

# GLOBAL EMERGE

21 May 2026

**Convene**

22 Bishopsgate  
London, EC2N 4BQ  
United Kingdom

**In Person + Virtual**

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## 2026 Global EmERGE Conference

*ERGs Defined by Change: Fueling Culture, Agility, and Future-Ready Leadership*

Global EmERGE is designed for global ERG leaders, group members and program leads to learn from case studies, best practices, open dialogue, and peer-to-peer learning.

During a period of profound global change, explore what the most effective ERGs of the future will look like and how to get there. Discover how ERGs can be created and deepen belonging, drive inclusion, and advance financial success. Learn more about aligning ERGs to larger organizational strategy, leveraging metrics to drive impact, and making ERGs essential to the bottom line.

### WHY ATTEND?

Throughout the day participants will have the opportunity to:



**Engage in  
Transformative  
Learning**



**Connect with Industry  
Leaders**



**Accelerate Growth  
and Drive Business  
Impact**



**Gain Innovative  
Strategies**

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## Agenda

08:00 – 08:40

### REGISTRATION & GIVING BREAKFAST

Arrive early for registration, breakfast, and networking, along with an opportunity to give back. Throughout the day, attendees can assemble "Future Ready" Job Preparation Kits intended to support young people as they take steps toward employment and career development in partnership with Centrepoin, the UK's leading youth homelessness charity.

08:40 – 09:00

### OPENING REMARKS *(Livestreamed)*

**Subha V. Barry** | President | *Seramount*

09:00 – 10:00

### OPENING KEYNOTE – From Burnout to Business Impact: The Next Chapter for ERGs *(Livestreamed)*

ERGs are at an inflection point—asked to do more than ever, often without the clarity or support to succeed. The result: burnout, blurred purpose, and a gap between expectation and impact. Yahoo's Chief Culture and Diversity Officer will challenge organizations to move beyond good intentions and reposition ERGs as strategic drivers of culture, talent, and business outcomes. From accountability and structure to AI and workforce transformation, this conversation focuses on what ERGs must become—and what it will take to get there.

*Keynote Speaker:*

**Alicin Reidy Williamson** | Chief Culture and Diversity Officer and President of MAKERS | *Yahoo*

*In Conversation With:*

**Ripa Rashid** | Managing Director, Head of CDOC | *Seramount*

10:00 – 10:15

### NETWORKING BREAK

*(In-Person)*

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10:15 – 11:45

### SCIENCE OF INFLUENCE RESEARCH + VISIONING EXERCISE (In-Person + Virtual)

This immersive session for ERG leaders and supporters reveals The Science of Influence, an evidence-backed blueprint for turning ERG priorities into C-suite commitments. Participants are introduced to a practical four-step playbook for building a clear, compelling ask; curating persuasive evidence; demonstrating balance-sheet impact; and aligning initiatives with urgent business priorities. Through a mix of research, design-thinking, and collaborative work, attendees apply the framework to navigate real ERG challenges—such as articulating an ERG’s value, building a business case for investment, and securing executive sponsorship. Participants leave with a clear, implementable ask, an evidence map tied to business impact, and concrete tools to win senior leader support. We will be livestreaming the workshop introduction and framing. Attendees will then transition into in-person only and virtual only breakout groups.

#### *In Person Facilitators:*

- **Mollie Teitelbaum** | Director, Learning Solutions and Advisory  
*Seramount*
- **Shyama Venkateswar, Ph.D.** | Senior Director, Learning  
Solutions | *Seramount*

#### *Virtual Facilitator:*

**Diana Forster, Ph.D.** | Senior Director, Insights | *Seramount*

12:00 – 13:00

### NETWORKING LUNCH (In-Person + Virtual)

ERG members and program managers connect, share experiences, and build relationships with peers from other organizations through interactive experiences over lunch. Participants can choose to be seated according to region in order to learn what other groups are accomplishing in different regions of the world.

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13:00 - 14:00

### CONCURRENT BREAKOUT SESSIONS

#### **From Insight To Impact: How ERGs Are Driving Real Business Outcomes** *(Livestreamed)*

The question isn't whether ERGs add value—it's whether you're using them to drive business results.

In this session, an executive sponsor and ERG leaders share how ERGs are translating employee insight into measurable impact—across healthcare outcomes, product innovation, and market growth.

You'll learn how to:

- Turn employee insight into customer, product, and market impact
- Align ERG priorities with core business strategy
- Partner across functions to move from ideas to execution
- Measure and communicate ERG-driven business outcomes

This is what it looks like when ERGs stop supporting the business—and start shaping it.

