

Gartner®

Gartner ReimagineHR Conference

October 13 – 15, 2020 | Americas | Virtual
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The Premier Conference
for CHROs and HR Executives
From Leading Organizations



Prepare your HR team to deliver greater business impact

Navigate the changing relationship between employees and employers as we experience big changes in where work is done, how it's done, who it's done with and how employees are rewarded

Join Gartner virtually as we examine how the employee-employer relationship, or “employment deal,” is evolving, and how we can radically reimagine our traditional assumptions of work and roles to lead in the new modern workplace. At the virtual **Gartner ReimagineHR Conference 2020**, explore new ideas and trends on how to run recruitment, performance management, development, total rewards, talent analytics, and diversity, equity and inclusion programs.



Improve trust in the workplace

An increasing availability of data changes the way HR measures and evaluates employees, and more importantly, how employees measure and evaluate their organizations and leaders.



Redesign jobs

Look forward to a future in which technology changes how, when and where employees work — a future in which the skills employees have are more important than the roles they play.



Restructure work and rewards

Employee preferences and expectations change with each new generation, and the modern workplace must evolve and expand to meet these needs.



Deliver great business impact

Lead your organization through the growth and financial repercussions of business disruption.

Build your HR action plan to lead through business disruption and beyond



Brian Kropp
Conference Chair and
Distinguished VP, Gartner
Research & Advisory

The modern workplace is changing, and HR is at the center of this new world. The humanitarian crisis caused by COVID-19, an increased focus on remote work, and heightened attention to social issues have impacted the employee experience like never before. Current events have accelerated the pace of inevitable change in the workplace, and HR executives must respond and prepare their organizations for success in the new future.

Gain access to data-backed insights trusted by CHROs and senior HR executives globally

- Advice on how to restructure work and rewards for changing employee preferences
- Best practices on improving trust between employees and employer, and ethical data collection methods
- Guidance on how to manage employees' emotional, physical and psychological well-being
- Insights on how to redesign jobs to increase digital collaboration and address skills gaps in a remote environment
- Top HR trends and priorities, distilled from thousands of conversations with CHROs and their C-level peers

“What an energizing experience! I especially enjoyed the intimate CHRO Circle program experience and the opportunity to benefit from others’ experiences. Helps you realize it is just not you going through ‘challenges’ as an organization iterates itself.”

Lorraine Parker-Clegg, Doncasters, CHRO

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Who should attend

If you're a CHRO, or if you lead your organization's recruitment, performance management, development, total rewards, talent analytics, or diversity and inclusion programs, this conference is for you.



Chief human resource officers

CHROs and heads of HR gain cross-functional insights to drive organizational performance — and better business results — through talent.



Talent analytics leaders

Learn ethical methods of collecting data that mitigate employee concerns while still providing actionable insights.



Learning and development leaders

Gain strategies and roadmaps to meet urgent expectations for digital and leadership skills.



Chief diversity officers

Identify cross-functional opportunities to empower diversity across the organization.



Total rewards leaders

Check the pulse of employee preferences and learn how to shape rewards packages to motivate winning performance.



Recruiting leaders

Learn how to redesign jobs to enhance productivity, increase digital collaboration and address critical skills gaps.



HR technology leaders

Learn how to develop a comprehensive HR technology strategy and maximize technology investments.



“If you're a CHRO or senior HR executive who wants to improve the performance of your workforce and organization, and — just as importantly — accelerate your own career and experience, this is the must-attend event for you.”

