

Benchmarking Metrics for Global HR Competitiveness

Get an exclusive preview of valuable metrics that can be used to compare your organization's competitiveness in the external market. The session will include a discussion about key benchmarking data from industry leaders to help you assess your organization's competitiveness regarding its HR practices, as well as identify gaps for productive change. This offering is available by invitation only.

SHRM HR Excellence: Using Data to Elevate Global HR

Join us for a discussion about a new SHRM program that uses an evidence-based model and assessment data to help your organization evaluate its HR practices, identify and prioritize improvement opportunities, and directly link HR competency to organizational excellence. This discussion will focus on SHRM's organizational capability model, diagnostics for comprehensive evaluation, and how program experts help you develop an action plan for elevating your enterprise's HR practices. This offering is available by invitation only.

J-1 Visas and Cultural Exchange: Training Global Talent in the U.S.

Join us to learn how employers are successfully facilitating professional development and providing cultural exchange opportunities for overseas employees and other global talent using J-1 visas. During this interactive session you will learn about the visa process and requirements, walk through common scenarios for how the program can be used, and gain insights into the potential program benefits for both participants and organizations. Also learn about SHRM's designation by the U.S. Department of State as a sponsor of the J-1 Visa in order to help organizations host short-term trainings and internships in the United States.

Global Apprenticeship Network Panel

Does work-based learning really pay off? Together with our panelists – Jillian Walsh, Zurich insurance; Marina Levin, Randstad Argentina; Linda Hogan, Rolls Royce; Paul Champion, TranzEd, we'll unpack this question and look at how companies measure the return on investment (ROI) of work-based learning approaches, such as apprenticeships. We'll also explore whether work-based learning increases workforce diversity and enables companies to tap into hidden talent pools. This panel is taking place within the framework of the GAN's international initiative, SkillingNow, which aims to open-up the discussion on skilling for a future of good work by providing a platform for an interactive, global dialogue on a series of selected key themes.

Global Approaches to Second Chances in the Workplace

Around the globe, organizations are recognizing the need to provide opportunities to allow individuals with criminal backgrounds to succeed in the modern workplace. Consistent with SHRM's "Getting Talent Back to Work" pledge, this session will provide an overview of what employers are doing to ensure their talent strategy involves opportunities for the formerly or currently incarcerated around the globe.

World Federation of People Management Associations Panel

Join three International HR Leaders as they discuss HR Hot Topics they are currently facing in their corner of the world. Topics include new forces shaping tomorrow's world of work, new technologies and shifting cultures, artificial intelligence and automation, global mobility and emerging global trends, and the increasing demands for equity and inclusion. Moderated by Lynn Shotwell.

Panelists:

- Aida Puello, FIDAGH President Elect and WFPMA Board Member, from the Dominican Republic
- Anthony Ariganello, CEO of the Chartered Professionals in Human Resources-CPHR and WFPMA Board Member from Canada
- Wilson Wong, Head of Insight & Futures, Chartered Institute of Personnel and Development-CIPD, from the United Kingdom