



HIRO TODAY

SEPTEMBER 10-11 | SAN DIEGO, CA

2025

**TALENT
ACQUISITION
SUMMIT**

EVENT SPEAKERS



Lisa Aldava
Chief of Talent
and Retention,
Former SVP,
Head of TA
Axos Bank



**Dipankar
Bandyopadhyay**
Global HR Leader
and Former CHRO
Carelton Global
Solutions



Liz Bickley
Chief Operating
Officer
Korn Ferry



Kevin Bodine
Director of Global TA
Herbalife



Jodie Boldrighini
VP of Strategic HR
Operations
Yale New Haven
Health System



Anthony Concilio
Director,
Human Resources
CarepathRx
Specialty Pharmacy
& Infusion Solutions



Jarik Conrad
Author, Keynote
Speaker, Executive
Coach, and
Strategic Advisor
Human Like Me



Patrick Daniel
Chief Human
Resources Officer
General Aviation
Terminal - G.A.T.
Airline Ground
Support and Skycafe



Chadd Dehn
Vice President RPO
DZConnex



Jaye Denson
Director, RPO
Allegis Global
Solutions



Sara Douglas
Global Head of
Talent Acquisition
Fresenius



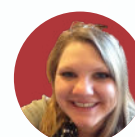
Reece Fallon
TA Leader,
The Americas
Thoughtworks



Cathy Fraser
Chief People Officer
Welbe Health



James Fitzgerald
Director of Strategic
Partnerships
Thermo-Fisher



Jen Gere
VPI TA
Signify Health



**Adriana
Gutierrez Kriesen**
VP - Talent
Acquisition
Ochsner



Hayden Hall
Chief Technology
Officer
augment.us



Cathy Henesey
VP, Extended
Workforce
AdventHealth



Nickoria Johnson
Partner and Global
Chief Diversity
Officer
Credera



Holly Jordan
Manager,
HR Global Programs,
Global People
Services
Syneos Health

EVENT SPEAKERS



Michael Lawrence
Senior Manager,
Learning and
Development
Fox Factory



Deborah Maynard
CHRO
Coast Mental
Health



Scott McGuckin
VP, Global TA
Cisco



Jason Moreau
CEO
Survale



**Sylvia Munguia
Pittman**
CHRO
Chinese Hospital &
Chinese Community
Health Plan



Stephen Muscat
VP, Global TA
Altus Group



Tom Nesteruk
Head of Workforce
Optimization
AdventHealth



Deanna Pathak
SVP People and
Organizational
Strategy
Klick



**Jennifer
Patterson**
VP – Human
Resources
Contineum
Therapeutics



Jason Pistulka,
AVP TA – Strategy
Operations
and Candidate
Engagement
Formerly HCA
Healthcare



Hannah Rolph
Head of TA
Knight Frank



Craig Sweeney
EVP Global Solutions
Wilson



Seth Tilliss
CEO & Co-Founder
Reval



Lauren Trollope
Workforce Solution
Executive and
Talent Acquisition
Strategist
Allegis Global
Solutions



Jeannie Virden
Enterprise CHRO
Central Health



Rachel Ward
Vice President of
Talent Acquisition
Orion Talent



Genil Washington
VP, Global TA
Druva



Latrinda Williams
Sr. Director,
Corporate Social
Responsibility
Valeris

WEDNESDAY, SEPTEMBER 10, 2025 | DAY 1 AGENDA

7:45 AM Registration and Networking Breakfast

8:30 AM Chairman's Welcome

8:40 AM Top 10 Tactics for Talent Acquisition Leaders in an Era of Disruption & AI

Scott McGuckin, Vice President, Global Talent Acquisition, Cisco
Genil Washington, Vice President, Global Talent Acquisition, Druva

In an era defined by relentless disruption and rapid advancements in AI, talent acquisition leaders must embody adaptability as their superpower. The convergence of technology, shifting workforce expectations, and unprecedented global challenges has created a volatile talent landscape where traditional methods can no longer keep pace. Instead, success lies in the ability to innovate, pivot, and lead with vision.

As we navigate a future shaped by disruption and AI, the challenge before us is not simply to adapt but to lead the charge in creating a more agile, equitable, and people-centered talent landscape. The future of work depends on leaders who are innovative, ethical, and profoundly human. Let's rise to the occasion.

