Gartner ReimagineHR Conference
13 – 15 October 2020 | EMEA | Virtual
gartner.com/eu/hr

The Premier Conference for CHROs and HR Leaders 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.

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 greater business impact
Lead your organization through the growth and financial repercussions of business disruption.
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 leaders must respond and prepare their organizations for success in the new future.

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

- Insights 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 leader 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 Gartner 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.

**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.

**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.

**D**

**Reimagine Diversity, Equity 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.

**E**

**Reimagine Performance 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 employee deal.

**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.

**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.

**Hot topics by track**

- Building the desired track
- Working with the CEO/board/C-suite
- HR function strategy and management
- Diversity, equity and inclusion

- 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

- New learning technologies
- Addressing critical skills gaps
- Succession management
- Improving line manager effectiveness at coaching and development

- 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

- Rewards plan design and communication
- Wellness programs and employee emotional, psychological and physical well-being
- Total rewards strategy and integration

- Future of talent analytics
- Ethical data collection methods with actionable insights
- Measure and understand the employee experience

- 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.

**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 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 leaders 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.

*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

### 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**
- ■ Roundtable***

Agenda as of 22 September 2020, and subject to change

<table>
<thead>
<tr>
<th>Tuesday, 13 October 2020</th>
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Continued on next page
### 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**
- Roundtable***

### Wednesday, 14 October 2020

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<tr>
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<td>How to Succeed Before, During and After a CEO Succession</td>
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<td>How to Reduce the Risk of Change Fatigue During the Reset</td>
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<td>Measuring Culture Through Change</td>
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<td>Managing Employee Engagement and Productivity During Times of Political Uncertainty</td>
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<td>Rise of Remote, Flexible and Shared Space Workers</td>
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<td>16:00 BST</td>
<td>Guest Keynote U.S. Olympian Success Is a Journey, NOT a Destination</td>
<td>Dominique Dawes, Olympic Gold Medalist and Three-Time</td>
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# Agenda at a Glance (continued)

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<td>B Reimagine Recruiting and Talent Acquisition</td>
<td>Ask the Expert**</td>
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<td>C Reimagine Learning and Development</td>
<td>Roundtable***</td>
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<td>D Reimagine Diversity, Equity and Inclusion</td>
<td>Reimagine Performance and Rewards</td>
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### Thursday, 15 October 2020

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<td>12:15 BST</td>
<td>A The Future of Shared Services</td>
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<td>B Recruiting the Unbounded Workforce: Decode the Future of Business</td>
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<td>E Rewarding Employees During Disruptions</td>
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<td>F Case Study: Philips’ Workforce Modeling Tool</td>
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<td>Ask the Expert Creating a Living, Breathing HCM Technology Strategy</td>
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<td>Roundtable Establishing Talent Data Governance</td>
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<td>A Why Breaking Promises to Employees Can Break the Business and How to Prevent It</td>
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<td>C Three Keys to the HIPO Reset</td>
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<td>B Diversifying the Leadership Bench</td>
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<td>G What is the Internal Talent Marketplace?</td>
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<td>Ask the Expert Creating Compelling Performance Conversations</td>
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<td>CHRO Roundtable Becoming the Trusted Advisor to the CEO</td>
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<td>A The New Rules of Manager Communications: What You Need to Start (and Stop) Doing</td>
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<td>B Workforce Planning for Disruption: A Targeted Approach for Addressing Impacts on the Business</td>
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<td>D The New Retirement Deal: Engaging an Aging Workforce</td>
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<td>E Setting 2021 Targets That Inspire</td>
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<td>A What’s the Deal With HR Careers?</td>
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<td>B The Six Mistakes You Make That Erode Employee Trust</td>
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<td>E Should Machines Make Pay Decisions?</td>
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<td>G What’s the Score? Mapping HR Technology Maturity and Strategic Priorities</td>
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<td>Ask the Expert How Managers Can Advance Diverse Talent</td>
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<td>CHRO Roundtable Aligning Culture and Purpose to Drive Business Results</td>
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<td>A Building Credibility With the Board of Directors</td>
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<td>C Leveraging Skills Adjacencies to Address Skills Gaps Across the Organization</td>
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<td>F When Less is More: How Fewer Data Drives Decisions</td>
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<td>Ask the Expert The Impact of Agile on the HRBP of the Future</td>
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<td>Roundtable The Ethics of Innovation</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.

3 ways to register

Web: gartner.com/eu/hr
Email: GlobalConferences@gartner.com
Phone: +44 (0) 20 3868 5238

Conference pricing

Standard price: €1,275
Public-sector price: €850

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.

Gartner conference tickets

We accept one Gartner HR summit ticket for payment. If you are a client with questions about tickets, please contact your sales representative or call +44 (0) 20 3868 5238.

Join the conversation

#GartnerHR

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