



# LEAP HR Manufacturing

Radical Change Through People

September 16-18  
Austin, TX

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TO \$400

Among the disruptive HR  
innovators sharing case studies:



Tameka Cheeks  
Director of Human  
Resources  
ITW



Gabriele Tedoldi  
VP of HR  
Procter & Gamble



Leslie Des Rosiers  
Senior Business Human  
Resources Director-  
Foundry Services  
Intel



Shelley Hauser  
Human Resources and  
Talent Leader, Supply  
Chain  
General Mills



Andrea Archer  
Senior Director -  
Human Resources  
Altria



Elizabeth Miller  
Director of  
Manufacturing  
Phillip Morris



Eric Piquant  
Director of Industrial  
and Operational  
Excellence  
Competencies  
Development  
Michelin

Upskill, Engage & Retain Your Production Frontline Workforce to  
Transform Productivity Today, & Modernize Your Manufacturing  
Business for Tomorrow

[www.leaphr-manufacturing.com](http://www.leaphr-manufacturing.com)



WHY LEAP HR

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OPPORTUNITY

TAKING PART

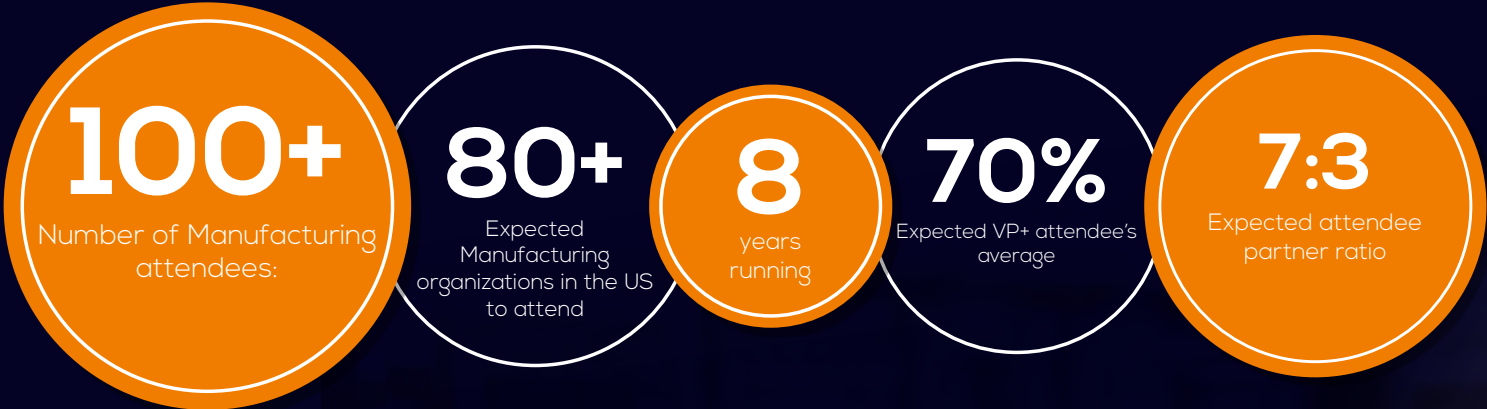
GET IN TOUCH

MEET THE  
TEAM

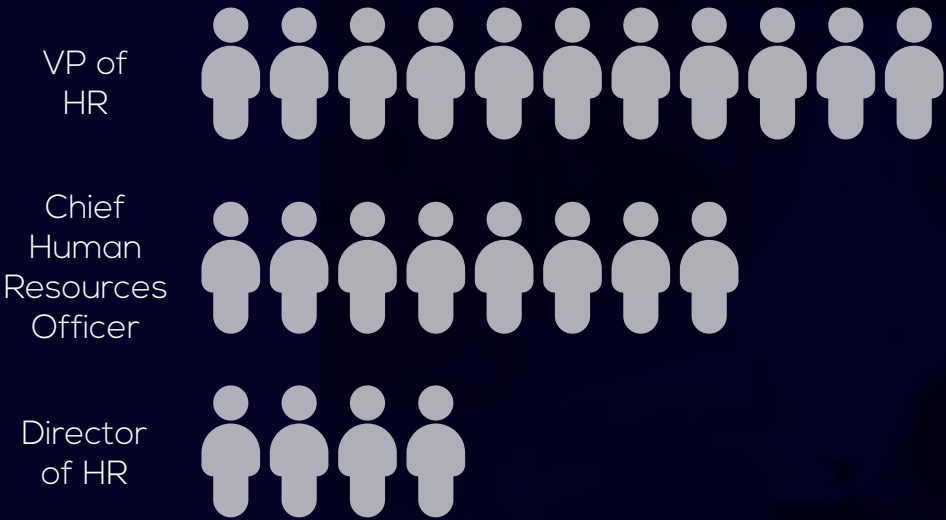


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# The Definitive Event for Strategic HR Leaders in Manufacturing



## 3 most common titles expected



**Brian Rhodes**, Vice President – Human Resource Operations, **U.S. Venture**

“I really enjoyed how intimate of a setting the conference was as a whole - drove a lot of great networking in the industry and allowed for robust conversations and learning opportunities.”