*Moderator:*

**Yasmin Paul** | Director, Strategic Projects: Clients and Industries | *Kite Insights*

*Ferguson Presenter:*

- **Andrea Chico** | Senior Manager, National Renovation & Chair, HOLA ERG

*Kohler Mira Ltd. Presenters:*

- **Hannah Bourne** | HR Director & UK Executive Sponsor of WomenatWork ERG
- **Anna Rendel** | Channel Manager, Campaigns & UK Activation Lead at WomenatWork ERG

*MSD UK Ltd Presenter:*

- **Sarika Passi** | National Oncology Projects Manager & Global Co-Lead of Asia Pacific Association

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### CONCURRENT BREAKOUT SESSIONS (CONT.)

#### **From Community To Career:**

##### **Building Talent Pipelines That Deliver** (*In-Person*)

The talent pipeline isn't a future problem—it's a current business risk. The organizations getting ahead are building it early and strengthening it from within. Join the Executive Sponsor of Liberty IT's STEM ERG and the Co-Chair of Sedgwick's Women's Colleague Resource Group for two connected case studies on how to turn workforce strategy into real pipeline impact.

Together, these examples show how to connect external talent access with internal advancement—and build a pipeline that actually delivers.

You'll learn how to:

- Strengthen talent pipelines from early exposure to career growth
- Scale mentoring and development across regions
- Leverage ERGs and outreach programs to drive workforce outcomes

*Moderator:*

**Krishna Raval** | Head of Opportunity and Inclusion, EMEA, SVP  
*Bank of America*

*Presenters:*

- **Angela Kelly** | Managing Director & Founding Co-Chair of Women's Colleague Resource Group | *Sedgwick*
- **Laura Mackin** | Director of Communications and Marketing & Executive Sponsor of Liberty IT's STEM ERG and Program Lead of STEAM Studio | *Liberty IT*

#### **Global, But Make It Regional:**

##### **How ERGs Define Success Differently (And Why Your Metrics Might Miss It)** (*In-Person*)

In this highly interactive workshop, Global ERG leaders will master foundational elements of Cultural Coalition Architecture, leaving with the following:

- Global Measurement Matrix: Framework for creating consistent impact metrics that adapt to regional cultural values and business practices and the role of AI in scaling that practice
- Cultural Bridge-Building Protocol: Methodology for engaging stakeholders across different cultural communication styles and organizational hierarchies
- Regional Adaptation Toolkit: Strategic approach for scaling ERG initiatives while maintaining cultural authenticity and local relevance
- Cross-Cultural Change Implementation Plan: 90-day roadmap for driving transformation that honors cultural differences while achieving universal business objectives

*Facilitator:*

**Krischanna Roberson** | Founder | *Collabovate Consulting*

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### CONCURRENT BREAKOUT SESSIONS (CONT.)

#### **Seramount Employee Group Maturity Assessment: Informational Overview** *(Virtual)*

Audience of session: ERG leaders and inclusion team leaders who have not taken SEGMA before.

Ready to see what sets high-impact employee groups apart? Join us for an engaging overview of SEGMA, Seramount's Employee Group Maturity Assessment. Discover how leading organizations are using the data and insights it unlocks to strengthen ERG strategy, operations, and impact, turning assessment results into meaningful action.

SEGMA evaluates your ERGs across nine critical areas that shape structure, effectiveness, and impact:

- Leadership Development
- Strategy Development
- Structure And Funding
- Governance
- Membership Development
- Workplace Culture
- Community Impact
- Workforce Impact
- Business Impact

If you want sharper strategy, clearer priorities, and a roadmap backed by real metrics, this is the session you can't afford to miss. Come learn about SEGMA and leave with a clearer understanding of how SEGMA helps organizations benchmark maturity, identify gaps, prioritize action, and connect ERG efforts to talent, culture, workforce, and business outcomes.

*Facilitator:*

**Tanya Tanis** | Associate Director, Advisory | *Seramount*

14:00 - 14:15

**BREAK**

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14:15 – 15:15

### CONCURRENT BREAKOUT SESSIONS

#### **Scaling Ergs Globally:**

#### **From Local Chapters to Enterprise Impact** *(Livestreamed)*

Expanding ERGs globally isn't about replication—it's about building systems, leadership, and alignment that scale.

In this session, ERG leaders and inclusion practitioners share how they've taken ERGs from localized communities to coordinated, global networks that drive culture, talent, and business outcomes.

Together, these examples show what it actually takes to scale ERGs across regions, cultures, and business units—without losing momentum or impact.

You'll learn how to:

- Build the leadership structures and governance needed for global scale
- Balance global consistency with local relevance
- Align ERGs to business priorities, talent strategies, and employee experience
- Create systems that sustain growth—not just spark it

Scaling ERGs isn't about getting bigger—it's about getting smarter. This session shows how.

