

WORK **BEYOND** SUMMIT

October 24, 2025

Convene 360
360 Madison Avenue
New York, NY

In Person + Virtual

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2025 WorkBeyond Summit

Future Forward: Inclusion, Innovation, and Impact

The WorkBeyond Summit – Seramount’s multi-industry and cross-cultural workplace event – will bring together HR, Talent and Inclusion professionals, leaders and champions to explore strategies organizations are leveraging to build an inclusive culture for all talent, while providing leaders with tools needed to thrive and lead in disruptive and evolving environments.

This year’s event is geared towards HR, Talent and Inclusion professionals and practitioners focusing on success strategies for supporting all employees. We will also explore next practices around employee engagement, health and wellness, and the future of work for companies and individuals.

WHY ATTEND?

Throughout the day participants will have the opportunity to:



Network with Experts

Connect with HR, Talent and Inclusion practitioners and subject matter experts and participate in meaningful conversations.



Learn from the Best of the Best

Explore the best practices to get your organization on or move up on the list by learning from industry leaders.



Explore Trends, Strategies, and Solutions

Hear innovative workplace best practices to ensure inclusive culture and talent retention, as well as tools needed to thrive and lead in disruptive and evolving environments.

WORK **BEYOND** SUMMIT

Agenda

8:00 am – 8:40 am

REGISTRATION & GIVING BREAKFAST

Participants will check-in for the event, enjoy breakfast and have the chance to explore our Community Impact Activity in support of "I Got You Girl," part of the NYC Campaign Against Hunger.

8:40 am – 9:00 am

WELCOME REMARKS AND STATE OF THE FIELD

Subha V. Barry | President | Seramount

9:00 am – 9:50 am

OPENING KEYNOTE

Insights on Modern Workplace Inclusion

In light of recent legal and political changes related to talent management policies, this powerful new take on leadership actions and behaviors, organizational structures, and human nature has never been more important.

To ensure that workplaces not only survive but thrive, we must expand our understanding of who belongs, arriving at a consensus on how to maintain a people-focused culture, deepening belonging for all, and advancing a workplace culture of care. These are critical elements that organizations must focus on in order to build resilience in face of profound change. This talk will explore whether the secret to our evolutionary success isn't strength or aggression, but a unique human quality - friendliness - that has allowed us to connect our minds to others.

Vanessa Woods | Research Scientist, Evolutionary Anthropology | Duke University and Author | "Survival of the Friendliest"

In Conversation with:

Subha V. Barry | President | Seramount

9:50 am – 10:10 am

NETWORKING BREAK

10:10 am – 11:30 am

DESIGN THINKING IDEA-THON: The Future of Work

In this highly interactive session, participants will explore design-thinking principles to solve for real workplace challenges. Attendees will be led through a visioning exercise that spans the entire talent lifecycle and explores the headwinds around the future of work. They will have an opportunity to apply a new framework to a focus area of their choice. Participants will come away with tools and actions steps for implementation towards smarter, bolder, and more innovative workplaces.

In-Person Facilitators:

David Attis | Managing Director, Research Advisory Services | EAB

Nichelle Wash | Director, Research Development and Member Advisory | Seramount

Virtual Facilitator:

Shenelle Brooks | Associate Director, Advisory | Seramount

Agenda

11:30 am – 11:45 am

BREAK

11:45 am – 12:45 pm

MORNING BREAKOUT SESSIONS

A. Disruption: Why We Work: Risk, Resilience, and Reward and Organizational Transformation in a Shifting Climate

In a world reshaped by hybrid work, shifting values, and rapid technological change, the question isn't just how we work—it's why we work. Explore the evolving motivations behind work, drawing on insights from behavioral science, organizational psychology, and lived experience.

This session on purpose, engagement, and human potential will challenge leaders to think strategically about their talent pool in an unprecedented era. Speakers will provide insights on the motivations that drive employees' choices in the workplace given AI's job impact and geopolitical uncertainties. Participants will explore new skills that leaders will need to demonstrate to influence talent attraction and retention. Unpack what drives engagement, how values alignment fuels performance, how individual career choices and risk assessments are evolving, and why work remains a deeply social and aspirational part of the human experience.

In the wake of larger global disruptions, explore how organizations are revamping, evolving and safeguarding inclusive practices and leadership development programs, leading to stronger strategies that are tied to tangible metrics and embedded into the core business.

Moderated by:

Bridgette Scales | Managing Director, Advisory | Seramount

Panelists:

Saundarya Rajesh, Ph.D | Founder & President | Avtar Group

Karyn Twaronite | EY Global Vice Chair - Inclusiveness | EY

Matthew Williams | Director of Culture & Engagement | US Foods

B. Talent: The Future of Work is Neurodiverse: Here's How to Hire for It

With 53% of Gen Z identifying as neurodivergent—and expected to become the neuromajority in the workplace within five years—neurodiversity isn't just an inclusion initiative, it's a future-of-work strategy. Organizations must rethink how they hire, retain, and support neurodivergent talent.