**Donna Stanley**, Vice President – Human Resources, **Amalie Oil Company**

“I loved all the networking and sharing best practices with fellow practitioners!”

**LEAP HR: Manufacturing**  
September 16-18, 2024  
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## What have past attendees said?



**Eileen Venegas**, Human Resources Director, **Birchwood Foods**

“I like the content that is delivered in all sessions. Everything is relatable to my specific role and industry.”

## The LEAP Difference

*LEAP HR: Manufacturing is a high-energy, high-impact, fully immersive experience.*

### How it works

We’ve reinvented the conference experience from the ground up, recognizing that the traditional format no longer meets the needs of today’s dynamic industry landscape. While reviewing the agenda, you’ll find three primary session types:



**Discover sessions** offer you the chance to hear the most admired people leaders in manufacturing share the stories of what they’ve done to solve their most pressing HR challenges



**Develop sessions** provide you with the unique opportunity to have your burning questions answered in a room full of your peers and move beyond the ‘what’ and the ‘why’ to get to the ‘how’



**Action sessions** are designed to help you work with your team to set a clear, bespoke action plan of what you are going to change when you get back to your business to ensure you get a fast ROI

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# Event Highlights

LEAP HR: Manufacturing is the only event dedicated to tackling the strategic HR challenges and opportunities facing Manufacturing organizations of all types and sizes in the US.

Take part, and uncover how:



**Avery Dennison** are Leveraging New Technology & Data Analytics to Build Strategic Pipeline for the Future



**Procter & Gamble** are developing a Strategic Plan to Combat High Attrition Rates



**Magnaflow** are Re-Branding HR away from Compliance to People & Culture to Enhance Collaboration



**Michelin** are Creating a Structured Competency Development System for Talent Growth



**Jokey America** are Building Next Generation Talent through A Home Grown Apprenticeship Scheme



**Owens Corning** are Setting the Foundation for a Robust 'Future of Work'



**Reynolds Consumer Products** are Leveraging Workforce Analytics to Develop Strategic Action Plans



**General Mills** are Conducting a Job Analysis to Identify Relevant Talent Pools

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## Manufacturing Organizations Speaking at the 2024 Event:



**Marcus Lutz**, Director of Human Resources, **Amarco Flexibles Europe & Americas**

“The Topics are immediately applicable in manufacturing. The ‘Discover, Develop, Action’ framework was well designed. Great opportunity to meet others in manufacturing as well as services specifically tied to addressing our business challenges”

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# Who Will I Hear From?

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**Donna Stanley**  
Vice President - Human  
Resources  
**Amalie Oil Company**



