

2025 Partner Showcases & Tech Demos

Thursday, April 3, 2025

9:00-10:20 AM

Partner Showcase: SHL

“Implementing Skills-Based Talent Practices: Lessons from the Journey”

There are a number of potential gains associated with the adoption of a skills-based talent strategy including engagement, retention, and performance. As organizations consider how to get started on a skills journey to optimize their talent, they soon discover that the scope and required effort can be quite “immobilizing”. How do you identify and define required skills across the enterprise? How do you measure these skills at scale without sacrificing accuracy? Learn how organizations are successfully navigating some of the early decisions and challenges on their skills journey.

Speakers:

- Marlene Dunne, PhD, Chief Talent Advisor, SHL
 - Julia Walsh, PhD, Manager of Talent Assessments, General Mills
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10:30-11:20 AM

Partner Showcase: Valence

“AI Coaching: The Year-One Impact on Management”

Experienced talent leaders from General Mills, Prudential, and Experian reveal the transformative effects of AI coaching on leadership development and talent management across their global workforces—and exactly what’s changed for managers.

Speakers:

- Richard Chambers, PhD, Head of Talent & Change, General Mills
 - Matt Dreyer, PhD (ABD), Head of Talent Management, Prudential Financial
 - Brad Haime, MA I-O, Global Head of Leadership Development and Careers, Experian
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11:30-1:00 PM Wellness Break – concession lunches in the Exhibit Hall

1:00-1:50 PM

Partner Showcase: Valence

“Personalized Coaching for Modern Managers: AI's Role in Developing Tomorrow's Leaders”

AI is fundamentally reshaping how we work, but what does that mean for talent development and leadership at large? Join Valence CEO, Parker Mitchell, as he reveals how Nadia, the most trusted and widely deployed AI coach among the Fortune 500, is transforming manager support.

- Discover powerful insights from global talent leaders and AI experts on the future of work when everyone has AI
- Understand Nadia's unique capacity for personalization and collaboration at scale
- Learn why forward-thinking enterprises need specialized AI for management behaviors

Speaker:

2025 Partner Showcases & Tech Demos

Parker Mitchell, PhD, CEO & Founder, Valance

2:00-3:20 PM

Partner Showcase: Deloitte Consulting

“The Human Edge: Leveraging the Science of People for Business Transformation”

Delve into ‘The Science of People’ and its impact on individual and organizational wellbeing and effectiveness. This session underscores the importance of human factors in solving business problems in an AI-driven world. Drawing on insights and examples from Deloitte’s *2025 Global Human Capital Trends* report, we will discuss the critical choices leaders must make to optimize human performance in a rapidly changing business landscape. Discover how to turn uncertainties into opportunities to achieve a sustainable competitive advantage by unlocking human potential.

Speakers:

- Kyle Forrest, MBA, Human Capital CMO, Deloitte Consulting
 - Sarah Szpaichler Stough, MA I-O, Human Capital Managing Director, Deloitte Consulting
 - Michael Kemp, PhD, AVP Human Capital Research, Deloitte Consulting
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3:30-4:00 PM Coffee with Exhibitors in the Exhibit Hall

4:00-4:50 PM

Partner Showcase: Multi-Health Systems

“Emotional Intelligence and Intelligence: Questions...and Some Answers”

This session with John (Jack) D. Mayer, PhD, will discuss the concept of Emotional Intelligence (EI) and address the following questions:

- What is the Cattell-Horn-Carroll (CHC) Three-Stratum Model of Intelligence?
- Is Emotional Intelligence a concept of importance? What is it?
- How is Emotional Intelligence measured?
- How did Emotional Intelligence break ground for additional people-centered intelligence?
- What does Emotional Intelligence predict and what are its applications?

Speaker:

- John (Jack) D. Mayer, PhD, Professor of Psychology, University of New Hampshire
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5:00-5:50 PM

Tech Demo: Encore AI

"AI for Assessment Intelligence — better insights in 1/4 the time with Encore AI"

Encore AI automates the time-consuming work of analyzing interviews, surveys, psychometrics, and other assessment data. We help produce beautiful and insightful assessment reports in ¼ the time, so coaches, consultants, and talent leaders can focus on what matters most — developing great leaders. Join Founder & CEO Matt Cooper to learn how Encore AI can help you:

2025 Partner Showcases & Tech Demos

- **Scale Your Impact:** Automate assessment analysis to work with more leaders, more effectively.
- **Amplify Your Insight:** Quickly surface hidden trends and themes across multiple types of assessments — and across many people — for a truly integrated view of leaders and organizations.
- **Streamline Your Workflow:** Spend less time preparing reports, and more on growth— both for your business and your clients.