Brian Kropp, Conference Chair

Meet the experts

Jane Alancheril
Director, Advisory



Gaston Gomez Armesto
Director, Advisory



James Atkinson
VP, Quantitative Analytics
and Data Science



Arj Bagga
Director, Advisory



Vitorio V. Bretas
Senior Principal, Advisory



Joe Coyle
Director, Advisory



Scott E. Engler
VP, Advisory



Ron Hanscome
VP Analyst



Adriana Duque Hughes
Senior Director, Advisory



Leah Johnson
VP, Advisory



Elisabeth M. Joyce
VP, Team Manager



John Kostoulas
Senior Director,
Advisory



Anna M. Krasniewska
Practice VP



Brian Kropp
Conference Chair and
Distinguished VP, Advisory



Nicole E. Kyle
Director, Advisory



Ingrid B. Laman
VP, Advisory



Dion Love
VP, Advisory



Emily Rose McRae
Director, Quantitative
Analytics and Data Science



Rina Ong
Director, Advisory



Alex Pavel
Director, Advisory



Stacy Radin
Principal, Research



Eser Rizaoglu
Director Analyst



Chris Sandoval
Senior Principal,
Advisory



Chantal Steen
Director, Advisory



Ashley Tatum
VP, Advisory



Molly E. Tipps
Director, Advisory



Sasha Sevil Tuzel
Director, Advisory



Carolina Valencia
Director, Team Manager



Mark L. Whittle
VP, Advisory



Agenda tracks

Hot topics by track

A	Reimagine the Role of the CHRO Get the necessary information to work with senior stakeholders and empower your teams to lead through an era of social change, technology disruption, and workforce transitions. This track provides CHROs with insights on how to reimagine the new employment deal to drive the performance of their teams and organizations.	<ul style="list-style-type: none">- Building the desired culture- Working with the CEO/board/C-suite- HR function strategy and management- Diversity, equity and inclusion
B	Reimagine Recruiting and Talent Acquisition Evolving skill sets are transforming our hiring needs. Increasing transparency is changing candidate behavior and expectations. Labor market dynamics make it increasingly difficult to source quality talent. In this track, recruiting executives learn about the most effective strategies to compete for talent in today's new recruiting environment.	<ul style="list-style-type: none">- Internal talent mobility- Employment branding to ensure a high-impact candidate experience- Building smarter pipelines to get better-quality hires in less time and at lower cost
C	Reimagine Learning and Development The skills and capabilities that employees need to succeed are changing rapidly. In this track, HR executives discover the most effective and scalable strategies to target development priorities, build new skills, and equip employees at all levels of the organization for the future.	<ul style="list-style-type: none">- New learning technologies- Addressing critical skills gaps- Succession management- Improving line manager effectiveness at coaching and development
D	Reimagine Diversity and Inclusion Customers, CEOs, boards of directors and employees are increasingly expecting a diverse workforce. In this track, diversity and inclusion (D&I) executives learn the most innovative ways to accelerate their D&I approaches and strengthen cross-functional partnerships.	<ul style="list-style-type: none">- Embedding D&I initiatives into business practices- Measuring D&I impact- Crafting company statements and initiatives on societal issues- Best practices in D&I training
E	Reimagine Performance Equity and Rewards As organizations redefine their relationships with their employees (e.g., how work is being done, where work is being done), the way organizations drive and evaluate employee performance must be redefined as well. In this track, total rewards executives learn how their performance management and rewards strategies must evolve to support the new employment deal.	<ul style="list-style-type: none">- Rewards plan design and communication- Wellness programs & employee emotional, psychological and physical well-being- Total rewards strategy and integration
F	Reimagine Talent Analytics Talent analytics functions and strategies are rapidly evolving. This track helps talent analytics leaders explore ideas and insights to develop their discipline, looking at building and delivering against a value proposition for human capital insights that remains within the boundaries of ethical application.	<ul style="list-style-type: none">- Future of talent analytics- Ethical data collection methods with actionable insights- Measure and understand the employee experience
G	Reimagine HR Tech A comprehensive HR technology strategy is essential for achieving HR top capability and delivering value to the broader enterprise. In this track, HR executives learn about the contribution HR technology brings to HR service offering and partnering competency by having an employee-centric value proposition at its heart.	<ul style="list-style-type: none">- Maximizing HR tech investments- Customer-centric mindset to improve employee experience- HR technology strategy and selection- Supporting shift to remote work

Conference features

Explore opportunities to learn, grow and connect as you build your action plan for the future of work.



Get actionable insights from Gartner research

Hear straight from Gartner experts, who synthesize thousands of conversations with HR executives, data and progressive best practices to glean what's most important and provide clarity on ways to take action with real-world examples. Gartner experts bring actionable insights, using frameworks, formulas, and templates to help you build your HR action plan.