**Taylor Weyl**  
Director of Human  
Resources  
**Sportsman Boats**



**Eric Piquant**  
Director of Industrial  
and Operational  
Excellence Competencies  
Development  
**Michelin**



**Andrea Archer**  
Senior Director - Human  
Resources  
**Altria**



**Danielle Wicke**  
Senior Analytics Lead,  
People Science  
**Owens Corning**



**Patricia Welch**  
Vice President - People  
and Culture  
**Magnaflow**



**Elizabeth Miller**  
Director of Manufacturing  
**Phillip Morris**



**Rebecca Ferguson**  
Human Resources  
Manager  
**Jokey North America**



**Mark Farmer**  
Senior Manager of People  
Operations  
**Grain Craft**



**Gabriele Tedoldi**  
Vice President of Human  
Resources  
**Procter & Gamble**



**Adam Goldman**  
Vice President, Human  
Resources  
**Cacique Inc.**



**Elise Szarek**  
Human Resources  
Manager-North America  
**Whitebridge Pet Brands**



**Dolores Wuepper**  
Director of Talent  
Acquisition  
**Finlays**



**Belinda Dahn**  
Vice President of Human  
Resources  
**Precision Machined  
Products**



**Leslie Des Rosiers**  
Senior Business Human  
Resources Director-  
Foundry Services  
**Intel**



**Shelley Hauser**  
Human Resources and  
Talent Leader, Supply  
Chain  
**General Mills**



**Tameka Cheeks**  
Director of Human  
Resources  
**ITW**



**Valerie Miller Richards**  
Executive Vice President of  
Human Resources  
**Reynolds Consumer  
Products**



**Lindsey Howell**  
Human Resources Director  
**Northern Manufacturing**



**Paul McInnis**  
President  
**Jokey North America**



**Kristen Pela**  
Head of Learning,  
Communications and  
Knowledge Management  
**Gilead Sciences**



**Misty Ruttenbur**  
Senior Partner - Human  
Resources & Business  
**Cyanco International LLC**



**Eileen Venegas**  
Corporate Human  
Resources Director  
**Birchwood Foods**



**Jody Reed**  
Human Resources Business  
Partner  
**AGRU America Inc.**



**Melinda White**  
Senior Manager of  
Diversity, Equity &  
Inclusion  
**Graphic Packaging  
International**



**Jamie Kheir**  
Global HR Director  
**ITW Electrostatics**



**Hilary Hext**, Human Resources  
Director, **Dupli**

“I loved the fact you had real-life HR professionals share their experience and successes. This was my first Leap HR Conference and it was nice to hear from people who actually do the work. My colleague and I took away many ideas and strategies to implement in our organization.”

# Future of HR in Manufacturing Strategy Day

Begin your **LEAP HR: Manufacturing** experience by stepping into an immersive, interactive session that contemplates the future of HR in Manufacturing. Listen to top CHROs discuss their strategies for forecasting the future, and the changes they are making in preparation.

Stay ahead of the curve and take your seat at the table. Discover how people analytics can be used to optimize your processes, as well as how to build a stable pipeline for the years to come.

This session will equip you with the tools you need to advance your recruitment, retainment, upskilling and more. Leave with immediately actionable insights on how manufacturing organizations are engaging with their workforce and increasing efficiency.

Separately  
Bookable Session

Designed  
for Forward-  
Thinking  
Manufacturing  
Organizations  
Embracing  
Technology

12.00

Registration & Light Networking Lunch

13.00

Pre-Conference Day Chair’s Opening Remarks

## Forecast Future Trends to Stay Ahead of the Curve

1.10

**Panel Discussion: CHRO Strategy Panel**

Hear from the Strategic Decision Makers of Whitebridge Pets, Jokey America, Cacique and Precision Machined Products, about their opinions on the reality of the future of HR in Manufacturing.  
Learn their strategies for forecasting their future, and the changes they are making as a consequence!



**Elise Szarek**  
Human Resources  
Manager-North America  
**Whitebridge Pets**



**Paul McInnis**  
President  
**Jokey North America**



**Adam Goldman**  
Vice President,  
Human Resources  
**Cacique Inc.**



**Belinda Dahn**  
Vice President of Human  
Resources  
**Precision Machined Products**

1.50

**Action: How Are You Going To Forecast And Plan For HRs Future In Your Company?**

Learn from peers on your round table, discuss how you might implement some of the strategies on the panel at your own organization. How do these ideas work within the parameters of your own structure?