9:10 AM Breaking Borders and Leveraging Global Talent Pools

Tom Nesteruk, Head of Workforce Optimization, AdventHealth
Cathy Henesey, Vice President, Extended Workforce, AdventHealth

Organizations are increasingly tapping into global talent pools to access diverse skill sets, bridge critical skill gaps, and drive innovation. However, navigating the complexities of international hiring, managing cross-border teams, and ensuring seamless cultural integration can be challenging. This session explores the strategies and tools needed to successfully leverage global talent pools, offering insights on overcoming logistical hurdles, fostering collaboration across time zones, and building a workforce that is both dynamic and resilient in an ever-changing market.

- Learn how to pinpoint regions with high concentrations of in-demand skills and how to build a recruitment pipeline in these areas
- Navigating regulatory landscapes: Understand the legal and compliance considerations of hiring talent across borders, including visas, tax laws, and labor regulations
- Discover best practices for integrating diverse teams and cultivating a cohesive, innovative workplace culture
- Explore tools and platforms that make international recruitment seamless, from applicant tracking systems to virtual onboarding solutions

9:40 AM Talent Engagement with augment.us – Finding the Best Talent Fast, and Keeping them Warm

Hayden Hall, Chief Technology Officer, augment.us

9:50 AM Tech Demo Reserved for [Fastr.ai](https://fastr.ai)

10:00 AM How Do you Plan for the Unplannable?

Craig Sweeney, EVP Global Solutions, Wilson

It's vital to be agile in today's workforce, with the ability to pivot and evolve strategies now the norm. For talent and HR leaders, having a multi-faceted framework allows you to be proactive and switch "on" different solutions with short notice, from internal gigs (enabled by skills visibility), external agile support to a tech strategy for added flexibility. Although there are multiple approaches, the major components of tackling uncertainty in this discussion will centre around investing in workforce sustainability, building an external network for agility, and more. We'll explain the many "levers" at your disposal and ways you can prepare against uncertainty so you can succeed in today's market.

10:30 AM Morning Coffee & Networking

11:00 AM Panel Discussion: Scaling with Purpose: Redefining Talent Acquisition for Agility and Growth

Lauren Trollope, Workforce Solution Executive and Talent Acquisition Strategist, Allegis Global Solutions

James Fitzgerald, Director of Strategic Partnerships Thermo-Fisher

Sara Douglas, Global Head of Talent Acquisition, Fresenius

Jaye Denson, Director, RPO, Allegis Global Solutions

What happens when hiring demand surges, but rebuilding your talent acquisition team isn't the right move? In this candid panel discussion, workforce leaders from the life sciences and healthcare sectors share how they've modernized hiring strategies through blended RPO models—striking a balance between internal TA teams and external support. These organizations are turning to RPO for both end-to-end and project-based hiring to stay agile, control costs, and improve speed-to-fill without sacrificing quality or accountability.

Get a real-world look at how strategic partnerships—not just increased headcount—are helping TA leaders drive smarter, more scalable workforce strategies across the globe.

- How global organizations are using blended RPO models to scale effectively
- When to apply project-based vs. end-to-end RPO for the biggest impact
- Real-world lessons in cost savings, agility, and performance ownership through strategic partnership

11:30 AM Panel Discussion: Strategies to Maintain a Robust Talent Pipeline During Times of Market Volatility and Organizational Change

Dipankar Bandyopadhyay, Global HR Leader and Former CHRO, Caelon Global Solutions

Jeannie Virden, Enterprise Chief Human Resources Officer, Central Health

Sylvia Munguia Pittman, CHRO, Chinese Hospital and Chinese Community Health Plan

Deborah Maynard, CHRO, Coast Mental Health

Adriana Gutierrez Kriesen, Vice President – Talent Acquisition, Ochsner

In this session, we will explore the critical aspect of meeting talent requirements. Join us as we delve into strategies and best practices for creating recruitment consistency during times of organizational change. Learn how to navigate the complexities of changing organizational markets (and budgets) without compromising your talent strategy

- Understanding the impact of change on the talent pipeline
- Communicating effectively to alleviate uncertainty and promote transparency
- Building a sense of trust and collaboration between different teams and stakeholders
- Leveraging talent initiatives to support integration efforts
- Identifying and addressing potential challenges to ensure a smooth transition process

12:00 PM Reserved for Hudson RPO

12:30 PM People Before Process: Restoring Humanity in Talent Acquisition; Patrick Daniel, Chief Human Resources Officer General Aviation Terminal – G.A.T. Airline Ground Support and Skycafe

1:00 PM Lunch & Networking

TALENT ACQUISITION TRACK

2:00 PM Attracting Top Talent in a Constantly Evolving Labour market; is it Time for a New EVP?

