THE BERKELEY CHRO SUMMIT

In Association with Josh Bersin

PEOPLE as a
COMPETITIVE ADVANTAGE

October 10-11, 2019
Keynote: The Changing Role of HR and the CHRO

8:30-9:45 am

Josh Bersin

The keynote presentation kicks off the summit by framing topics for the remainder of the program. Josh will discuss a broad overview of what is happening globally around HR and Talent, major trends that CHROs need to be aware of, and setting the stage for a detailed discussion on People as a Competitive Advantage.

9:45-11:00 am

Culture as a Strategy Execution Tool

Rich Lyons

Having an organizational strategy established is an accomplishment, but is no guarantee of successful implementation. The process of implementing strategic plans—and cultivating a work culture that encourages teams to take action—requires thoughtful planning. Culture is the greatest strategy execution tool, and in this session Rich Lyons will discuss the linkages between strategy, execution, and culture. Ultimately, an HR leader can help drive strategy by creating culture-specific processes to support execution and be prepared to overcome obstacles. We will uncover the elements of how to build a culture of strategy execution, and the role of HR leaders in that process to realize organizational strategic goals.

11:15-12:30 pm

HR 3.0 and the Digital Imperative: New Data Tools and People Analytics

Sameer Srivastava, Computational Culture Lab

This session will provide an overview of the groundbreaking work of the Computational Culture Lab at Berkeley, guided by Professor Sameer Srivastava. In a “blitz” format, Professor Srivastava will summarize some of the recent work being done in the Lab via 2-3 projects, and participants will then have the opportunity to break out into small groups to engage in facilitated discussions around the implications, applications, and implementation challenges within their organizations, followed by another “blitz” round. The Lab itself harnesses computational methods and data science to develop novel ways of unearthing and systematically measuring culture and modeling its evolution. Its work opens new pathways for theorizing about cultural dynamics in social groups and, at the same time, lays the foundation for practical applications that may be of use for policy development and organizational design highly relevant to senior HR leaders.
SCHEDULE

Day 1 – October 10, continued

12:30-1:30 pm  Lunch and Networking

1:30-3:00 pm  The Employee Experience

Emiliana Simon-Thomas, Greater Good Science Center

The Greater Good Science Center (GGSC) is at the fore of a new scientific movement to explore the roots of happy and compassionate individuals, strong social bonds, and altruistic behavior—the science of a meaningful life. In this virtual tour and presentation about the GGSC, Emiliana Simon-Thomas (Science Director) will showcase groundbreaking scientific research into social and emotional well-being, and discuss how it has been (and will be) applied to their personal and professional lives.

3:15-4:30 pm  Head Coach Welcome and UC Berkeley Campus Walking Tour

Explore the Berkeley campus and discover how Berkeley is developing students who will become future leaders, innovators, and industry disruptors

4:30-5:30 pm  What Did we Learn Today?

Rich Lyons
Josh Bersin

6:00-8:00 pm  Evening Reception with Keynote Speaker

Emily Nishi
Chief People Officer, Lyft
Day 2 – October 11

9:00-10:15 am  Closing Keynote: Super Flexibility, Leadership, and Adaptive DNA

Homa Bahrami
This session is based on Homa Bahrami's field research on flexibility and adaptation. The focus is on five adaptive practices that enable successful leaders to drive change: Robustness, resilience, agility, hedging and versatility. Participants will receive the results of their own “adaptive DNA” survey which describes their instinctive approach to driving change along the five dimensions of flexibility. They have the opportunity to reflect on their adaptive DNA, and devise a strategy for strengthening their adaptive capabilities and optimize adaptability by leveraging the strengths of the people across your organization.

10:30-12:00 pm  Experience, Insights, and Takeaways

Josh Bersin  
Rich Lyons

12:00-1:00 pm  Lunch & Networking

- Program Close -