2.10






Networking Break



# Future of HR in Manufacturing Strategy Day



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TRACK A		TRACK B	
Future Focused CHRO Strategy		Building Talent Pipelines	
<p><b>Discover: Setting the Foundation for a Robust ‘Future of Work’ Initiative</b></p> <ul style="list-style-type: none"><li>• How can we prepare our companies for the future of work and set our HR strategy up for success?</li><li>• Assess the current needs of the business and first make sure that we are meeting them</li><li>• How Owens Corning undertook a comprehensive research project to utilize data to diagnose current pain points in the company, in order to provoke change that will set them up for getting executive buy in for new technologies, hires and future focused initiatives</li></ul> <div><b>Dani Wicke</b>, Senior Analytics Lead, <b>Owens Corning</b></div>		<p><b>Discover: Creating A Mutually Beneficial Relationship With Schools And Low SES Communities</b></p> <ul style="list-style-type: none"><li>• With an ageing workforce, with decreased mobility and increased hazards, where can we look to build a pipeline of younger talent?</li><li>• Partner with schools and low SES communities to build talent from a young age, while giving opportunities to individuals who are not geared towards college.</li><li>• How Amalie are building a pipeline for the future by partnering with schools for young talent, offering a flexible 3-shift pattern and combining this with a ‘Amalie Academy’ that pairs young students with a mentor and increases earnings opportunities</li></ul> <div><b>Donna Stanley</b>, Vice President - Human Resources, <b>Amalie Oil Company</b></div>	
<p><b>Discover: Leveraging Workforce Analytics to Develop Strategic Action Plans</b></p> <ul style="list-style-type: none"><li>• How can we forecast harmful trends before they become an overwhelming problem?</li><li>• Upgrade your data strategy to have predictive value</li><li>• How Reynolds Consumer Products have fully leveraged their data analytics, allowing them to track when they will have a talent shortage and have implemented an early operations talent program as a preventative measure</li></ul> <div><b>Valerie Richards</b>, Executive Vice President of Human Resources, <b>Reynolds Consumer Products</b></div>		<p><b>Discover: Conducting a Job Analysis to Identify Relevant Talent Pools</b></p> <ul style="list-style-type: none"><li>• How can we expand our talent pipelines and explore new talent pools?</li><li>• Conduct a job analysis to identify what skills are necessary, and what other talent pools might have candidates with transferable skill sets</li><li>• How General Mills have conducted an in-depth job analysis that has identified nurses as a hidden talent pipeline which has widened the candidate pool</li></ul> <div><b>Shelley Hauser</b>, Human Resources &amp; Talent Leader, <b>General Mills</b></div>	
<p><b>Develop: What Other Things Do We Need to Consider When Planning For The Future?</b></p> <p>Question &amp; Answer Session Facilitated by the Chair</p> <p>As more women and parents enter the frontline workforce, as well as our increasing desire to onboard next gen talent, how can we change our future focused strategy to make the manufacturing industry a more desirable place to work?</p> <div><b>Dani Wicke</b>, Senior Analytics Lead, <b>Owens Corning</b></div> <div><b>Valerie Richards</b>, Executive Vice President of Human Resources, <b>Reynolds Consumer</b></div>		<p><b>Develop: How Can Begin the Process of Building Talent Pools?</b></p> <p>Question &amp; Answer Session Facilitated by the Chair</p> <p>With an increased demand for quality talent, and growing competition between manufacturing companies, what pipelines can we create or explore to bring fresh pockets of talent to our door?</p> <div><b>Shelley Hauser</b>, Human Resources &amp; Talent Leader, <b>General Mills</b></div> <div><b>Donna Stanley</b>, Vice President - Human Resources, <b>Amalie Oil Company</b></div>	

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# Future of HR in Manufacturing Strategy Day

TRACK A	TRACK B
Future Focused CHRO Strategy	Building Talent Pipelines
<p><b>Action: How Are You Going to Plan For The Future?</b></p> <p>Output Focused Action Session Facilitated by the Chair</p> <p>Discuss in your round tables ways that you can take these insights back to your own organization such as:</p> <ul style="list-style-type: none"><li>• How can we implement job sharing where possible?</li><li>• How can we re-examine the manufacturing shift schedule?</li><li>• Can we mimic the gig economy’s ability to offer casual shifts for our production line work?</li><li>• How can we get buy in for these initiatives?</li></ul>	<p><b>Action: How are You Going to Build Stability For Your Future Talent Pipeline?</b></p> <p>Output Focused Action Session Facilitated by the Chair</p> <p>Discuss in your round tables ways that you can take these insights back to your own organization such as:</p> <ul style="list-style-type: none"><li>• How can we partner with schools to bring in a reliable cohort of next gen talent year on year?</li><li>• How do we approach implementing an internship scheme to bring in fresh faces who are eager to learn?</li><li>• How can we partner with local and low SES communities to provide opportunities to those who need it most?</li><li>• How can we identify the necessary skill set for the role, so that we are able to open up positions to those with the correct skillset, but with experience in other industries?</li></ul>
3.50 Chairs Closing Remarks	

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# Conference Day One Tuesday September 17th