Stephen Muscat, Vice President Global Talent Acquisition, Altus Group

With shifting employee expectations, digital transformation, and increasing competition for skilled professionals, organizations must rethink their Employee Value Proposition (EVP). This session will explore how companies can adapt their EVP to remain relevant, differentiate themselves, and successfully engage with top talent in a constantly evolving landscape.

- The impact of market shifts on talent attraction and retention strategies
- Re-evaluating traditional EVP models: What still works, and what needs to change?
- The role of flexibility, culture, and purpose in shaping a compelling EVP
- Leveraging data and technology to personalize and enhance the employee experience
- Case studies: How leading organizations are redefining their EVP to stay ahead

HEALTHCARE TRACK

CHAired BY:

Dipankar Bandyopadhyay, Global HR Leader and Former CHRO, Carelon Global Solutions

2:00 PM Creating a Future of Work Policy: How to Balance Flexibility and Compliance?

Jennifer Patterson, Vice President Human Resources, Continuum Therapeutics

As organizations navigate the evolving workplace landscape, balancing flexibility and compliance has become a critical challenge. The future of work demands policies that support hybrid and remote models while ensuring legal, security, and operational integrity. This session explores key strategies for crafting adaptable work policies that align with regulatory requirements, enhance employee engagement, and drive business success.

- The evolution of work policies: trends and regulatory considerations
- Striking the right balance between flexibility and compliance
- Managing risks related to data security, labor laws, and workplace ethics
- Best practices for fostering a culture of trust and accountability
- Case studies: How leading companies are shaping future work policies

2:30 PM Revolutionizing Onboarding: The First 90 Days as a Retention Tool

Sylvia Munguia Pittman, CHRO, Chinese Hospital and Chinese Community Health Plan

First impressions matter. This session delves into how forward-thinking organizations are transforming onboarding processes to drive long-term employee engagement and retention.

- Learn how to design onboarding journeys that align with corporate culture and values
- Explore tech-driven solutions to streamline and personalize onboarding experiences.
- Discover how robust onboarding practices can reduce turnover in critical roles
- Hear examples of companies that have set the standard for successful onboarding programs

2:30 PM Reimagining Healthcare HR: The Yale New Haven Health Transformation Story

Liz Bickley, Chief Operating Officer, Korn Ferry Jodie Boldrighini, VP of Strategic HR Operations, Yale New Haven Health System

Healthcare is evolving—and so is the way we hire, engage, and empower talent. Join us for an inspiring deep dive into Yale New Haven Health System's bold journey to redefine its workforce strategy in partnership with Korn Ferry.

This session unveils how YNHHS tackled today's most pressing workforce challenges and emerged with a future-ready talent model powered by Korn Ferry's integrated solutions. From advanced analytics to streamlined recruitment and strategic workforce planning, discover how YNHHS aligned its people strategy with its mission to deliver exceptional care.

What you'll gain:

- A behind-the-scenes look at how YNHHS overhauled its approach to attracting top healthcare talent
- Insights into Korn Ferry's differentiated blend of consulting, technology, and data to drive cost-effective, scalable workforce transformation
- Real-world examples of how smarter hiring, stronger pipelines, and performance insights deliver better care outcomes

3:00 PM Data-Driven Hiring: Leveraging Analytics and AI for Smarter Talent Decisions

Deanna Pathak, SVP People and Organizational Strategy, Klick

In this session, we'll explore how talent acquisition professionals can harness analytics—and the use of AI—to make smarter, faster, and more inclusive hiring decisions.