Apply cutting-edge HR insights to your unique situation

The agenda is built upon brand-new HR research, distilled from over 14,000 conversations with CHROs and HR executives in the past year, across every company size and industry.



Ask-the-Expert sessions*

These interactive, small-group discussions with a targeted topic, and feature one Gartner expert who will answer your pressing questions.



Access content on-demand

An all-new virtual format means you can access more insights. Session recordings and documentation are available on-demand to registered attendees after the conference ends.



Meet one-on-one with a Gartner expert*

Schedule a private, 30-minute one-on-one consultation with a Gartner expert provide targeted, personalized advice on your biggest challenges. You walk away with actionable solutions for your specific situation. As our attendees tell us, expert one-on-one sessions are worth the price of admission all by themselves.



Meet solution providers

Create a shortlist of potential HR solutions, services and technologies providers through one-on-one meetings, peer reviews, product demos and live chat.

*Online preregistration is required. Reserve your place early, as space is limited.

Apply for the exclusive CHRO Circle Program**

This experience is exclusive to chief human resource officers and guarantees a high level of information exchange and peer interaction that is unlike any other conference. Join exclusive and interactive Roundtable discussions on top-priority topics with vetted CHRO peers.

**Application is required.



Agenda at a Glance

Agenda as of August 28, 2020, and subject to change

Tracks

- A** Reimagine the Role of the CHRO
- B** Reimagine Recruiting and Talent Acquisition
- C** Reimagine Learning and Development
- D** Reimagine Diversity, Equity and Inclusion

- E** Reimagine Performance and Rewards
- F** Reimagine Talent Analytics
- G** Reimagine HR Tech

Interactive Sessions

- ▲ CHRO Roundtable*
- Ask the Expert**

Tuesday, October 13, 2020

11:30 a.m. ET	Gartner Keynote The New Employment Deal Brian Kropp Conference Chair and Distinguished VP, Gartner Research & Advisory		
SESSIONS 12:15 p.m. ET	A How HR Can Impact the Business in the New Work Environment	A The Purpose of the Workplace When Work Happens Anywhere	C Agile Career Pathing for Dynamic Organizations
	D Building Trust, Belonging and Psychological Safety to Boost Mental Health in the Workplace	E Disrupting Performance Management for Agile Teams: Lessons from IT	F How Talent Analytics Can Support Effective Strategic Workforce Planning
	Ask the Expert How Can Gig Employment Models Benefit Your Organization? ●	CHRO Roundtable Managing Through a Corporate Crisis ▲	CHRO Roundtable Is Your Office a Unique Experience? ▲
1:00 p.m. ET	Exhibitor Sessions		
SESSIONS 1:45 p.m. ET	A Case Study: An Agile Approach to HR Effort Investment	A Creating an Agile HR Function	B A "Total Talent" Approach to Skill Set Acquisition
	C Building and Deploying Talent in the Digital Talent Ecosystem	D Case Study: Integrating D&I Into Your Supply Chain as a Business Imperative	G Engagement Measurement, Voice of Employee and Employee Experience: Myth vs. Reality
	Ask the Expert The Impact of Agile on the HRBP of the Future ●	Ask the Expert Team-Based Performance Management ●	CHRO Roundtable Identifying Your Own Successor ▲
SESSIONS 2:30 p.m. ET	A How to Prioritize Future of Work Trends Shaping Your Organization	A CSR: What Role Do HR Leaders Play?	B Case Study: Philips' Global Contingent Labor Program
	D 3 Ways to Advance Underrepresented Talent	F Putting Data Ethics at the Forefront	G How Technology Is Transforming the Role of the Manager
	Ask the Expert Creating a Living, Breathing HCM Technology Strategy ●	CHRO Roundtable How HR Leaders Can Gain Board of Director Experience ▲	CHRO Roundtable Partners for the Employee Experience ▲

*Join exclusive and interactive Roundtable discussions on hot topics with vetted CHRO peers. Application to, and admittance into, the CHRO Circle Program is required. Preregistration is required.

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**These interactive, small-group discussions feature one Gartner expert who will answer your pressing questions about a hot HR topic. Preregistration is required.

