

GETFIVE
HR
NETWORK



BRIEFINGS FOR THE INFORMED PROFESSIONAL

*79th HR Network Breakfast Seminar
September 21st, 2018*

The Intersection of People Analytics and Diversity & Inclusion

@GetFive5

The information in this directory is confidential and for the benefit of the HR Network. Kindly refrain from sharing with vendors.

BRIEFINGS FOR THE INFORMED PROFESSIONAL



ABOUT GETFIVE

GetFive is a provider of modern outplacement solutions, known for its proven 5-Step Method for job search. We help employer brands reach their full potential through smarter offboarding.

Our outplacement solutions guarantee unmatched one-to-one coaching hours and make a science of getting back to work. Our targeted executive coaching programs focus on the development areas your employees need most to maximize professional potential.

Known for our fanatical dedication to client satisfaction, we offer customized, scalable solutions for every employment level and stage. Visit us at getfive.com to schedule a complimentary strategy session and to find out how our programs can benefit your employer brand ROI.



HRCI RECERTIFICATION

PROGRAM: 363211

GENERAL CREDIT HOURS: 1.5

To receive recertification credit, please log-in to www.hrci.org, and click "My Recertification"



SHRM RECERTIFICATION

ACTIVITY 19-25JZW

1.5 PDCS

GetFive is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

Welcome to the 79th HR Network Breakfast Seminar

The Intersection of People Analytics and Diversity & Inclusion

TODAY'S BREAKFAST TOPIC

The Intersection of People Analytics and Diversity & Inclusion

When companies with admirable diversity & inclusion objectives come up short, it is often attributable to a communication gap, such as between the people analytics leaders and diversity leaders themselves. Our panel will dig into the issues that keep these teams from executing a cohesive strategy. The panel will also discuss effective strategies to incorporate D&I objectives in a holistic fashion, from recruitment, retention, mentoring, sponsorship, pay equity and employee affinity group topics.

Watch Your Employer Brand Thrive

Our trusted 5-Step Method is at the heart of our effective, modern outplacement solutions

STRENGTHEN YOUR BRAND

5-STEP METHOD FEATURE #01

Employees will set career goals, and develop their own personal marketing campaign

THE HOST



DARREN KIMBALL

Chief Executive Officer, GetFive

Prior to joining the company, Darren enjoyed a 20-year career on Wall Street. Darren spent 10 years as a top-ranked analyst by Institutional Investor Magazine and was twice the Wall Street Journal's top sector stock picker. He has appeared on CNBC, CNN, and Bloomberg TV to discuss his views. Darren holds a B.S. in Economics with magna cum laude honors from The Wharton School of the University of Pennsylvania and has been a chartered financial analyst (CFA) since 1994.

THE MODERATOR



STEPHANIE CREARY

*Assistant Professor,
Management Department,
The Wharton School,
University of Pennsylvania*

Stephanie J. Creary is an Assistant Professor of Management at The Wharton School, University of Pennsylvania. She is also an affiliated faculty member of Wharton People Analytics and a Senior Fellow of the Leonard Davis Institute of Health Economics (LDI).

Previously, she was on the faculty of Cornell University. Prior to completing her PhD degree at the Boston College School of Management, she was a research associate at Harvard Business School and The Conference Board in NYC. Stephanie's research investigates how multiple identities, perspectives, and experiences are engaged and used in organizations to cultivate positive identities, improve the quality of relationships, and promote change that is positive for organizations. She has published her research in leading management journals, co-authored several HBS case studies on leadership and diversity, written executive action reports on human capital for management audiences, and has won several research and teaching awards. In addition, she has developed a new course, "Leading Diversity in Organizations" and teaches that to Wharton undergraduate and MBA students.

THE PANELISTS



MARTIN SCHMELKIN
*Partner, Employment Law
Practice, Jones Day*

Marty Schmelkin served as an in-house employment counsel for 15 years at a leading global financial institution, providing him with a practical and business-oriented perspective that he brings to the practice. Marty represents employers in all aspects of employment law, advising on litigation strategy, leading workplace training programs, coordinating the implementation of policies and programs across multiple global jurisdictions, and counseling on recruitment, hiring, compensation, promotions, as well as disciplinary and termination activity. Marty understands the legal and business challenges facing employers and has a particular in-depth experience with financial services firms, including investment banks, hedge funds, private equity firms, and asset managers. He counsels financial services firms on employment related FINRA arbitrations and regulatory filings.