- Unlock the power of data to elevate your hiring strategies
- Learn how to blend human expertise with data-driven insights to optimize talent forecasting, streamline candidate selection, enhance your recruitment outcomes and prove the ROI on your talent attraction initiatives
- Practical strategies to transform your hiring process and drive business success

3:00 PM How to Effectively Manage a Remote (or Not Remote) Recruiting Team

Jason Pistulka, AVP Talent Acquisition – Strategy, Operations and Candidate Engagement, Formerly HCA Healthcare

In today's dynamic workplace, managing recruiting teams—whether remote or in-office—requires a thoughtful blend of data-driven strategies, innovative tools, and clear performance metrics. Join Jason Pistulka as he shares actionable insights to elevate your recruiting team's performance.

Whether you're managing a remote or in-office team, this presentation will provide you with practical frameworks and strategies to drive performance and build stronger partnerships with your hiring teams to achieve maximum business impact at a minimum cost.

- Leveraging ATS data to establish service level agreements (SLAs) and audit recruiter performance effectively
- Using AI tools to enhance key recruiting activities, including intake sessions, phone screens, and offer conversations
- Measuring hiring manager satisfaction through Net Promoter Score (NPS) and aligning it with team goals
- Setting and achieving SMART goals to ensure accountability and success for recruiters

3:30 PM Afternoon Coffee & Networking

4:00 PM Driving Workforce Competitiveness through Effective Skills Identification

Michael Lawrence, Senior Manager, Learning & Development, Fox Factory

Effective skills identification directly impacts workforce competitiveness, organizational agility, and long-term growth. This session explores how businesses can harness cutting-edge skills identification strategies to build resilient teams, foster innovation, and maintain a competitive edge in an evolving talent landscape.

- Aligning skills identification with business goals: strategies to ensure learning programs directly support organizational objectives and drive measurable outcomes
- The role of AI, data analytics, and e-learning platforms in personalizing employee development and enhancing engagement
- Tools and methods to evaluate the effectiveness and impact of skills identification investments on organizational performance

4:00 PM
Reserved for

levelup[®]

4:30 PM Improving the End-to-End Candidate Experience as a Strategic Imperative

Kevin Bodine, Director of Global Talent Acquisition, Herbalife

The employee experience is directly tied to retention, engagement, and productivity. This session dives into creating a workplace culture that prioritizes employee well-being and satisfaction.

- Explore the link between employee experience and organizational performance
- Learn how to use technology to enhance the employee journey
- Discover ways to align your EVP (Employee Value Proposition) with workforce expectations
- Hear real-world examples of organizations excelling in employee experience

5:00 PM Developing a Winning Early Careers Strategy: Lessons from the UK

Hannah Rolph, Head of Talent Acquisition, Knight Frank

Attracting, developing, and retaining young talent is essential for building a resilient and future-ready workforce. Knight Frank has pioneered innovative approaches to early careers strategies, offering valuable insights for organizations worldwide. This session will explore key lessons, best practices, and actionable strategies to help businesses create robust early career pathways that drive long-term success.

- Building a sustainable early careers pipeline –the role of graduate schemes, and internships in workforce planning
- How Knight Frank tailors early careers programs to develop skills aligned with future workforce demands
- Strategies for attracting top young talent in a competitive market
- Creating structured learning, mentorship, and career progression opportunities
- Leveraging outreach programs and alternative pathways to ensure a diverse talent pool
- Key metrics and evaluation techniques to refine and improve early careers programs

4:30 PM
Reserved for



5:00 PM A Candidate-First Approach to Hiring: Mastering the Moments that Matter

Jen Gere, VP Talent Acquisition, Signify Health

In today's competitive talent market, a candidate-first approach is more critical than ever. This session delves into the key moments that shape a candidate's journey from application to onboarding, exploring strategies to ensure a seamless, engaging, and positive experience. Participants will learn how to identify and optimize the most impactful touchpoints, from initial contact to offer acceptance, and how to foster a lasting impression that resonates with top talent. Through real-world examples, practical tips, and data-driven insights, this session will empower hiring managers, recruiters, and HR professionals to build a hiring process that puts the candidate experience at the forefront—ultimately attracting and retaining the best talent in the market.