Agenda at a Glance (continued)

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- G** Reimagine HR Tech

Interactive Sessions

- ▲ CHRO Roundtable*
- Ask the Expert**

Wednesday, October 14, 2020

11:00 a.m. ET	Keynote TBA		
SESSIONS 11:45 a.m. ET	A How to Succeed Before, During and After a CEO Succession	A HR Leaders' Role In Driving Location Strategy Using Labor Market Analytics	B Exploring If and How Gig Employment Models Can Benefit Your Organization
	C Dealing With Displacement: Strategies for Converting Displaced Talent Into a Future Asset	D Confront Behaviors That Marginalize Women (Anyone Really!)	F Rethink Talent Analytics Quick Wins for Lasting Impact
	Ask the Expert Scaling D&I Efforts Through Technology ●	Ask the Expert Using AI to Drive Employee Engagement ●	CHRO Roundtable Effective CEO Performance Management ▲
SESSIONS 12:30 p.m. ET	A How to Reduce the Risk of Change Fatigue During the Reset	A Leveraging Culture to Improve Trust and Reduce Misconduct	B Fostering Cultural Connection in Onboarding
	C Introducing the (Gartner) Agile Learning Manifesto	E How HR Can Enable Feedback Seeking to Drive Performance	G How to Enhance Employee Experience When Full HCM Technology Replacement Is Not an Option
	Ask the Expert Creating Compelling Performance Conversations ●	CHRO Roundtable Climate-Focused Transformation ▲	CHRO Roundtable Preventing Subcultures From Undermining Your Culture ▲
1:15 p.m. ET	Exhibitor Sessions		
SESSIONS 2:00 p.m. ET	A Managing Employee Engagement and Productivity During Times of Political Uncertainty	A Measuring Culture Through Change	B The Human Experience in Candidate Experience
	E Maximizing Your Well-Being Budget	F The Employee Data Bill of Rights	G Optimizing HR Technology Investments Through Employee Adoption
	Ask the Expert Critical Strategies for Enhancing the Digital Savviness of Technical Staff ●	Ask the Expert Building the Business Case for Pay Transparency ●	CHRO Roundtable Best Practices for Performance Review Calibration Sessions ▲
SESSIONS 2:45 p.m. ET	A Rise of Remote, Flexible and Shared Space Workers	C How Internal Influencers Can Make or Break Your Leadership Strategy	D The Missing Link: HR's Leadership Role in Driving a Culture of Inclusion
	E Pay Communications in 2020 and Beyond	G What Is the Future of HCM Technology?	Ask the Expert How Can the Gartner Agile Learning Manifesto Guide Your Upskilling Journey? ●
	Ask the Expert Using Data in Workforce Planning ●	CHRO Roundtable Becoming the Trusted Advisor to the CEO ▲	

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Agenda at a Glance (continued)

