seramount
Talent Solutions for Better Workplaces

SeramountCulture Annual Member Summit

The Adaptability Advantage: AI, Culture, and the Future of Work

Location

Both Summit Events will be Hosted at:

TD Securities
1 Vanderbilt Ave,
New York, NY 10017

About

Seramount's Annual Member Summit brings together executives and practitioners to explore one of today's most pressing leadership challenges: how to build a workforce that is willing and able to move with change. Through new research on Adaptive Workforce Culture, executive dialogue, peer learning, and interactive discussion, attendees will examine what builds workforce confidence and readiness, and how inclusion leaders can help translate strategy into action.

November 17, 2026 | Annual Member Summit

5:30 pm	**Executive Cocktail Hour**
6:00 pm	**Executive Dinner & Program**
8:00 pm	**Dinner Concludes**

November 18, 2026 | Annual Member Summit

8:30 am	**Executive Leadership Registration + Breakfast**
9:00 am	**Opening Remarks** **Tyra Orange** | Director | *Seramount*
9:05 am	**The Human Side of AI: A Shared Leadership Agenda** ***How Culture Shapes Employee Readiness and AI's Business Impact*** **Ripa Rashid** | Head of SeramountCulture | *Seramount*
9:20 am	**Executive Leadership Exchange: *Better Together: Building High Impact CHRO & CDO Partnerships*** The decisions leaders make about AI today will shape how their organizations compete, operate, and develop talent. Grounded in Seramount's latest research on AI, panelists will share how their leadership teams set priorities, work across functions, and act when the answers are still taking shape. **Olga Otero-Brown** | VP, Employee Experience & Culture | *Allstate* **Mike Jackson** | Head of Engagement & Inclusion | *Walgreen Co.* **Steve Pemberton** | Head of SeramountHR | *Seramount* **Moderator: Ripa Rashid** | Head of SeramountCulture | *Seramount*
10:30 am	**Executive Leadership Coffee Break**
11:00 am	**Welcome and Opening Remarks** **Laura Sherbin, Ph.D.** | Vice President | *Seramount*
11:10 am	**Culture for Agility:** ***How Inclusion Leaders Build the Workforce Confidence that Activates Strategy*** An Adaptive Workforce Culture is essential to executing strategy amid ongoing change. This session explores why inclusion leaders are uniquely positioned to shape it as a framework for architecting a culture that supports transformation. **Laura Sherbin, Ph.D.** | Vice President | *Seramount* **Nichelle Wash** | Director, Advisory | *Seramount*
12:15 pm	**Networking Lunch**

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1:15 pm

Peer Practices Panel:
Finding Your Role in Culture and Transformation
Hear from peers who are shaping their roles in culture and transformation, building on their inclusion expertise. Panelists will discuss their process for expanding their remit and portfolio into this critical organizational work, including how they've evolved their titles, strengthened partnerships with their CHROs, and built support for broader responsibilities.
Monica Davy | SVP, Chief Culture, Belonging & Impact Officer | *Vizient*
Carmen Warren | SVP People and Culture Practice | *Fortitude RE*
Courtney Moore | Director, Employee Experience and Talent Acquisition | *Southwest Gas*
Jessica Bantom | Global Leader for Equity, Diversity, and Belonging | *DLR Group*
Moderator: Bridgette Scales | Managing Director | *Seramount*

2:15 pm

AI Adoption as a Culture for Agility Pressure Test:
What 1500+ Employees Reveal about Confidence, Readiness and Adoption
Seramount's first-of-its-kind study reveals how employees are using and experiencing AI at work. The findings show whether confidence, trust, access, and support are keeping pace with adoption, what key levers to pull to turn to turn AI investment into business results.
Diana Forster, Ph.D. | Senior Director, Research | *Seramount*

3:00 pm

Break

3:15 pm

Putting the Insights to Work*:*
Sharpen Your Next Steps with Peers
Revisit the workforce friction you've identified throughout the day that may be getting in the way of your organization's transformation goals. Through a facilitated peer discussion, refine your understanding of that friction and what you need to address it, including the partnerships, resources, governance, and accountability to drive outcomes. Leave with a clearer next step for your organization.
Carlos Butler Vale | Director, Advisory | *Seramount*

4:30 pm

Fireside Chat:
The Human Advantage: Resilience, Reinvention, and Leadership in the Age of AI
As the forces shaping work continue to shift, leaders face new questions about how organizations adapt and grow. This fireside chat will offer a broad look at resilience, reinvention, and the role of inclusion leadership in navigating what lies ahead.
Bethanie Nonami | Chief AI Officer | *Marley Nonami Incorporated*
In conversation with **Subha V. Barry** | President | *Seramount*

5:30 pm

Closing Remarks
Ripa Rashid | Head of SeramountCulture | *Seramount*

5:35 pm

Summit Reception
Continue the conversation over refreshments while connecting with fellow Summit attendees.

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