

HR Edge Network Agenda November 5, 2021

THEME: PARTNERSHIPS

8:30-9:00 Breakfast

9-9:30 Welcome

- Susan Golicic updates
- Lynn highlights news
- Travis present graduate program updates
- Chris presents HR program updates

9:30-9:40 Bio-Break

9:45-11:00

Panel Discussion: Partnership in the C-Suite

Susan Davis, Bill MacGowan, Richard Williams, Anjanette Mosebar, Teresa Roche

In recent years, a sea change is occurring in many leading organizations. HR Executives at many organizations no longer view their efforts as housed only in the HR function. Instead, diverse areas of the organization—from sales and product innovation to finance, technology, and marketing—participate in HR’s success and see themselves as partners in its mission. As head of HR, the CHRO has a crucial role to play in driving organizations toward this vision. The HR functions’ ability to drive growth and success depends heavily on the strength of the partnerships the CHRO can forge across the organization. To build deep, productive relationships, CHROs have to win over some skeptics in the C-suite. Many board members do not have an HR background, so that their lack of experience and expertise may be associated with less willingness to forge partnerships with HR. Overcoming these hurdles can yield huge gains for HR and for the organization. In this panel discussion, members will share their experience and perspective in creating partnerships.

11:15-12:00

Executive and HR students in small groups for “learn about HR careers” discussions. Q&A event.

12:00-1:00 Lunch break

1:00-2:00

Sam Conroy and Travis Maynard - Presentation of “Teams in the Wild.”

What goes into a research partnership between academics and organizations? Travis Maynard and Sam Conroy will present a recently published paper on this topic. The hour will be spent discussing the needs and wants of academics and practitioners, the challenges and barriers that must be overcome, and things that can improve these partnerships. We plan to include several

stories about our experiences with such partnerships and hope you will share yours as well! The goal is for this to be an interactive discussion building on the many conversations we've all had informally about the topic. The talk's foundational paper is attached and was written with the help of the HR Edge Network through both funding (see page 26) and practitioner interviews!

Reference: Maynard, M. T., Conroy, S., Lacerenza, C. N., & Barnes, L. Y. (Accepted for publication). Teams in the Wild are Not Extinct, but Challenging to Research: A Guide for Conducting Impactful Team Field Research with Ten Recommendations and Ten Best Practices. *Organizational Psychology Review*.

2:00-2:30

Lumina Albert – CSU Center for Ethics and Human Rights: The Power of (Each) One?

We live in times where there is great attention focused on high performing teams, collective action and teamwork. Amidst all the focus on 'teams', there have been some reports that an exclusive focus on 'teams' can cause some people to believe that they are a 'cog in the wheel'. We may tend to forget that each one of us has the distinctive and unique power and talent to influence social change and collective action. The CSU Center for Ethics and Human Rights is one initiative where we saw the power of many "ones" coming together recognizing their own distinctive power to take action and make impact. In the complex environment we live in, surrounded by a pandemic and bogged down by noise, technology and deadlines, the only way we can create effective and strategic partnerships is by taking individual initiative, relentlessly pursuing relationships across boundaries, and envisioning new possibilities. The Center for Ethics is a multidisciplinary and collaborative center which has brought together faculty from each one of the eight colleges at CSU, who are deeply passionate about ethics and human rights. The source of inspiration and motivation for each 'one' is their own identity as a 'change maker' and the opportunity they see for change in their disciplines through education and research. Relevant areas for teaching and research include food ethics, sports ethics, human trafficking, child labor, business ethics, diversity and inclusion. Aligned with CSU's land grant mission of education, research and engagement, the center is built upon strong partnerships with businesses and nonprofits in the community, including OtterBox, Newmont, U-Count, Hope Roots and others.

2:30-2:45 Bio-break

2:45-3:45

Tiffany Trzebiatowski and Teresa Roche talk about the HR capstone class project in the City of Fort Collins.

Annie Chambless (CSU student, Human Resources & Spanish major, President of CSU SHRM Chapter) and Nikki Albright (Human Resources Coordinator at Tolmar, CSU Alumni, Class of 2021, Human Resources and Organizational & Innovation Management) will join this session to share insights about their experience taking MGT 479: Strategic Human Resource Management in which the students worked on a semester-long consulting project with the City of Fort Collins. The students had insights on the City's business and HR strategy, anonymous data on turnover within the City, and how the City approached change management. The final project consisted of

recommendations for the City to consider to help address regrettable attrition. These recommendations were supported with data analysis and change management strategies.

3:45-4:15

Surprise announcement