5:30 PM End of Day One

5:30 – 7:30 PM

**Leader and Team Awards
Presentation and Networking
Reception**

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A fresh take on talent



THURSDAY, SEPTEMBER 11, 2025 | DAY 2 AGENDA

8:00 AM Registration and Breakfast

8:40 AM Chairman's Welcome

8:50 AM Panel Discussion: DEI Under Pressure: Sustaining Diversity, Equity, and Inclusion in Challenging Times

Nickoria Johnson, Partner and Global Chief Diversity Officer, Credera
Latrinda Williams, Sr. Director, Corporate Social Responsibility, Valeris
Patrick Daniel, Chief Human Resources Officer, General Aviation Terminal – G.A.T. Airline Ground Support and Skycafe

In today's polarized political climate, diversity, equity, and inclusion (DEI) initiatives are facing unprecedented challenges, with many being scaled back or eliminated altogether. Yet, the need for inclusive workplaces and equitable opportunities has never been greater. This panel will explore how organizations can sustain and adapt their DEI efforts in the face of shifting political priorities, funding cuts, and societal pressures, while continuing to drive meaningful impact and create spaces where everyone can thrive.

- Addressing the impact of political and social shifts on diversity, equity, and inclusion efforts
- Strategies for maintaining DEI initiatives amidst backlash, funding cuts, and legislative restrictions
- Highlighting the tangible benefits of inclusive practices to secure leadership buy-in and long-term commitment
- Fostering constructive dialogue and collaboration in politically divided workplaces and communities.
- Adapting approaches to align with shifting priorities while staying true to core values of inclusion and equity

9:20 AM Reserved for Sevenstep

9:50 AM Panel Discussion: Towards AI-Powered Talent Acquisition to Drive a Competitive Edge

Dipankar Bandyopadhyay, Global HR Leader and Former CHRO, Carelon Global Solutions

Reece Fallon, Talent Acquisition Leader, The Americas, Thoughtworks

Stephen Muscat, Vice President Global Talent Acquisition, Altus Group

Anthony Concilio, Director, Human Resources, CarepathRx Specialty Pharmacy & Infusion Solutions

Artificial Intelligence is transforming the recruitment landscape, offering tools to identify top talent faster and more effectively. This session provides a deep dive into the latest AI applications in talent acquisition.

- Learn how to integrate AI-driven tools into your recruitment strategy
- Explore ways to leverage data for predictive hiring decisions
- Understand the ethical considerations of AI in recruitment processes
- Hear success stories of companies revolutionizing their hiring practices with AI

10:20 AM Aligning and Optimizing TA and Hiring Manager Performance With Automated Candidate Feedback

Jason Moreau, CEO, Survale

10:30 AM Reference Checking, The Modern Way

Seth Tilliss, CEO & Co-Founder, Reval

10:40 AM Tech Demo Reserved for Athena

10:50 AM Morning Coffee & Networking

11:10 AM Candidate Experience Breakthrough: Turning Passive Interest into Hires that Stay

Rachel Ward, Vice President of Talent Acquisition, Orion Talent

The journey from offer acceptance to start date is one of the most vulnerable points in the talent funnel, but also one of the most overlooked. In this session, we'll examine the key moments during the post-hire and pre-offer stages where candidate engagement breaks down, leading to costly drop-offs and early exits.

With a focus on high-volume and skilled hiring environments, we'll explore the most common friction points that create uncertainty, disengagement, and ghosting.

You'll learn how to design a candidate experience that blends automation with personalization, building emotional connection without overburdening your recruiters.

Attendees will leave with a practical blueprint for tightening the pre-start journey, improving offer-to-start conversion, and setting the foundation for long-term retention. Whether you're struggling with ghosting, early attrition, or simply want to strengthen your candidate journey, this session will help boost engagement and close the gaps that are costing you talent.

11:40 AM Achieving AI Value within the Recruiter and Candidate Experience

Chadd Dehn, Vice President RPO, DZConnex

12:10 PM Guest Keynote: Putting Your Mask on First: HR for HR

Jarik Conrad, Author, Keynote Speaker, Executive Coach, and Strategic Advisor, Human Like Me

The role of a Human Resources professional has become increasingly difficult and complex. HR teams routinely tackle staffing shortages, employee burnout and disengagement, DEI pressure and criticism, and intensifying compliance and regulatory challenges—all while trying to foster a positive organizational culture. These heightened demands have taken a toll on HR professionals, contributing to higher rates of anxiety and depression than the general population.

