Gartner ReimagineHR Conference
October 13 – 15, 2020 | Americas | Virtual
gartner.com/us/hr

The Premier Conference for CHROs and HR Executives
From Leading Organizations
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.

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.

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.

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

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.
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
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.

**Learning and development leaders**
Gain strategies and roadmaps to meet urgent expectations for digital and leadership skills.

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

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

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

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

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

“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

### 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.

- 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.

- 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.

- 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.

- 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.

- 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.

- 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.

- 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.

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.

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 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.

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.

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

**Application is required.
# Agenda at a Glance

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

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<td>Reimagine Recruiting and Talent Acquisition</td>
<td>Ask the Expert**</td>
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<td>Reimagine Learning and Development</td>
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## 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**

**SESSIONS**

- **How HR Can Impact the Business in the New Work Environment**
- **The Purpose of the Workplace When Work Happens Anywhere**
- **Agile Career Pathing for Dynamic Organizations**
- **Building Trust, Belonging and Psychological Safety to Boost Mental Health in the Workplace**
- **Disrupting Performance Management for Agile Teams: Lessons from IT**
- **How Talent Analytics Can Support Effective Strategic Workforce Planning**

**Ask the Expert**

- **How Can Gig Employment Models Benefit Your Organization?**
- **Building Trust, Belonging and Psychological Safety to Boost Mental Health in the Workplace**
- **Creating an Agile HR Function**
- **A "Total Talent" Approach to Skill Set Acquisition**
- **Case Study: Integrating D&I Into Your Supply Chain as a Business Imperative**
- **Engagement Measurement, Voice of Employee and Employee Experience: Myth vs. Reality**

**1:00 p.m. ET**

**Exhibitor Sessions**

**1:45 p.m. ET**

**SESSIONS**

- **Case Study: An Agile Approach to HR Effort Investment**
- **Creating an Agile HR Function**
- **A "Total Talent" Approach to Skill Set Acquisition**
- **Building and Deploying Talent in the Digital Talent Ecosystem**
- **Case Study: Integrating D&I Into Your Supply Chain as a Business Imperative**
- **Putting Data Ethics at the Forefront**

**Ask the Expert**

- **The Impact of Agile on the HRBP of the Future**
- **Team-Based Performance Management**
- **Identifying Your Own Successor**

**2:30 p.m. ET**

**SESSIONS**

- **How to Prioritize Future of Work Trends Shaping Your Organization**
- **CSR: What Role Do HR Leaders Play?**
- **Case Study: Philips' Global Contingent Labor Program**
- **3 Ways to Advance Underrepresented Talent**
- **Putting Data Ethics at the Forefront**
- **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**

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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)

**Tracks**
- Reimagine the Role of the CHRO
- Reimagine Recruiting and Talent Acquisition
- Reimagine Learning and Development
- Reimagine Diversity, Equity and Inclusion
- Reimagine Performance and Rewards
- Reimagine Talent Analytics
- Reimagine HR Tech

**Interactive Sessions**
- CHRO Roundtable*
- Ask the Expert**

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

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<th>SESSIONS 2:00 p.m. ET</th>
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<tbody>
<tr>
<td>11:00 a.m.</td>
<td>TBA</td>
<td>A How to Succeed Before, During and After a CEO Succession</td>
<td>A HR Leaders’ Role in Driving Location Strategy Using Labor Market Analytics</td>
<td>A Exploring If and How Gig Employment Models Can Benefit Your Organization</td>
<td>A How to Reduce the Risk of Change Fatigue During the Reset</td>
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<td>11:45 a.m.</td>
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<td>B Dealing With Displacement: Strategies for Converting Displaced Talent Into a Future Asset</td>
<td>B Confront Behaviors That Marginalize Women (Anyone Really?)</td>
<td>B Fostering Cultural Connection in Onboarding</td>
<td>B Leveraging Culture to Improve Trust and Reduce Misconduct</td>
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<td>C Ask the Expert Scaling D&amp;I Efforts Through Technology</td>
<td><strong>Ask the Expert</strong> Using AI to Drive Employee Engagement</td>
<td><strong>Ask the Expert</strong> Creating Compelling Performance Conversations</td>
<td><strong>Ask the Expert</strong> Maximizing Your Well-Being Budget</td>
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<td>12:30 p.m.</td>
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<td><strong>Ask the Expert</strong> Using AI to Drive Employee Engagement</td>
<td><strong>CHRO Roundtable</strong> Climate-Focused Transformation</td>
<td><strong>CHRO Roundtable</strong> Climate-Focused Transformation</td>
<td><strong>CHRO Roundtable</strong> How to Enhance Employee Experience When Full HCM Technology Replacement Is Not an Option</td>
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<td>A Managing Employee Engagement and Productivity During Times of Political Uncertainty</td>
<td>A Measuring Culture Through Change</td>
<td>A The Human Experience in Candidate Experience</td>
<td>A Maximizing Your Well-Being Budget</td>
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<td>B The Employee Data Bill of Rights</td>
<td><strong>Ask the Expert</strong> Building the Business Case for Pay Transparency</td>
<td><strong>CHRO Roundtable</strong> Best Practices for Performance Review Calibration Sessions</td>
<td><strong>Ask the Expert</strong> How Internal Influencers Can Make or Break Your Leadership Strategy</td>
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## Agenda at a Glance (continued)

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

### Tracks

- Reimagine the Role of the CHRO
- Reimagine Recruiting and Talent Acquisition
- Reimagine Learning and Development
- Reimagine Diversity, Equity and Inclusion
- Reimagine Performance and Rewards
- Reimagine Talent Analytics
- Reimagine HR Tech

### Interactive Sessions

- CHRO Roundtable*
- Ask the Expert**

### Thursday, October 15, 2020

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<td>A The Future of Shared Services</td>
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<td>Ask the Expert Creating a Competitive, Compelling Employment Value Proposition for Diverse Talent</td>
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<td>A The New Rules of Manager Communications: What You Need to Start (and Stop) Doing</td>
<td>A Why Breaking Promises to Employees Can Break the Business and How to Prevent It</td>
<td>C Three Keys to the HIPO Reset</td>
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<td>B Diversifying the Leadership Bench</td>
<td>E Setting 2021 Targets That Inspire</td>
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<td>1:15 p.m.</td>
<td>Exhibitor Sessions</td>
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<td>B Should Machines Make Pay Decisions?</td>
<td>G What’s the Score? Mapping HR Technology Maturity and Strategic Priorities</td>
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<td>CHRO Roundtable Aligning Culture and Purpose to Drive Business Results</td>
<td>CHRO Roundtable Working With Your C-Suite Peers</td>
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<td>A Building Credibility With the Board of Directors</td>
<td>C Leveraging Skills Adjacencies to Address Skills Gaps Across the Organization</td>
<td>F When Less is More: How Fewer Data Drives Decisions</td>
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<td>Ask the Expert How Nontraditional Data Sources Enhance Talent Analytics</td>
<td>Ask the Expert Using Market-Driven Insights to Support Critical Skills</td>
<td>CHRO Roundtable Balancing Global and Local Market Needs</td>
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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

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