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7.30	Registration & Networking	
8.40	<div><b>Lana Dale</b> Program Director</div>	<b>What it Takes to Make a Leap a Reality</b>
8.40	<b>Chair's Welcome, Opening Remarks &amp; Connection Before Content</b>	
	Navigating & Preventing Unionized Working Environments	
8.50	<div><b>Patti Welch</b> Vice President of People &amp; Culture MagnaFlow</div>	<b>Discover: Re-Branding HR away from Compliance to People &amp; Culture to Enhance Collaboration</b> <ul style="list-style-type: none"><li>How can we change the relationship with HR leaders to be perceived as more collaborative rather than policing?</li><li>Partner HR with managers to create systemic change, introduce weekly meetings and rebrand HR to Culture services</li><li>How Magnaflow have increased employee satisfaction and engagement to a strong 92-95% through working closely with their people leaders to change the perception and structure of HR</li></ul>
9.10	<div><b>Elise Szarek</b> Human Resources Manager Whitebridge Pet Brands</div>	<b>Discover: Building Trust, Transparency &amp; Communication to Enhance Employee Relations</b> <ul style="list-style-type: none"><li>How to prevent a hostile work environment by keeping employees happy?</li><li>Don't just be A resource – be THE proactive Human Resource and provide company knowledge before it is requested</li><li>How Whitebridge Pets proactive approach with regards to communication and knowledge sharing has gained earned their employees trust and increased relations across the business</li></ul>
9.30	<b>Develop: How Can We Navigate Already Unionized Environments?</b> <p>Question &amp; Answer Session Facilitated by the Focus Day Chair</p> <p>With an increase in unionization across the manufacturing industry, alongside the shifting workforce expectations of the next generations of workers, what can we do to enhance employee relations or navigate an already unionized environment?</p> <div><div><b>Patti Welch</b> Vice President of People &amp; Culture MagnaFlow</div><div><b>Elise Szarek</b> Human Resources Manager Whitebridge Pet Brands</div></div>	
9.50	<b>Action: How Are You Going to Take A More Proactive Approach to Employee Relations &amp; Satisfaction?</b> <p>Output Focused Action Session Facilitated by the Chair</p> <p>How can we keep our front line employees engaged to prevent unionization?</p> <ul style="list-style-type: none"><li>What can we do to increase transparency and trust of the company?</li><li>How can we structure a communication campaign that reminds production line employees of the benefits of working here?</li><li>What are the practical things that we can adopt to make this transition easier?</li></ul>	
10.10	Speed Networking Break	

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## TRACK A

### Developing Skills & Competencies for Our Leadership

#### Discover: Creating a Structured Competency System for Talent Development

- How can we increase talent development opportunities for our floor staff?
- Create a structured competency system
- How Michelin have created a structure that has increased corporate home grown talent to 40%, this structure encompasses a gap analysis that helps map employees identify the competencies needed to develop.



**Eric Piquant**, Director of Industrial & Operational Excellence Competencies Development, **Michelin**

#### Discover: Leveraging Leadership Development Programs to Influence Retention

- How can we empower our leaders to develop their staff?
- Create a coaching program for performance management
- How Grain Craft have developed a leadership development coaching plan with 12 sub modules that empowers leaders to manage their staff correctly, leading to an increase in retention



**Mark Farmer**, Senior Human Resources Manager, **Grain Craft**

#### Develop: How Else Can We Develop Our Leadership?

Question & Answer Session Facilitated by the Chair

With an increasing diversifying workforce, how can we develop the skills needed for the changing manufacturing industry?



**Eric Piquant**, Director of Industrial & Operational Excellence Competencies Development, **Michelin**



**Mark Farmer**, Senior Human Resources Manager, **Grain Craft**

#### Action: How Are You Going to Develop Your Leadership?

Output Focused Action Session Facilitated by the Chair

How can we increase talent development opportunities for our factories team members?

## TRACK B

### Attracting Top Manufacturing Talent

#### Discover: Managing Flexibility in a Manufacturing Environment

- How can we make the manufacturing industry an attractive place to work for women?
- Create flexible working solutions for our hourly workforce.
- How Altria are making progress overcoming the challenges related to flexibility in a manufacturing environment.



**Andrea Archer**, Senior Director - Human Resources, **Altria**

#### Discover: Securing Skilled Labor in Tight Talent Markets

- How can we find skilled labor in new geographies or markets?
- Work with your marketing and branding team to ensure that you are targeting the right individuals.
- How Cacique have become an award-winning-state-partnership workforce developer due to their strategic recruitment marketing to build skilled labor



**Adam Goldman**, Vice President of Human Resources, **Cacique Foods LLC**

#### Develop: How Else Can We Attract People into the Manufacturing Industry?

Question & Answer Session Facilitated by the Chair

Young people often perceive the industry to have undesirable working conditions. With often inflexible schedules alongside shifting workforce demands of the new generation and an increase in young people choosing to go to university, how can we ensure that the manufacturing remains an attractive industry to young people?



**Andrea Archer**, Senior Director - Human Resources, **Altria**



**Adam Goldman**, Vice President of Human Resources, **Cacique Foods LLC**

#### Action: How are You Going to Attract Your Top Talent?

Output Focused Action Session Facilitated by the Chair

What benefits do young people care about? How can we balance these with our more senior workforces' preferences e.g., pensions  
How can we implement a multi-choice of total rewards that employees can choose from?  
How can we combat rising healthcare costs? How can we be preventative rather than having to cut these back?