Speaker:

- Matt Cooper, Founder & CEO, Encore AI

Friday, April 4, 2025

9:00-10:20 AM

Partner Showcase: Arcadia Consulting

“Enhance Your Executive Presence: Strengthen Influence & Confidence”

Executive Presence is about projecting confidence, composure, and gravitas to inspire and influence others. This session will help you:

- Develop a strong internal mindset for executive presence
 - Enhance interactions with clients and team members
 - Learn the ‘Three Circles of Presence’ framework to build personal power
 - Drive greater impact through confidence and connection
 - Strengthen your ability to lead, motivate, and inspire in any professional setting
- Join us to gain practical strategies for becoming a more influential leader!

Speaker:

- Emma-Kate Swann, MS I-O, Principal Consultant, Arcadia Consulting
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10:30-11:20 AM

Partner Showcase: Valence

“VML’s AI-Powered Leadership Development at Scale”

Discover how global creative powerhouse VML leverages AI coaching to deliver personalized, on-demand leadership growth at scale. Join VML’s senior talent leaders, Austin and Vidhi, as they reveal how Nadia, Valence’s AI coach, revolutionizes talent development across 24,000 employees worldwide. Learn how they:

- Integrated AI coaching into their award-winning THRIVE platform
- Developed innovative use-case applications for client-facing teams
- Drive adoption through grassroots campaigns and global events

Speakers:

- Austin Smith, PhD, Global Head of Talent and Organizational Effectiveness, VML
 - Vidhi Thakker, MA OP, Global Senior Manager, Talent and Organizational Development, VML
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11:30-1:00 PM Wellness Break – concession lunches in the Exhibit Hall

2025 Partner Showcases & Tech Demos

1:00-1:50 PM

Partner Showcase: Pinsight

“Accelerating Leadership Transitions: Key Skills to Develop for Mid and Senior Roles”

Our research uncovered the essential skills and experiences leaders need to transition successfully into mid and senior roles. By analyzing thousands of leaders in standardized simulations, we identified key development areas: successful transition into mid-level leadership requires charismatic presence, crisis response, and business planning, while transition into senior leadership necessitates entrepreneurial thinking, impactful presentation, and talent strategy expertise. With few leaders fully prepared for advancement, our findings provide a clear roadmap to accelerate readiness through targeted skill development and exposure to the right leadership experiences.

Speakers:

- Martin Lanik, PhD, CEO, Pinsight
 - Amy Huber, MS I-O, Director of Client Success, Pinsight
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2:00-3:20 PM

Tech Demo: Deloitte Consulting

“Modelling the Future of Work: Leveraging Technology to Forecast Future Workforce”

From generative AI to shifts in labor location and type, the need to model the future of work, plan for investments, and optimize organizational structure and outcomes has never been greater. Join Deloitte for in-depth technology demos showing how to 1) identify disruption potential to the workforce due to GenAI, 2) leverage real-time data to model scenarios, and 3) forecast future needs to optimize organizational structure. See how three tools provide insights and strategic planning capabilities that empower data-driven business decisions to future-proof your organization.

Speakers:

- Carissa Kilgour, Partner, Human Capital, Deloitte Consulting
 - Russell Klosk, Managing Director, Human Capital, Deloitte
 - Angela Visser, Manager, Human Capital, Deloitte
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3:30-4:00 PM Coffee with Exhibitors in the Exhibit Hall

4:00-4:50 PM

Partner Showcase: Berman Leadership Development

“Executive Coaching in Organizations: Leveraging the Business Context to Inform Practice”

Context is essential to executive coaching. Traditional coaching emphasizes individual goals, specific role characteristics, and personal styles. These are only some of the many aspects needed to add value to senior leaders. Executive coaches need to understand the industry, the organization, and the stakeholders to provide unique and targeted insights throughout the

2025 Partner Showcases & Tech Demos

coaching engagement. This partner showcase will explore how we leverage these multiple frameworks and apply them to a case study in an interactive session designed to build the capability of coaching psychologists at all levels.

Speakers:

- Bill Berman, PhD, ABPP, FAPA, CEO, Berman Leadership Development
- Scott Serviss, PsyD, BCC, COO, Berman Leadership Development