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- G** Reimagine HR Tech

Interactive Sessions

- ▲ CHRO Roundtable*
- Ask the Expert**

Thursday, October 15, 2020

11:00 a.m. ET	Keynote TBA		
SESSIONS 11:45 a.m. ET	A The Future of Shared Services	B The Unbounded Workforce: Decode the Future of Business	D The New Retirement Deal: Engaging an Aging Workforce
	E Rewarding Employees During Disruptions	F Case Study: Philips' Workforce Modeling Tool	Ask the Expert Buzz Versus Business Case for HR Tech: From Noise to Facts ●
	Ask the Expert Creating a Competitive, Compelling Employment Value Proposition for Diverse Talent ●	CHRO Roundtable The Changing Employer-Employee Deal ▲	
SESSIONS 12:30 p.m. ET	A The New Rules of Manager Communications: What You Need to Start (and Stop) Doing	A Why Breaking Promises to Employees Can Break the Business and How to Prevent It	C Three Keys to the HIPO Reset
	D Diversifying the Leadership Bench	E Setting 2021 Targets that Inspire	G What is the Internal Talent Marketplace?
	Ask the Expert Building Data Judgment ●	CHRO Roundtable Applying Agile in Your Organization ▲	CHRO Roundtable What Makes Workers More Successful with Digital Technology? ▲
1:15 p.m. ET	Exhibitor Sessions		
SESSIONS 2:00 p.m. ET	A What's the Deal With HR Careers?	B Workforce Planning for Disruption: A Targeted Approach for Addressing Impacts on the Business	C The Six Mistakes You Make That Erode Employee Trust
	E Should Machines Make Pay Decisions?	G What's the Score? Mapping HR Technology Maturity and Strategic Priorities	Ask the Expert How Managers Can Advance Diverse Talent ●
	CHRO Roundtable Aligning Culture and Purpose to Drive Business Results ▲	CHRO Roundtable Working With Your C-Suite Peers ▲	
SESSIONS 2:45 p.m. ET	A Building Credibility With the Board of Directors	C Leveraging Skills Adjacencies to Address Skills Gaps Across the Organization	F When Less is More: How Fewer Data Drives Decisions
	Ask the Expert How Nontraditional Data Sources Enhance Talent Analytics ●	Ask the Expert Using Market-Driven Insights to Support Critical Skills ●	CHRO Roundtable Balancing Global and Local Market Needs ▲

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**These interactive, small-group discussions feature one Gartner expert who will answer your pressing questions about a hot HR topic. Preregistration is required.

Registration and pricing

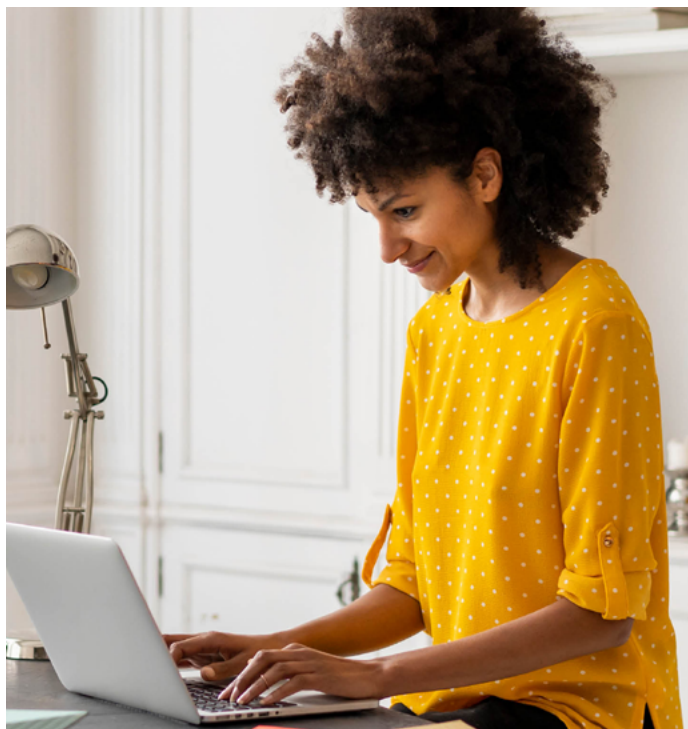
Gartner conferences deliver what you need

In addition to seven agenda tracks of the latest expert research, your conference registration fee includes these special features:

- One Gartner one-on-one consultation*
- Two Ask the Expert sessions*
- Exhibit Showcase
- Postconference access to on-demand session recordings and documentation
- Exclusive CHRO Circle program experience including peer interactions in CHRO Roundtable discussions**

*Online preregistration is required for one-on-ones, and Ask the Expert sessions. Reserve your place early, as space is limited.

**Application is required. Online preregistration is required for CHRO Roundtable sessions. Reserve your place early, as space is limited.



Conference pricing

Standard price: \$1,450

Public-sector price: \$975

Eligibility for the public-sector price will be verified; proof of public-sector status will be required. Price cannot be applied retroactively. "Public sector" definition: National government, state or local government, public administration.

3 ways to register

Web:

gartner.com/us/hr

Email:

GlobalConferences@gartner.com

Phone:

1 866 405 2511

Gartner conference tickets



We accept one Gartner HR conference ticket for payment. If you are a client with questions about tickets, please contact your sales representative or call +1 203 316 1200.



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