### 12.10 Networking Lunch



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## TRACK A

### Upskilling Our Hourly Staff to Build Home Grown, Next Generation Talent

#### Discover: Building Next Generation Talent through A Home-Grown Apprenticeship Scheme

- How can we build talent while increasing retention?
- Partner with local schools, offer qualifications and create flexibility, allowing students to spend time in different departments that suits career interests.
- How Jokey have partnered with local schools to create a next generation talent pipeline, while delivering training that aids leaders to help students navigate different career options, rather than simply enrolling them into their initial interest.



**Rebecca Ferguson**, Director of Human Resources, **Jokey North America**

#### Discover: Utilizing Digital LMS to Upskill Our Hourly Workforce & Increase the Speed to Autonomy

- How can we upskill our hourly workforce efficiently and effectively?
- Utilize technology such as digital LMS and Virtual Reality
- How Gilead Sciences are paying attention to lessons learned from implementing virtual reality training and put these into a central accessible hub, that can recommend development opportunities



**Kristen Pela**, Head of Learning, Communications & Knowledge, **Gilead Sciences**

#### Develop: What More Can We Learn from The HR Leaders Who Are Upskilling their Hourly Workforce?

Question & Answer Session Facilitated by the Chair

As our companies grow, and a proportion of our workforce retires, how can we upskill our current workforce to 1) Create growth opportunities for our floor workers and 2) Build a senior leadership that can boost productivity



**Rebecca Ferguson**, Director of Human Resources, **Jokey North America**



**Kristen Pela**, Head of Learning, Communications & Knowledge, **Gilead Sciences**

#### Action: What are You Going to Put in Place to Train Your Floor Staff?

Output Focused Action Session Facilitated by the Chair

How can we increase talent development opportunities for our factories team members?

## TRACK B

### Retaining Top Manufacturing Talent

#### Discover: Developing a Strategic Plan to Combat High Attrition Rates

- How can we decrease attrition rates and ensure that our hourly staff want to stay at the company?
- Develop a multi-faceted, strategic plan that combats factors influencing turnover such as: manager competency, workplace flexibility and careful recruitment processes
- How Procter & Gamble are prioritizing workplace flexibility, skills development in their managers, and increased selectivity in hiring as a strategic plan to decrease their turnover rate



**Gabriele Tedoldi**, Vice President of Human Resources, **Procter & Gamble**

#### Discover: Increasing Frontline Employee Engagement through Managers to Boost Productivity & Retention

- How can we increase engagement of our hourly workforce?
- Be intentional about training and recruiting of managers
- How ITW are implementing have created a plan to increasing engagement that includes: personalized mentoring for managers, culture change, resources informed by exit surveys and re-examining the hiring process for managers



**Jamie Kheir**, Global HR Director, **ITW Electrostatics**

#### Develop: How Else Can We Decrease High Turnover in Our Hourly Positions?

Question & Answer Session Facilitated by the Chair



**Gabriele Tedoldi**, Vice President of Human Resources, **Procter & Gamble**



**Jamie Kheir**, Global HR Director, **ITW Electrostatics**

#### Action: How Are You Going to Retain Valued Floor Staff?

Output Focused Action Session Facilitated by the Chair

- Where budgets pose restrictions, how can we be creative in enticing our staff to stay?
- How can we re-emphasise the appeal in the manufacturing industry?
- How can we communicate the safety and stability of working in the manufacturing industry over gig economy equivalent job positions?

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Increasing Connectivity & Culture to Build Belonging and Company Pride

3.10



**Belinda Dahn**

Vice President of Human Resources  
**PMP**

**Discover: Re-Constructing Culture to Retain Skilled Talent**

- How can we prevent highly skilled talent from leaving our business?
- Build a culture that employees want to be a part of and makes employees feel valued
- How PMP are re-evaluating their company culture such as: reducing benefit costs, re-analyzing pay structure, giving thoughtful employee recognition and amongst much more, leading to a decrease in turnover from 32% to 4.5%

3.30



**Tameka Cheeks**

Director of Human Resources  
**ITW**

**Discover: Leading Through Culture Change**

- How can we decrease turnover rates?
- Stabilize your leadership team and help them to understand their contribution to the company.
- How ITW have stabilized their leadership team intentionally, consistently and patiently through transparency, town halls, education and more which has lead to a reduction in turnover by 21%

3.50

**Develop: What Other Things Can We Do to Enhance Culture?**

Question & Answer Session Facilitated by the Focus Day Chair

The industry is harshly divided into corporate and frontline workers, how can we change this us VS them mentality to build a culture of trust and harmony between our two distinct categories of workers?



