



THE BERKELEY CHRO SUMMIT | Summit Topics

The unifying theme of The Berkeley CHRO Summit is People as a Competitive Advantage. The summit curriculum covers the following topics:

Topic 1 | HR 3.0 and the Digital Imperative

Culture as a Strategy Execution Tool

- Having an organizational strategy established is an accomplishment, but is no guarantee of successful implementation. The process of implementing strategic plans—and cultivating a work culture that encourages teams to take action—requires thoughtful planning. Culture is the greatest strategy execution tool, and in this session Rich Lyons will discuss the linkages between strategy, execution, and culture. Ultimately, an HR leader can help drive strategy by creating culture-specific processes to support execution and be prepared to overcome obstacles. We will uncover the elements of how to build a culture of strategy execution, and the role of HR leaders in that process to realize organizational strategic goals.

New Data Tools and People Analytics

- In this session, we will take a virtual tour of the Computation Culture Lab at Berkeley guided by Professor Sameer Srivastava. Professor Srivastava will provide an overview of the groundbreaking work of the Lab and highlight some of their recent projects. The Lab itself harnesses computational methods and data science to develop novel ways of unearthing and systematically measuring culture and modeling its evolution. Its work opens new pathways for theorizing about cultural dynamics in social groups and, at the same time, lays the foundation for practical applications that may be of use for policy development and organizational design highly relevant to senior HR leaders.

Topic 2 | The Employee Experience

The Greater Good Science Center (GGSC) is at the fore of a new scientific movement to explore the roots of happy and compassionate individuals, strong social bonds, and altruistic behavior—the science of a meaningful life. In this virtual tour and presentation about the GGSC, Emiliana Simon-Thomas (Science Director) will showcase groundbreaking scientific research into social and emotional well-being, and discuss how it has been (and will be) applied to their personal and professional lives. For our senior HR leader network in attendance, the frame will be around the impact of GGSC's work in organizations can impact

employee experience through:

- Equipping individuals with science-based knowledge and skills that shape their beliefs and broadly improve social and emotional well-being.
- Empower people to become agents of change in their organizations and communities, thus changing institutions from the inside out.
- Engage in “field building” by fostering a broad, inclusive cultural conversation about the importance of compassion, connection, gratitude, and meaning, while bringing a trusted, science-based voice to inform these conversations.

Topic 3 | Creating the Agile Organization

This session is based on Homa Bahrami’s field research on flexibility and adaptation. The focus is on five adaptive practices that enable successful leaders to drive change: Robustness, resilience, agility, hedging and versatility. Participants will receive the results of their own “adaptive DNA” survey which describes their instinctive approach to driving change along the five dimensions of flexibility. They have the opportunity to reflect on their adaptive DNA, and devise a strategy for strengthening their adaptive capabilities.
