HR Edge Network
April 6, 2018

- 8:00-8:15   Lynn Shore, Welcome
- 8:15-8:30   Introductions of new members
- 8:30-9:45   Samantha Conroy, The Upsides and (Surprising) Downsides of
                     Identification at Work
- 9:45-10:15   Break
- 10:45-12:00   Dan Ganster, Diagnosing Organizational Problems
- 12:00-1:15   Lunch with students
- 1:15-1:45   Break
- 1:45-2:45   SHRM Rocky Mountain Regional Student Case Competition
- 2:45-3:30   HR Degree Program Review
- 3:30-4:00   Wrap-up
- 4:00-6:00   Drinks at Lory Student Center

Samantha Conroy's presentation is the *The Upsides and (Surprising) Downsides of Identification at Work*. She will present research on the role of self-definition at work. Samantha will cover the known positive effects of identification at work. For example, organizational identification (i.e., when a person defines herself/himself in terms of organizational membership) can increase organizational commitment, reduce turnover, and improve performance. After discussing these "upsides," Samantha will discuss her research on how identification at work can lead to "too much of a good thing." Together, this research can inform understanding of employee well-being, workplace deviance, and mergers & acquisition challenges.

Dan Ganster will present *Diagnosing Organizational Problems*. He will discuss how analytics can be used to diagnose organizational problems and drive organizational change. Many people think in terms of "big data" when they think of analytics, but this is not always the case. Dan argues that analytics is really a frame of mind and includes experimentation and careful evaluation of interventions, and not just the analysis of multi-terabyte databases. Dan will illustrate through some of his own research how an analytics approach can be used.

In the afternoon, our team of HR students who are competing in the SHRM Rocky Mountain regional case competition in March (which we are hosting) will present their case recommendations to our CHRO members with an opportunity for feedback and professional development. We also plan to share our HR undergraduate degree program with members to get feedback on potential changes and improvements.