**Belinda Dahn**

Vice President of Human Resources  
**PMP**



**Tameka Cheeks**

Director of Human Resources  
**ITW**

4.10

**Action: What Are You Going to Do to Enhance Your Workforces Culture?**

Output Focused Action Session Facilitated by the Chair

How can we create synergy or shared goals between corporate and frontline workers?

- How can we create proximity between these workers?
- Can we re-examine the way hourly workers are treated/ have exposure to be more similar to those in the corporate environment?

4.30

**Chairs Closing Remarks**

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Conference Day Two | Wednesday September 18th

# AI & Automation Breakfast Brief

Modernizing HR & Maximizing Resources with Technology & People Analytics An Interactive Workshop Morning to Establish Your Future HR Strategy

Join this optional breakfast deep-dive session before the main event begins and uncover concrete recommendations on why and how you should invest in technology and data strategy to optimize your HR process that will save you money in the long term

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Separately Bookable Session

Designed for Forward-Thinking Manufacturing Organizations Embracing Technology

7.00	Registration & Networking
7.30	Chairs Welcome & Recap of Day One
Leveraging Planning & Pipeline with Technology & Analytics	
7.40	<p><b>Discover: Leveraging New Technology &amp; Data Analytics to Build Strategic Pipeline for the Future</b></p> <ul style="list-style-type: none"><li>How can we ensure a stable talent pipeline for the future?</li><li>Leverage internal and external data analytics to forecast future skills and pipelines</li><li>How Avery Dennison are utilizing data analytics to such as turnover, time to fill, major statistics and government trajectories to forecast what their talent pipelines will look like in the future and what they need to do now</li></ul>
8.00	<p><b>Develop: How Else Can We Utilize Technology to Optimize Our Processes?</b></p> <p>Question &amp; Answer Session Facilitated by the Focus Day Chair</p> <p>As the manufacturing industry fights to attract the next generation of work, how can we make sure we are keeping up to date with the latest trends, technology and data?</p>
8.10	<p><b>Action: What Technology or People Analytics Can You Utilize at Your Organization?</b></p> <p>Output Focused Action Session Facilitated by the Chair</p> <ul style="list-style-type: none"><li>What does the modern tech stack look like?</li><li>How are you going to Utilize data?</li><li>What emerging new technologies would you like to lean on?</li><li>How can AI make life in HR Manufacturing easier?</li></ul>
8.30	Chairs Closing Remarks

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# Conference Day Two Wednesday September 18th

LEAP HR: Manufacturing  
September 16-18, 2024  
Austin, TX



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8.00	Registration & Networking
8.40	Chairs Opening Remarks
Bringing Women into Manufacturing	
8.50	<div><div><div><b>Dolores Wuepper</b> Head of Talent Acquisition Finlays</div></div><div><b>Discover: Bringing Women into The Business &amp; Building Belonging</b><ul style="list-style-type: none"><li>How can we attract women into the manufacturing industry and support them to develop their career?</li><li>Conduct a needs assessment and listen to the data</li><li>How Finlays are supporting their female staff through implementation of ERGs, public speaking forums and piloting 3 different types of mentorship programs to grow female leadership</li></ul></div></div>
9.10	<div><div><div><b>Elizabeth Miller</b> Director of Manufacturing PM USA</div></div><div><b>Discover: Thriving As a Woman In a Manufacturing Environment</b><ul style="list-style-type: none"><li>How can we help women thrive in a male dominated environment?</li><li>Learn about the importance of courageous conversations and the significance of male advocacy.</li><li>How PM USA are creating the foundation for necessary conversations and intentionally building male advocates to increasing belonging in their workplaces</li></ul></div></div>
9.30	<div><div><b>Develop: How else Can We Create Feelings of Belonging in Our Manufacturing Spaces?</b><p>Question &amp; Answer Session Facilitated by the Focus Day Chair With 68% of manufacturing jobs being held by men, how can we entice women to work in manufacturing? How can we see potential in women to fill roles that were previously restricted and reserved for men?</p><div><div><div><b>Dolores Wuepper</b> Head of Talent Acquisition Finlays</div></div><div><div><b>Elizabeth Miller</b> Director of Manufacturing PM USA</div></div></div></div></div>
9.50	<div><div><b>Action: How are You Going to Help Women Develop at Your Organization?</b><p>Output Focused Action Session Facilitated by the Chair How can we make these opportunities more available and convenient for women than other industries?</p><ul style="list-style-type: none"><li>How can we build a sense of belonging so that women choose to stay in these roles?</li><li>How can we build advocates out of our male workforce so that women feel safe in male dominated work environments?</li><li>How can we set women up for success in the corporate environment and raise the leaders of tomorrow?</li></ul></div></div>
10.10	<div><div><b>Manufacturing Segmented Networking</b><p>In this Quick Fire Session meet HR leaders who are working in your manufacturing space, sharing the same challenges and day-to-day experiences. Build networks and form long lasting friendships with others in the space.</p></div></div>
Developing a Diverse and Inclusive Organization that Intentionally Promotes Belonging	
10:50	<div><div><div><b>Melinda White</b> Senior Manager, Diversity, Equity &amp; Inclusion Graphic Packaging International</div></div><div><b>Fireside Chat: Increasing Diversity, Equity, Inclusion &amp; Belonging</b><p>Hear from Graphic Packaging International about the strategies they are using to promote diversity, inclusion and belonging at their organization</p></div></div>
11.10	Refreshment Break