Participants will learn about:

- Integrate Autism Employment Advisors, a non-profit that works with Fortune 1000 companies to hire and manage autistic and ADHD talent and become neuroinclusive.
- Hearst's journey to build a neurodiversity hiring program—offering a practical, one-year roadmap for organizations ready to act. From building the business case to designing accessible processes and fostering inclusive management practices, you'll walk away with the tools to help your workplace thrive in a neurodiverse future.
- KPMG's Neurodiversity @ Work program, where they focus on aspects of supporting and advancing neurodivergent individuals and universal design principles for neuro-inclusive workplaces. Gain an understanding of how to analyze and utilize data around neurodiversity to address the unique needs of employees and how neurodivergent inclusion drives business impact.

Moderated by:

Mollie Teitelbaum | Associate Director, Learning Solutions and Advisory | Seramount

Presenters:

Isabela Fields | ESG Manager | Hearst

Tracey Powell-Rudy | Vice President of Corporate Engagement | Integrate Autism Employment Advisors Inc.

Annette Rosta | Accessibility Leader | Abilities in Motion (AIM) Advisory Board Member | KPMG

Agenda

11:45 am – 12:45 pm

MORNING BREAKOUT SESSIONS

C. Research Reveal: Supporting Parenting and Caregiving Needs in a Changing Landscape

What the First Large-Scale Parental Leave Study Uncovered: Surprising Data on Burnout, Bias, and Retention

Most companies assume that generous parental leave policies are enough. But what actually happens when employees take that leave? In this data-driven research presentation, Parentaly CEO Allison Whalen reveals findings from one of the largest studies ever conducted on paid parental leave in corporate America. Drawing from thousands of employee experiences across industries, roles, and genders, this session surfaces unexpected patterns around manager impact, team burnout, employee engagement, and long-term retention. Attendees will walk away with a clearer understanding of where well-intentioned policies fall short, and what simple, scalable actions can move the needle.

Presenter:

Allison Whalen | Founder & CEO | Parentaly

Working Parent and Caregiver of the Year Panel

After the research reveal, listen to powerful stories from a diverse cross-section of Working Parents and Caregivers of the Year who will share lessons learned and success strategies from their diverse range of experiences, all while being supported in their workplaces. Learn about how corporations are accommodating family needs in the midst of federal policy shifts.

Moderated by:

Ripa Rashid | Managing Director, CDOC | Seramont

Panelists:

Ian Brakman | Senior Project Manager | Co-Chair: Working Parents of WCG | WCG

Ivy Bryant | Senior Director, Business Relationship Management Office | The Cigna Group

Tony Chung | Content Engineer | Lead, Ping Working Families Community of Interest | Ping Identity

Lisa Harris | Director, Corporate Risk Solutions | Women at TD, Co-Chair Working Parents | FX

Elisa Tavarez | Familia ERG Leader and Executive Assistant Lead | Familia Latinx Colleague Led Community Lead | Alight Solutions

D. Interactive Leadership Workshop: Adaptive Leadership for a Multigenerational Workforce *Virtual*

Today, leaders must navigate the unique needs and expectations of a multigenerational workforce. This session will explore the principles of adaptive leadership and how they can be applied to effectively manage and engage employees from different generations. Drawing from Olivia's experience in Learning & Development and insights from her book, *The Leadership Pivot*, she will provide practical strategies for fostering collaboration, enhancing communication, and driving performance across generational divides.

Facilitator:

Olivia Savage | Manager, Learning and Development | Kellanova

1:00 pm – 2:00 pm

NETWORKING LUNCH

Visioning the Inclusion, Wellbeing, and Future of Work

Agenda

2:00 pm – 3:00 pm

AFTERNOON BREAKOUT SESSIONS

A. Disruption: The Future of Work: Leveraging AI to Change the Game for Talent Acquisition and Talent Management *Livestreamed to Virtual Audience*

Let's face it: AI is changing the game in talent acquisition as well as talent management. It helps us move faster, scale more efficiently, and reduce bias. But here's the thing—it can't replace the human touch that's key to making candidates feel seen and valued. In this session, we'll dive into how to strike the right balance between leveraging AI and keeping that personal connection alive. It's all about using tech to do the heavy lifting while you focus on what really matters—building relationships and fostering inclusivity.

Join us for an engaging and thought-provoking in-person panel discussion featuring leading AI experts as they explore the future of work and the impact of artificial intelligence on the global workforce. As AI continues to transform industries and redefine the job landscape, it is essential for organizations to understand its implications and adapt accordingly. Leave with a deeper understanding of how AI will shape the workforce and what you can do to stay ahead in the rapidly changing job landscape.

Hear from the following speakers:

The HR Gazette's Associate Editor (formerly VP of Talent Acquisition and DEIB at Textio) will share how AI can boost your recruitment game without sacrificing personalized candidate experiences; practical tips on using AI to reduce bias while still leaning on human judgment for the things that matter; and strategies to keep your top talent engaged by combining technology with empathy.