The role of a Human Resources professional has become increasingly difficult and complex. HR teams routinely tackle staffing shortages, employee burnout and disengagement, DEI pressure and criticism, and intensifying compliance and regulatory challenges—all while trying to foster a positive organizational culture. These heightened demands have taken a toll on HR professionals, contributing to higher rates of anxiety and depression than the general population.

Join us for a thought-provoking interactive session where we will explore actionable insights and practical tools to help HR professionals prioritize your own health, so you can maximize your personal and professional impact.

- Understanding Health Trends: Detail the causes and consequences of the distressing health and wellness trends impacting HR professionals
- Building Resilience: Outline why emotional intelligence is essential for building resilience and coping with the intense pressures of the HR role
- Cultural Transformation: Demonstrate how HR professionals can foster a culture of wellbeing to boost employee engagement and high performance

12:40 PM Lunch & Networking

TALENT ACQUISITION TRACK

1:30 PM Hiring with Confidence: Navigating Risk & Compliance in the AI-Driven Digital Era

Holly Jordan, Manager, HR Global Programs, Global People Services, Syneos Health

In today's competitive talent landscape, hiring the right candidate isn't just about skills—it's about safeguarding your organization against risk and ensuring compliance from day one, particularly in an AI-driven digital environment. This session dives into the critical elements of managing hiring risks, from rigorous background checks and work authorization to adhering to OFCCP job posting regulations. Discover how proactive compliance can protect your brand reputation, reduce legal exposure, and empower your talent acquisition strategy.

- Implementing seamless background checks that balance thoroughness with a positive candidate experience
- Mastering I-9 documentation, work authorization, and OFCCP job posting requirements to avoid costly penalties
- Navigating EEOC guidelines to foster a diverse and equitable hiring environment
- Safeguarding personal information with robust data privacy practices that build trust and compliance
- Identifying compliance red flags early and establish policies that protect your organization

HEALTHCARE TRACK

1:30 PM Solving the New Hire Retention Challenge: Welbe Health's New Hire Success Program

Cathy Fraser, Chief People Officer, Welbe Health

- Rapid growth of the organization created a recruiting machine that focused on filling reqs.
- Analytics pointed to two key opportunities – people accepting offers falling off before employment, and people leaving the organization in the first 90 days.
- New Hire Success program identified and attacked key drivers including hiring guides, pre-hire process, timely and progressive pay, onboarding, and early engagement. Significant reduction in both offer loss rate, and <180 day turnover.
- Sustainability includes reporting, bi-weekly metric reviews, recruiter accountability for 90 days retention, and continued program/pilot work

2:00 PM Strategies in Attracting and Retaining the Right Talent: Finding the Balance

Lisa Aldava, Chief of Talent and Retention, Former SVP, Head of Talent Acquisition, Axos Bank

In a rapidly evolving job market, hiring the right talent is just the first step—keeping them engaged and motivated is the real challenge. Organizations must strike a balance between attraction and retention by aligning hiring strategies with long-term employee satisfaction. Here we will explore how companies can build a dynamic talent strategy that not only brings in top candidates but also fosters an environment where they want to stay and grow.

- How to define and communicate a compelling employer brand to attract top talent
- Strategies for identifying and hiring the right candidates for long-term success
- Understanding employee expectations: What drives engagement and retention?
- The role of leadership, culture, and career development in retaining top performers

2:00 PM Leveraging AI for Bias-Free Talent Decisions

Nickoria Johnson, Partner and Global Chief Diversity Officer, Credera

Artificial Intelligence is reshaping the way organizations make hiring and promotion decisions, but it comes with risks of perpetuating biases. This session explores how organizations can utilize AI ethically to ensure fairness and equity in talent decisions.

- Examine the latest AI advancements in hiring and performance management tools
- Learn strategies to identify and mitigate bias in AI algorithms
- Explore legal and ethical considerations for AI-driven talent decisions across the regulatory landscape.
- Discover success stories organizations using AI for more equitable workforce outcomes

2:30 PM Chairman's Closing Remarks

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<input type="checkbox"/> Association: 2-Day In-Person	\$598	\$995
<input type="checkbox"/> Virtual Academy	\$1,195	\$1,395

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