Work on Company Culture**
Room 2029
- Featured Speaker: Rebecca Starr, *National Managing Director and Service Line Leader, Gallagher*
- 9:30 AM Break
- 9:45 AM Session Two | **Attracting and Retaining Talent**
Room 2029
- Featured Speaker: Lisa Ryan, *Chief Appreciation Strategist, Grategy*
- 11:15 AM Roundtable Discussion
Room 2029
- 12:15 PM Lunch
International Ballroom
- 1:15 PM Session Three | **Measuring the Impact of DEI Initiatives**
Room 2029
- Featured Speaker: Adrienne Go, *Director, Advisory Services – Diversity, Equity, and Inclusion, McLean & Co.*
- 2:45 PM Adjournment

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Session and Speaker Information
Tuesday, May 10 – Wednesday, May 11, 2022

Session One | The Impact of Remote Work on Company Culture

This session offers strategies for identifying and preserving the most critical elements of company culture as remote work becomes part of the “new normal” in distribution centers.

Featured Speaker



Rebecca Starr, *National Managing Director and Service Line Leader, Gallagher*

Rebecca Starr serves as National Managing Director, HR Consulting with Gallagher’s Human Resources & Compensation Consulting practice. Offering extensive experience managing, reviewing, and evaluating human resource functions, she specializes in HR strategic and tactical approaches. Ms. Starr leverages her expertise with nonprofit, public entities, manufacturing, and service organizations, consulting with clients in the areas of employee relations, policy creation, efficient practices, employment law, and benefits and HR administration.

Ms. Starr works to connect HR strategy to business objectives, emphasizing that employees often represent an organization’s primary resource. Her HR recommendations aim to support an organization’s bottom line and mitigate costly regulatory issues. She helps organizations to administer the HR function, educating clients at both strategic and tactical levels.

Prior to working with Gallagher, Ms. Starr served as a sales consultant with Dale Carnegie Training. This background informs her customer service approach and her understanding of the financial implications of the HR function.

Ms. Starr earned a Master’s of Business Administration from Northeastern Illinois University and holds a Bachelor’s Degree in Business Management from Southern Illinois University, Carbondale. She is a member of the Society for Human Resource Management (SHRM), Human Resource Management Association of Chicago (HRMAC) and is certified as SHRM Senior Certified Professional in Human Resources (SHRM-SCP) as well as a Senior Professional in Human Resources (SPHR) from the Human Resource Certificate Institute.

Session Two | Attracting and Retaining Talent

This session discusses strategies to help distributors remain competitive in a historically tight labor market through culture, wages and benefits trends, and employee engagement.

Featured Speaker



Lisa Ryan, Chief Appreciation Strategist, Grategy

Lisa Ryan has more than 20 years of experience in marketing, training, and sales. She has worked in a variety of industries, including manufacturing, healthcare, and executive recruiting. She is President and Founder of Grategy, a Cleveland based firm specializing in employee engagement, retention, and recognition using gratitude strategies (Grategies) for personal and professional development.

Lisa's work experience and research in employee engagement and cultural transformation give her a unique perspective for retaining top talent. An active member of The National Speakers Association, Lisa has been featured in Speaker Magazine as an expert advisor, writes articles for several newsletters and online publications, and speaks regularly for several colleges and universities.

Session Three | Cost of Hiring, Compensation, Remote Work, and Culture – How has the Game Changed?

This session examines the increased activity related to DEI training, programs, and initiatives over the past two years and offers strategies to evaluate the effectiveness and impact of those efforts to inform future investment.

Featured Speaker



Adrienne Go, *Director, Advisory Services – Diversity, Equity, and Inclusion, McLean & Co.*

As a Director of Diversity, Equity & Inclusion (DEI) Services at McLean & Company, Adrienne Go provides high-quality advisory services to external clients and conducts engagements such as workshops, focus groups, and consulting to aid in the acceleration of DEI deliverables and skill transfer, as well as training for HR and other organizational leaders. She also represents McLean & Company at conferences and events by delivering keynote presentations and/or facilitating roundtables. While championing empathy and equity in the workplace, her mission is to create systemic and measurable DEI outcomes to drive cultural evolution and innovation.

In addition to her 9 years of experience in DEI change management, Adrienne leverages over 15 years of concurrent work experience in employee relations, training, talent acquisition, HR project management, engagement, and wellness in the workplace. She has worked in a variety of industries, including financial services, healthcare, technology, and commercial real estate.

Adrienne is a Canadian Certified Inclusion Professional (CCIP) and a Canadian Human Resources Leader (CHRL) and obtained her Master of Human Resources Management (MHRM) degree from York University. Leveraging her undergraduate degree in Commerce and Environmental Management from the University of Toronto, Adrienne has also devoted her efforts toward advancing corporate environmental, social, and governance (ESG) goals. Most recently, she is undertaking the Award of Achievement in Diversity and Inclusion at the University of British Columbia.

An advocate for organizational wellness, she is certified in Mental Health First Aid by the Mental Health Commission of Canada and is a member of the Community of Practice for the Not Myself Today campaign. In her spare time, Adrienne has served as an Ambassador for the Peel Regional Diversity Roundtable and provides career coaching to newcomers in the Greater Toronto Area. In 2021, She began serving on the board for Wee Watch.