



Human Resources Network
Spring 2018 Networks Conference
March 5-7, 2017
Brown Palace Hotel & Spa
321 17th Street, Denver, CO 80202

Monday, March 5

<p>7:30 am – 8:00 am <i>Brown Palace Club</i></p>	<p>Breakfast</p>
<p>8:00 am – 9:00 am <i>Silverplume</i></p>	<p>Introductions and “Hot Topics” Roundtable</p> <p>“Beg, Brag, and What-If Sessions”. Attendees should bring a topics for discussion, either asking for help, sharing a recent success, or walking through a hypothetical with your peers. This is an opportunity for everyone to learn more about each other as well as share insight and assist with developing solutions.</p>
<p>9:00 am – 10:00 am <i>Silverplume</i></p>	<p>Developing an HR Strategy <i>Presenter: Ivan Kerley (Crown Holdings)</i></p> <p>Hear what Crown Packaging’s R&D organization is doing in developing an HR vision and strategy in support of a new vision and strategy for the organization as a whole.</p>
<p>10:00 am – 10:30 am <i>Larimer Square</i></p>	<p>Networking Break</p>
<p>10:30 am – 12:00 pm <i>Silverplume</i></p>	<p>TRACK – IRI’s Self-Directed Learning Engine <i>Presenter: Sherri Bassner (IRI)</i></p> <p>The IRI TRACK (Training Resources to Advance Competencies and Knowledge) Program is a new initiative aimed at supporting our member companies’ needs in developing Innovation Leaders. The program contains a Self-Directed Learning Engine (SDLE), developed in partnership with Skill Director, a provider of competency-based personalized learning tools. These tools connect many years of IRI resources, such as RTM articles, ROR research, workshops, and meeting presentations, allowing users to improve their skills through years of shared learning and research. After providing a brief overview of the scope and goals of the program, Sherri will review the Innovation Leadership competencies used to build the SDLE. She will then demonstrate the tool in its beta version, including the self-assessment tool and the creation of a development plan using IRI-related resources.</p>

12:00 pm – 1:00 pm <i>Ballroom B</i>	Networking Lunch
1:00 pm – 2:00 pm <i>Highlands</i>	<p>Millennials: Separating Fact from Fiction for Attracting, Motivating and Retaining Them as Employees (HRN and ILN) <i>Presenter: Dawn Chaland (Queens University)</i></p> <p>Millennials, the largest cohort in the workforce today, has been heavily stereotyped since entering it. They are negatively typecast as narcissistic, entitled, job hopping, and lazy, while more positively viewed as altruists. Clearly, these assumptions, among others, have led to much debate and discussion around how to attract, develop, and retain them in the workplace. This session overviews on my colleagues' and my review of the science on Millennials to distinguish my myths from truths and offers numerous strategies to hire, motivate, mentor and retain them, both from HR and managerial perspectives.</p>
2:00 pm – 3:00 pm <i>Highlands</i>	Roundtable: How R&D Careers are Changing (HRN and ILN)
3:00 pm – 3:30 pm <i>Larimer Square</i>	Networking Break
3:30 pm – 4:30 pm <i>Silverplume</i>	Roundtable: Revising Hiring Structures
6:00 pm – 7:30 pm <i>Ballroom B</i>	Welcome Dinner

Tuesday, March 6

<p>7:30 am – 8:00 am <i>Brown Palace Club</i></p>	<p>Breakfast</p>
<p>8:00 am – 9:00 am <i>Silverplume</i></p>	<p>Artificial Intelligence in the Workplace: Opportunity or Threat? <i>Facilitator: Ivan Kerley (Crown Holdings)</i></p> <p>Attendees will explore current applications of A.I. in the workplace and consider what these developments might mean for careers at work.</p>
<p>9:00 am – 10:00 am <i>Highlands</i></p>	<p>Career Agility: A New Paradigm in Technical Careers (HRN and ILN) <i>Presenter: Dan Ward (MITRE Corporation)</i></p> <p>We have all been taught that the shortest distance between two points is a straight line, but within multi-disciplinary careers, straight lines are rare. Many organizations are clinging to old career path/career ladder paradigms that just don't fit current reality. Five years ago, MITRE began deploying "Careers in Motion" - an agile career approach where employees partner with their peers and leaders to curate their own careers. MITRE deployed a wide range of career support services while shoring up a culture that employees are ultimately responsible for their own careers. Attendees will hear about MITRE's lessons learned and consider what might be useful in their own organization.</p>
<p>10:00 am – 10:30 am <i>Larimer Square</i></p>	<p>Networking Break</p>
<p>10:30 am – 12:00 pm <i>Georgetown</i></p>	<p>Recruiting and Retaining Technical Talent (HRN and ISITN) <i>Presenter: Susan Neylon (ITECS)</i></p> <p>This joint session will examine the results of IRI's Research-on-Research project, led by a member of the original project team. A roundtable discussion will immediately follow. Attendees should come prepared to share and discuss their own company's recruiting/retention experiences, pain points you have encountered in finding qualified candidates, as well as challenges or success stories.</p>
<p>12:00 pm – 1:00 pm <i>Ballroom B</i></p>	<p>Networking Lunch</p>
<p>1:00 pm – 2:00 pm <i>Silverplume</i></p>	<p>Roundtable: Building Development Programs for Managers and Leaders</p> <p>Discuss various approaches to leadership development from rotation programs and structured assignments that focus on the development of functional, technical, and leadership skills.</p>
<p>2:00 pm – 3:00 pm <i>Ballroom A</i></p>	<p>Challenges of R&D and Innovation in the Cannabis Industry (ETN, HRN, ILN, NBDN) <i>Presenters: Jay Denniston (Dixie Elixirs LLC), Michael Lord (LivWell, Inc.), Rebecca Maestas (Dixie Elixirs LLC)</i></p>

	<p>This session will be a two-part presentation exploring how the Colorado cannabis industry conducts research and development. It will explore the challenges of taste and efficacy testing on intoxicating R&D products while complying with public safety and regulatory statutes. The session will also examine opportunities to grow the infused product landscape by combining a progressive therapeutic perspective with modern commercial production methods. Attendees will learn about working within ever-changing regulations, challenges of product development, industry business partnerships, and more.</p>
3:00 pm	<p>Meeting Adjourns</p>
<p>3:00 pm – 5:30 pm <i>Optional</i></p>	<p>Field Trips (pre-registration is <u>required</u>)</p> <ul style="list-style-type: none"> - <u>National Renewable Energy Laboratory’s Energy Systems Integration Facility</u> This tour will visit the ESIF’s numerous interconnected facilities and laboratories, learning about energy systems, fuel cells, sensors, data centers, thermal storage, and various testing areas. - <u>Smart Materials and Biomechanics Lab at CU Denver</u> The mission of the lab is to explore the intersection of innovative materials, advanced modeling, and additive manufacturing to shift the paradigm in medical device design and soft-robotic technology. Projects include investigating synthetic biological tissues using liquid-crystal elastomers for muscle-like actuation and joint replacement; patient-specific finite-element analysis of medical devices using multi-functional materials that integrate bone into the structure of the device; and 3D/4D printing of soft robotic actuators.