KPMG will divulge how they integrated AI into the company's talent strategy with their AI bot that has cut interview scheduling time by almost 60% and saved more than 1,000 hours for the talent acquisition team and how they are embedding it in their talent and culture function.

Prudential will share how they are leveraging an innovative AI-based coaching tool to deliver personalized, on-demand coaching at scale, and how it is strategically customized and integrated into key moments of the talent lifecycle to promote employee development and reinforce cultural and leadership expectations.

Presenting Moderator:

Jackye Clayton | Talent Acquisition Architect, HR Tech Strategist, Inclusive Hiring Expert | PeoplePuzzles

Presenters:

Dana Byrd | Director, Talent Management | Prudential Financial

Matt Looney | Associate Director, Talent Acquisition | KPMG

Christopher Rizo | Director of GenAI and Strategy | KPMG

Agenda

2:00 pm – 3:00 pm

AFTERNOON BREAKOUT SESSIONS

B. Talent: Retaining Your Talent Using Design Thinking

Are you struggling to retain your talent? This session will give you practical tips for curating meaningful retention programs by leveraging your most important resource, your people.

- Understand the core elements of Design Thinking
- Identify ways in which Design Thinking drives equitable retention strategies and outcomes within your organization
- Create a design thinking action plan to begin your retention efforts.
- Explore an award-winning case study from Chubb, whose talent champion program helps emerging talent build relational capital sooner, leading to the majority of participants being promoted

Presenting Moderator:

Shanita Williams | Vice President of People Experience & Inclusion | Executive Sponsor for BLAZE (Black Leaders Aspiring to ZealouslyElevate) | Southern New Hampshire University

Presenter:

David Rhoden | Vice President, Culture and Inclusion | Chubb

C. Research Reveal: Inside the Mental Health Crisis at Work - What Employees Really Think

Seramount's latest national study uncovers what employees across industries are really experiencing in 2025, from burnout and stress to loneliness and quiet quitting. Join us to learn how leaders can intervene before it's too late. Based on a comprehensive survey of corporate employees at larger organizations, this groundbreaking new research goes beyond surface-level wellness trends to reveal exactly what's working (and what's not) when it comes to mental health strategies now, from return-to-office policies to building a world-class culture of belonging.

Explore:

- The most pressing mental health challenges employees face today, across generations and job level
- The real impact of return-to-office efforts on employee well-being
- Which employer strategies actually move the needle, and which are a waste of time & resources
- How leading companies are building best-in-class cultures where mental health and inclusion go hand-in-hand

Facilitator:

Diana Forster | Senior Director, Insights | Seramount

D. Interactive Leadership Workshop: Cultivating a Culture of Trust in Diverse Organizations *Virtual Only*

Building a workplace that centers trust as a vital element of the organization's culture helps employees feel empowered to think outside the box, share innovative ideas, and be fully engaged without a fear of judgment from others or experience negative consequences to their career. This highly interactive session provides tools to building and deepening a culture of belonging - founded on trust - that enables true collaboration, engagement, and productivity. Participants will be empowered with strategies and tools to support a positive workplace culture where every employee can feel valued and thrive.

Facilitator:

Shyama Venkateswar, Ph.D. | Senior Director, Learning Solutions | Seramount

3:00 pm – 3:15 pm

BREAK

Agenda

3:15 pm – 4:00 pm

CLOSING SESSION

How Higher Education Can Be Reimagined for a Sustainable 21st Century Workforce

As federal policy continues to reshape the higher education system, its impact on the corporate talent pipeline is becoming increasingly clear and also raises interesting new questions on how to reimagine higher education for sustainable workforces of today.

Companies continue to think differently about their early talent pipelines and what kinds of competencies that these workplaces need. They are exploring how they can be reflected in the skillsets of students from a wide range of backgrounds which may include colleges and universities as well as trade schools and apprenticeships as they consider folding in new practices like skills-based hiring.

This panel of experts from corporate, higher education, job training services, and educational research will explore the key stakeholders involved in the talent management process, the changing higher ed landscape's impact on the talent landscape, "durable skills" and competencies that students need to have entering the workforce today and the responsibilities of higher ed to provide those skills, and how to mitigate challenges and barriers for students.

Learn more about how organizations can adapt their talent development and succession planning strategies in response to a shifting educational and workforce landscape. The panel will explore new approaches to identifying and measuring potential, evolving priorities in talent outreach, and the role of job simulation and training platforms like Forage and Year Up in helping companies connect with emerging talent in innovative and scalable ways.

Moderator:

Sally Amoruso | Chief Partner Officer | EAB

Panelists:

Hannah Hirtzel | Director of Corporate Engagement | Year Up United

Dr. Ellen Adelman Stein | Director of the Starr Career Development Center, Baruch College | CUNY

Izabel Tropnase | SVP, Enterprise Campus Strategy | Bank of America

4:00 pm – 5:00 pm

NETWORKING RECEPTION

Mix and mingle with attendees and speakers at this closing reception with small bites and beverages to toast to a successful conference!