

# Agenda | Future Of HR Forum Mexico City

## REGISTRATION & BREAKFAST

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November 29, 2023

8:00 am-9:00 am



## WELCOME

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November 29, 2023

9:15 am-9:30 am

### Welcome and introduction

Ready... set... let's go! We'll kick off the Forum with a warm welcome, some housekeeping notices (snore, we know) and some energizing insights from the emcee to get everyone ready to learn, share and engage.

## KEYNOTE

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November 29, 2023

9:15 am-9:45 am

### The future of work is now

The HR landscape has changed. Factors such as the pandemic, emerging tech, new generations, a war for talent and evolving employee expectations have contributed to a 'new world of work' which was almost unimaginable 10 years ago. In this keynote we'll share actionable advice and real-world examples to help HR professionals prepare for the next era of work. Attendees will leave with a better understanding of the future of work and the strategies and tools they need to navigate the rapidly changing landscape.

## KEYNOTE

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**November 29, 2023**

**9:45 am-10:15 am**

## **Linking talent strategy with business strategy**

Are you sick of HR's negative reputation in the company? Are you ready to be strategic but no one will let you? Are you tapped out of ideas on how to run HR on a limited budget but no one is willing to invest in it?

Join this talk to hear how you can help bring people strategy and business strategy together forever. We'll learn how to catapult our social capital and position HR as a strategic partner that not only builds great companies and cultures but helps build great, sustainable businesses.

### **PANEL DISCUSSION**

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**November 29, 2023**

**10:15 am-11:00 am**

## **Getting investment for new HR initiatives**

This panel will discuss the following questions:

- How can HR leaders align their initiatives with business objectives to gain executive support?
- How can HR leaders use data to articulate the potential impact of new initiatives?
- How can HR professionals build relationships with executives and establish themselves as trusted partners in driving organizational success?
- What are some common reasons why executives may resist or be skeptical of new HR initiatives, and how can HR professionals navigate these challenges?

### **MORNING COFFEE**

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**November 29, 2023**

**11:00 am-11:30 am**



### **KEYNOTE**

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**November 29, 2023**

**11:30 am-12:00 pm**

## **Can you measure culture?**

As the modern workplace continues to evolve there is an increasing emphasis on company culture. In fact for Millennials and Gen Z culture is considered as, if not more, important as salary and progression opportunities. In order to secure and retain the best talent it's important to have a culture that both supports the demands of the business *and* keeps employees happy and engaged. But how do you track this? How can you evaluate where your culture currently stands and see what is missing? In this talk we will discuss ways to 'measure' company culture and ensure the environment is one that ensures happiness and productivity from employees.

### **INTERACTIVE SESSION**

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**November 29, 2023**

**12:00 pm-12:45 pm**

## **Interactive roundtable discussions**

During this session we will break into smaller groups for facilitated discussions on specific topics. This is a chance to take a deep dive into current challenges with your peers. Topics for discussion include:

- Making sense of your HR data
- Cultivating culture
- Winning the war on talent
- Digital transformation in HR
- Business partnering for success

### **LUNCH**

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**November 29, 2023**

**12:45 pm-1:45 pm**

### **PANEL DISCUSSION**

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**November 29, 2023**

**1:45 pm-2:30 pm**

## **HR analytics: Using data to power employee and business success**

This panel will discuss the following points:

- What are some key performance indicators (KPIs) that drive employee productivity, engagement, and satisfaction, and how can HR analytics help identify them?
- How can people analytics has been used to identify talent gaps and create targeted strategies for employee development and career growth?
- How can people analytics help businesses make more informed decisions about strategic workforce planning?
- How can you upskill your teams to be more data literature/comfortable using data for decision making

### **KEYNOTE**

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**November 29, 2023**

**2:30 pm-3:00 pm**

## **Making sense of your people data: tools, dashboards, visualizations & more**

With so much data now available it can be a challenge to separate the signal from the noise. In this session we'll will discuss how to create meaningful dashboards to help both HR leaders make sense of their data, track metrics and KPIs, as well as present findings with the wider organization

### **AFTERNOON COFFEE**

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**November 29, 2023**

**3:00 pm-3:30 pm**

### **PANEL DISCUSSION**

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**November 29, 2023**

**3:30 pm-4:15 pm**

## Rethinking the employee experience in a post-pandemic world

This panel discussion will look at the following points:

- What does employee experience mean to you, and how has it evolved over the past few years?
- How can organizations ensure that their employee experience initiatives align with their business objectives?
- What role does technology play in enhancing the employee experience, have you leveraged any of the latest tech or tools?
- How do you create a cohesive experience with different employee types (eg office vs field based)?
- What are some of the key metrics to track in order to measure the success of employee experience initiatives?
- How can organizations ensure that their employee experience initiatives are inclusive and equitable for all employees, regardless of their backgrounds or identities?
- Why is employee experience important as new generations enter the workplace?
- How do you overcome budget or resource limitations for new initiatives?

### KEYNOTE

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**November 29, 2023**

**4:15 pm-4:45 pm**

## Hybrid working: getting it right

Remote and hybrid working has become increasingly commonplace since 2020. While many organisations have embraced this shift as better for both employee and employer there is still work to do to 'get it right' for both sides. This presentation will look at key things organisations must consider, including:

- Communication and engagement with remote employees
- How to create a culture of trust and accountability in a hybrid environment
- Ensuring managers/leaders are equipped to manager employees they rarely see in person
- Supporting mental health and well-being

### PANEL DISCUSSION

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**November 29, 2023**

## Future HR leaders and skills required

This panel will discuss the following:

- How has HR evolved over the last 2-5 years - and how have those working in the function had to adapt?
- With the increasing use of technology in the HR space, are there any specific tech skills HR leaders should possess?
- ... and what about soft skills, how do these need to evolve to suit evolving employee expectations and generational conflicts?
- Why is data-literacy a crucial skills for HR professionals now?
- How can HR as a function better present itself as a strategic partner within the business?
- What is HR's role in closing the skills gap?

**NETWORKING DRINKS**

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**November 29, 2023**

**5:30 pm-7:00 pm**

