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Recruiting Evangelist, Social Change Advocate, Analyst and Others Will Lead Disruptive Thinking HR Symposium Breakout Sessions

NAPERVILLE, ILL., July 17, 2017 — Between market convergence, consolidation and millennials' impact on workplace policies and practices, human resources (HR) professionals must be nimble and forward-thinking. On October 26 in Philadelphia, CTHRA's HR Symposium will feature a day of educational sessions to help HR practitioners embrace brainstorming without boundaries and develop winning strategies for the future.

General sessions led by futurist Bob Johansen, Ph.D. will bookend the day of learning. In the morning, Dr. Johansen will share how HR leaders can leap into the future and thrive in a world of increasing volatility, uncertainty, complexity and ambiguity. Johansen will return to the stage in the afternoon to outline practical strategies that HR professionals can leverage to channel uncertainty into success. Between general sessions attendees can customize their learning experience by selecting from the following six breakout sessions.

HOW PRO BONO IS REWRITING THE WAY WE ENGAGE & DEVELOP TALENT **Featuring Catherine Ward, head of advisory services, Taproot Foundation**



Studies show that leadership is among the top business priorities for many companies, yet current approaches to leader development fall short of addressing this critical business need. Companies need a different set of tools to unlock the potential of current and emerging leaders in a rapidly changing global business environment. Pro bono service – professional work donated to organizations working to drive social change – is a proven model that can inspire and equip your best and brightest leaders to take on tough challenges and define the next generation of leadership within your company.

RECRUITING THE WORKFORCE OF TOMORROW

Featuring Lindagrace de la Cruz, recruiting evangelist, Indeed



The greatest economic inflection points over the last 200 years have been driven by technology that either made the world better or changed the way people work together. In 2017, we now live in a world that relies more and more on technology to thrive—the Internet, automated software and smartphones have accelerated the pace of nearly every task. As a result of this latest inflection point, we are also seeing a dramatic reshaping of the U.S. labor market. This session will equip attendees with an understanding of seven key work-related trends impacting how people find jobs today, emerging workplace shifts including specialized and fraction workers, the division within the labor force among highly skilled vs. low skilled, and what jobseekers perceive as high value.

21ST CENTURY LEARNING

Featuring Everett Darby, partner, Growth River Consulting



While learning contributes to the many facets of people’s lives, the journey from cradle to career by new learning pathways and approaches will be disrupted by the changing nature of work. Continuing to pursue traditional beliefs about learning will cause current institutions and systems of learning to persist without truly meeting the needs of learners and society. As we redefine learning for the emerging era, deeply held societal beliefs about learning will need to change, and the purpose of learning will vary for different learners and for different learning ecosystems. During this session, Everett Darby will identify learning competencies that help people succeed amid the incredible pace of change, technological/digital impact and shifting landscapes and how to support people in new forms of career readiness while creating greater passion and clarity of personal meaning.

DESIGN THINKING

Featuring Natalie W. Nixon, Ph.D., principal, Figure 8 Thinking, LLC



You may not have dreamed of being an engineer or designer, but it turns out that thinking like one can help you innovate and problem solve in a volatile and uncertain environment. Hybrid thinker Natalie Nixon will share how a focus on process instead of solution yields optimal results. She’ll also explain how to connect disparate ideas to break down and prevent silos in the workplace. This session will provide attendees with an understanding of the basic principles of design thinking and new ways to cultivate empathic leadership.

BIG DATA & HR ANALYTICS

Featuring Arun Ghosh, principal of advisory data & analytics, KPMG

Judy Train, VP of HR shared services, Cox Communications

Rob Delmarco, VP of financial management and human capital analytics for HR operations, Comcast

Chris Powell, CEO, Talmatrix



Media and communications organizations are under tremendous pressure to address shifting consumer demands, disruptive competitors and new digital technologies which are forcing the HR function to adapt and meet the demands of these evolving business realities. During this session, HR practitioners will discuss how they are addressing market disruptions and developing new conceptual models and enablers to achieve greater employee engagement. In addition, attendees will learn how to effectively use cognitive computing to transform HR and the employee experience, incorporate predictive people analytics into hiring practices, forecast for optimized strategic workforce planning and leverage total reward analytics to promote retention.

FUTURE-PROOF YOUR ORGANIZATION THROUGH AN OUTWARD MINDSET

Featuring Mitch Warner, managing partner, The Arbinger Institute



Building a workforce dynamic enough to anticipate and respond to ever-changing market challenges requires more than the outmoded behavioral solutions of the past. A flexible, high-performing and engaged workforce is created by diagnosing and changing the underlying mindset that drives behavior. This session will equip attendees with frameworks to deepen self-awareness and help others identify an inward, self-focused mindset; tools to help others shift to an outward mindset; an approach to work that sparks innovation in delivering impact toward customers, managers, coworkers and direct reports; and a simple but powerful accountability model that drives the performance management conversations at the heart of personal development.

NETWORKING EVENTS

In addition to the sessions, CTHRA's HR Symposium will feature an evening Welcome Reception on October 25, plus a networking breakfast and Excellence in HR Awards Luncheon on October 26. More than 200 industry HR professionals will attend the event. Early bird and group rates are currently available. For more information and online registration, visit www.CTHRASymposium.com.

MEDIA PASSES

Complimentary registration is available to members of the press. Please contact [Melissa A. Hicks](#).

ABOUT CTHRA

The Cable and Telecommunications Human Resources Association (CTHRA) is the premier human capital resource for the industry and a growing nonprofit organization with more than 3,000 members spanning 50 companies. CTHRA provides industry-specific benchmarks, information and resources, as well as networking and educational opportunities. Its groundbreaking initiatives include compensation and employee benefits surveys and its annual HR Symposium. For more information, visit www.cthra.com.

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