

HR Edge Agenda – April 5th, 2019

- 7:30-8:15 Breakfast in room 220 North Rockwell
8:15-9:45 Lynn Shore – welcome, introduce new members
Troy Mumford – Introduce fun activity
Presentation: The HR in THoR: Cinematic Lessons of High-Performance Work Practices Across the Globe

Decisions about the design, delivery, and integration of Human Resource practices are both important and challenging. This challenge grows when an organization operates globally. Using movies as metaphors, we will jointly consider research on High Performance Work Practices (HPWP) and share reflections on how they match your global experiences. This research defines best practices in the areas of compensation, staffing, performance management, training and development and other HR areas from within a global context. We'll also view a valid measure for HPWP and see which practices have the highest relationship with market, operational, and financial performance. We will also consider together how the best practice depends upon the organization's strategic focus as well as the results that show that practices that lead to high performance in Anglo cultures may not be effective in Asian cultures and vice versa. Finally, we will integrate our discussion with research on humble leadership and evidence-based cultures to determine implications for HR executive leadership in global organizations.

- 9:45-10:00 Break and walk to GLC room New Rockwell

- 10:00-11:30 Global HR panel discussion (with time for questions from the audience)

Each of you who want to serve on the panel will be interviewed one-on-one by Cale, our videographer, and (1) briefly describe your current role and any past roles involving global HR responsibilities (2) the countries you have had significant experience with and (3) what your global responsibilities have been, and/or are currently. This is a five-minute activity for each of the panelists so our students know about your background related to global HR. We will create a separate video for students to watch before class in preparation for the showing of the panel discussion.

- 11:30-12:00 One on one executive interviews (5 minutes each) or break (GLC room)
12:00-1:00 Lunch for students and executives in room 220 North Rockwell
1:00-1:30 One on one executive interviews or break
1:30-2:30 Student case presentation and discussion
2:30-2:45 break
2:45-3:15 Lynn Shore, Travis Maynard, Chris Henle – news and updates
3:15-4:00 Troy Mumford – Fun activity
4:00-5:00 drinks and munchies