*Moderator:*

**Hans Jablonski** | Global Advisor | *Seramount*

*Presenters:*

- **Martín González de la Vega** | Senior Manager, Diversity & Inclusion | *Yahoo*
- **Sarah Seager** | Senior Director, Business Development & Global Lead of Women@EPAM ERG | *EPAM Systems*
- **Maria Xiao** | Director of HRBP for Global Operations & Global Co-Chair of the Asian Heritage ERG | *TE Connectivity*

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### CONCURRENT BREAKOUT SESSIONS (CONT.)

#### **From Advocacy To Action: How ERGs Are Reshaping Workplace Culture and Benefits** *(In-Person)*

ERG impact is no longer about awareness—it's about changing how work actually works.

In this session, leaders from Kohler, SAP, and Arm share how ERGs are driving tangible shifts in workplace culture, benefits, and policy—partnering directly with HR, leadership, and operations to turn employee voice into enterprise change. Together, these examples show what it takes to move from advocacy to action—and embed inclusion into the day-to-day employee experience.

#### You'll learn how to:

- Turn ERG insight into policy, benefits, and workplace design changes
- Partner with HR and business leaders to scale impact globally
- Build cultures where inclusion shows up in real, measurable ways

#### *Moderator:*

**Fenimore Fisher** | Vice President, Global Inclusion | *Aramark*

#### *Presenters:*

- **Stephanie Dove** | Principal Project Manager & Global Co-Chair of Neurodiversity@Arm ERG | *Arm*
- **Hannah Oakford** | Senior Sales Development Manager & Global Co-Lead, Pride@SAP | *SAP*
- **Erin Schad** | Wellness Program Manager and Wellness Liaison, HeadsUP BRG | *Kohler Co.*

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### CONCURRENT BREAKOUT SESSIONS (CONT.)

#### **Beyond The Backlash: Reframing Inclusion Through Cultural Agility and Strategic Leadership** (*In-Person*)

As companies face increasing pressure to scale back, rebrand, or even eliminate their DEI initiatives, leaders and changemakers are navigating uncertainty — including with technological disruptions like AI — and resistance from all angles.

In this interactive workshop, Dr. Joy Wiggins—former professor, TEDx speaker, and founder of Cultural Agility Consulting—offers a path forward. Using her Cultural Agility Change Model (CACM), Joy will help participants reframe backlash not as a dead-end, but as a signal to pivot toward deeper, more resilient, and more inclusive leadership practices. Participants will explore real-life case studies, assess organizational readiness for change, and leave with practical strategies they can implement immediately—whether they're inclusion practitioners, ERG leaders, or people managers.

*Facilitator:*

**Dr. Joy Wiggins** | CEO | *Joy Wiggins, PhD Consulting*

#### **Ergs As Organizational Assets: Workforce Value Made Visible** (*Virtual*)

ERGs play a critical role in shaping employee experience and strengthening the workforce—but their contributions are not always visible, measured, or formally recognized. In this interactive workshop, participants will examine how ERGs support retention, development, and talent pipelines, using Seramount's SEGMA framework to assess current maturity and uncover hidden impact. Through guided discussion and practical activities, attendees will identify where their ERGs are already driving workforce value and leave with concrete strategies to better align that work to talent priorities and organizational goals.

*Facilitators:*

- **Todd Baker** | Associate Director, Advisory | *Seramount*
- **Nichelle Wash** | Director, Advisory | *Seramount*

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15:15 – 15:30

### BREAK

15:30 – 16:15

### CLOSING KEYNOTE – Global by Design, Local by Impact: The Future of ERGs in a Divided World *(Livestreamed)*

In a moment of global tension and rapid change, organizations are being tested not just on what they say—but how they operate. ERGs sit at the center of this challenge. The Global Head of Social Sustainability and Inclusion at ISS will explore how ERGs can evolve into strategic drivers of culture, business insight, and global cohesion through “glocal” thinking and inclusive leadership.

Grounded in real-world examples and a call for greater intercultural competence, this keynote challenges leaders to rethink ERGs as interconnected systems that shape talent, strategy, and impact.

Ending on a note of urgency and hope, Margot will call on organizations to invest in ERGs and empower them to drive meaningful, lasting change.

*Keynote Speaker:*

**Margot Slattery** | Global Head of Social Sustainability and Inclusion | *ISS*

*In Conversation With:*

**Subha V. Barry** | President | *Seramount*

16:15 – 17:00

### NETWORKING RECEPTION *(In-Person)*

Mix and mingle with attendees over bites and beverages to close an impactful day.