



Virtual Back to School Summit

TUESDAY, SEPT. 10TH – DAY 1

12 - 12:20 PM (ET)

[HOMEROOM] THE RISE - AND POTENTIAL FALL - OF STRATEGIC HR



**Erin Grau | Co-Founder and COO of Charter
Former VP of People at Away**

The role of HR has undergone a dramatic transformation. Once relegated to a back-office function, HR was recast as a strategic partner, in part because of the pandemic.

Now, this hard-won ascension is threatened by shrinking budgets, lack of clear ROI, HR burnout and so much more. Yet the most urgent issues facing companies today are people-related.

That means HR leaders still have an opportunity to regain strategic influence while building new skills and coalitions. Join this opening keynote to find out how we got here, and how to navigate the path ahead.

12:20 - 1 PM (ET)

[FOREIGN LANGUAGE] HOW TO SPEAK CFO



**Sayle Hutchison | Leadership Coach, Chair Mountain Coaching
Former finance executive at 15Five, Microsoft and Avvo**

2025 planning cycles are right around the corner, and countless HR leaders are preparing to step into the arena to battle it out with the CFO over budget, headcount, and resources.

It doesn't have to be this way. By learning to speak the language of the business, you can transform from just another department head asking for more, to a true strategic partner.

In this session, you'll hear directly from a seasoned finance executive who's coached countless HR leaders on what a healthy relationship between the CHRO and CFO looks like. Learn how to build defensible assumptions for your plans, pitch them with confidence, and partner with finance to shape the direction of the business.



WEDNESDAY, SEPT. 11TH – DAY 2

12 - 1 PM (ET)

[COMPUTER LAB] WHAT EVERY HR LEADER MUST KNOW ABOUT AI FOR 2025 & BEYOND



Jeff Smith | PhD, Chief Product Officer at 15Five

Jennie Yang | SVP of People, 15Five

Employees are already forging ahead with AI in the workplace, but recent research reveals that HR teams are lagging behind. More than half of HR teams report no involvement or confidence in establishing AI governance for their organization.

Join this session to discover how you can unlock the power of AI without compromising your human-centered principles. We'll cover some of the hottest questions about AI in HR, and show you the role AI will play in revealing powerful human insights and strategic recommendations you can use to better your business and your culture.



THURSDAY, SEPT. 12TH – DAY 3

12 - 1 PM (ET)

[SOCIAL STUDIES] THE FIVE BIGGEST PITFALLS OF MANAGER ENABLEMENT – AND HOW TO AVOID THEM



Adam Bouse | Senior Manager of Performance Coaching, 15Five

People managers are the most critical partner for scaling HR programs. But is it true that every manager hates HR? Of course not. But without a healthy manager enablement program in place, it can sure feel like it.

Drawing on over a decade of manager development experience and thousands of coaching sessions, we'll share the truth, the whole truth, and nothing but the truth about what managers say about HR when they're not in the room.

The good news? Underneath the perceived animosity is a simple lack of understanding. We'll reveal the five biggest pitfalls that undermine healthy relationships between managers and HR, how to avoid them, and share stories of real-world, thriving partnerships.