Marty has worked extensively in the area of corporate diversity and regularly advises employers on their implementation of US and global diversity policies and programs. Marty also has broad experience with the obligations of federal contractors including the preparation of affirmative action plans and responses to OFCCP and related regulatory audits.

Prior to joining Jones Day, Marty worked for 15 years in the legal department of Goldman Sachs, where he was a managing director and associate general counsel in the employment law group. While there, he spent time in the firm's Hong Kong office covering employment law matters throughout Asia and also had responsibility for employment law in non-U.S. offices in the Americas. Marty is a member of the board of the Cornell University School of Industrial & Labor Relations (ILR) Alumni Association.



SAMUEL LALANNE
*SVP, Global Diversity and
Talent Management, Citi*

Sam Lalanne is a Senior Vice President of Citi's Global Diversity and Talent Management team, an HR corporate center function. Sam has been with Citi for 15 years, and is currently focused on enterprise-wide, data-driven talent and diversity strategies. In this global role, Sam has oversight of metrics and analytics across the organization and partners closely with Talent & Diversity leads and Senior Human Resource Officers across Citi's products and functions to identify a consistent approach to strategy, issue resolution, and program execution.

Previously, Sam was the Business Risk & Strategy Senior Manager within the Office of the COO of Citi's Private Bank focused on risk management and strategic initiatives in support and oversight of the North America region. Responsibilities included leading several key client experience and business process projects that thematically aligned to issue/root cause remediation, automating manual processes, and innovation. During Sam's tenure at Citi Private Bank North America, he also held roles including Head of Fraud Management, Head of Group Information Security, and Head of Vendor Management.

Sam holds a Bachelor's Degree in Finance from the Carroll School of Management at Boston College.

CONTACT INFORMATION FOR THE PANELISTS

STEPHANIE CREARY

*Assistant Professor,
Management Department*

The Wharton School, University of Pennsylvania
Philadelphia, PA

Phone: (215) 898-6391

Email: sjcreary@wharton.upenn.edu

LinkedIn: www.linkedin.com/in/stephaniecreary/

MARTIN SCHMELKIN

Partner, Employment Law Practice

Jones Day
New York, NY

Phone: (212) 326-3990

Email: mschmelkin@jonesday.com

SAMUEL LALANNE

SVP, Global Diversity and Talent Management

Citi
New York, NY

Phone: (718) 248-8657

Email: samuel.p.lalanne@citi.com

LinkedIn: www.linkedin.com/in/samuelplalanne/

Website: www.citigroup.com/citi/diversity/

Watch Your Employer Brand Thrive

Our trusted 5-Step Method is at the heart of our effective, modern outplacement solutions

STRENGTHEN YOUR BRAND

5-STEP METHOD FEATURE #02

Employees will strategize and conduct preliminary research on industries and companies



WHAT'S NEW AT GETFIVE



Spotlight

Check out the Featured HROI Interview Series

These interviews reveal the challenges, setbacks and successes experienced by HR professionals across different disciplines and from a wide variety of industries. The HROI Series shines a spotlight on the intersection of HR and ROI.

GETFIVE.COM/HROI

*Follow us on
Twitter @GetFive5
and like us on
Facebook!*



See GetFive Coaching in Action

Attend a GetFive workshop in person. You'll see the difference, and understand why more companies choose GetFive as their outplacement provider.

CONTACT LINSEY ODRE TO SCHEDULE AN OBSERVATION:

212.286.4500 | linsey@getfive.com

FROM HR EXECCS

"The outplacement services at [GetFive] are top-notch. What I like about [GetFive] is the practical, hands-on experience. All of my former employees feel they got that personal connection with someone, which really made the difference for them."

**ASSOCIATE EXECUTIVE DIRECTOR, HUMAN RESOURCES,
NOT-FOR-PROFIT**

"Outbound employees are thrilled because they get a personalized service with the resources to back it up. Nobody wants to need outplacement, but when they do, they want [GetFive]"

SENIOR HR BUSINESS PARTNER, COMPUTER SOFTWARE COMPANY

FROM PAST MEMBERS

"[GetFive] provides a basis for lifelong skills. For instance, you learn what your strengths are, you learn what you're passionate about, you know what you're worth and you know how to talk about this with confidence."

DIRECTOR, PUBLISHING

"[GetFive] helps open your eyes to things you can't see. If you give them a little bit, they're going to give you a whole lot more. I was able to change careers and industry. Take advantage of it."

MANAGER, BANKING