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Leveraging & Assessing Organization Structure to Increase Productivity & Efficiency

11.30




**Leslie Des Rosiers**  
Senior Human Resources  
Director  
Intel Foundry Services

**Discover: Taking a Methodological Approach to Standing Up a New Business**

- How can we build a new part of the business from scratch?
- Take a step-by-step approach: Design your organization, hire your leadership, create operating models and stabilize the execution.
- How Intel Foundry Services have build a new business from the ground up, learn how they built the trajectory of the business and how they approached challenges along their journey such as: culture clashes and more!

11.50

**Develop: How Can we Leverage Our Organizations Structure to Optimize Our Processes?**  
Question & Answer Session Facilitated by the Focus Day Chair  
As manufacturing workforces become increasingly multi-generational with a vast number of eligible retirees, what can HR leaders in manufacturers do to implement effective organization structure planning to shape the future of their company? What can they do to ensure they get executive buy in for these plans?



**Leslie Des Rosiers**  
Senior Human Resources Director  
Intel Foundry Services

12.10

**Action: What Are You Going to Change in your Organizations Structure?**  
Output Focused Action Session Facilitated by the Chair  
How can we identify competencies needed for the relevant job, and thus the relevant successors?

- How can we effectively deal with leave absence management?
- How can we use new technology to plan for tomorrow

Lunch

1.30

**Speed Learning**  
In this quick-fire session, each table will be hosted by an Manufacturing HR leader who will share the secrets of their most high-impact leap; you then get the opportunity to question the host before moving on to your next table.

**Table 1: Development of In-House Training Programs to Combat the Skilled Labor Market Shortage**



**Lindsey Howell**  
Human Resources  
Director  
Gilead Sciences

**Table 2: Creating a 'Learning Lab'**



**Taylor Gibbons Weyl**  
Director of Human  
Resources  
Sportsman Boats

**Table 3: Accelerating HR Excellence**



**Misty Ruttenbur**  
Senior Partner - Human  
Resources & Business  
Cyanco International  
LLC

**Table 4: Conducting an I-9 Audit**



**Eileen Venegas**  
Corporate Human  
Resources Director  
Birchwood Foods

**Table 5: Implementing Successful Mentorship Programs**



**Jody Reed**  
Human Resources  
Business Partner  
AGRU America Inc.

2.30 Chairs Closing Remarks

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Because partners are woven into the fabric of the event, we are seen as value adding part of the community, not solution providers looking to win business.



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Contact: Okeefe Ogholo  
Partnerships Director  
Email: [sponsor@hansonwade.com](mailto:sponsor@hansonwade.com)

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**Lana Dale**

Conference Producer & Program Director

Get in touch with Lana about speaking opportunities for next year's event and concerns or queries about the agenda or speakers.



**Ruby Moore**

Marketing Manager

Get in touch with Ruby about media and marketing collaborations.



**Angel Obierozie**

Audience Manager

Get in touch with Angel if you are interested in attending this event, or if you would like more information on prices or content.



**Okeefe Ogholo**

Partnerships Director

Get in touch with Okeefe if you are interested in partnering with us on this event, or if you would like more information on sponsorship opportunities.



**Eve Davis**

Event Coordinator

Get in touch with Eve for all things operations and event logistics.

@ leaphr@hansonwade.com

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