

FOUNDATION



HR Alliance Summit



APRIL 30 - MAY 2, 2024 • SALAMANDER RESORT & SPA • MIDDLEBURG, VA



NONPROFIT CONSULTING GROUP

C3 Nonprofit Consulting Group is pleased to invite you to attend the Foundation HR Alliance Summit on April 30 - May 2, 2024 at the Salamander Resort & Spa in Middleburg, VA.

What is the Foundation HR Alliance?

Created and managed by [C3 Nonprofit Consulting Group](#), a division of SullivanCotter, the Foundation HR Alliance is a forum for people leaders from foundations across the country to network, connect and have ongoing dialogue around talent and culture issues of greatest importance. The Summit is our annual event where we gather in person.

We also facilitate opportunities for members to engage throughout the year via member surveys, research, thought leadership and webinars. The group's newest feature is an online [Member Portal](#), featuring a community forum in which members can regularly interact and pose questions for the group.

Who should attend?

Senior leaders responsible for talent and culture and other key team members. Most organizations send 1 to 3 people each year. Please contact us if you'd like more than 3 people from your organization to attend as we'd like to ensure we can accommodate.

Questions about the Summit?

Contact Nanci Hibsichman, Managing Principal, C3 Nonprofit Consulting Group at nancihibsichman@c3nonprofitconsulting.com.

Summit Location

Salamander Resort & Spa
500 North Pendelton Street, Middleburg, VA 20117
Phone: 540.326.4000
salamanderresort.com

Onsite Contact

Liz Jones
Email: lizjones@sullivancotter.com



Agenda

Tuesday, April 30, 2024

5:30pm - 6:00pm Meet and Greet for New Members

New member attendee orientation will be held in the Library, located in the main lobby. You will meet the Steering Committee and C3 Team to learn more about all the event has to offer.

Location Culinary Garden

6:00pm - 8:00pm Cocktails and Welcome Dinner

The Summit will commence with a networking reception. Guests can mingle, eat, and drink to kick off the event. Heavy canapés and appetizers will be served.

Wednesday, May 1, 2024

Location Middleburg Salon

7:00am - 7:45am Breakfast

8:00am - 8:30am Opening Remarks

8:30am - 10:00am Icebreaker

10:00am - 11:00am Fostering an Inclusive Culture

Chetna Tandon, Director of People and Culture - Northwest Area Foundation
Leslie Lockhart, Vice President of Talent and Culture - Conrad N. Hilton Foundation

As workplaces evolve, organizations require outlets and safe spaces for employees to talk about lived experiences, values and difficult topics. In small groups, participants will discuss which pathways of communication are needed to build inclusive cultures and share how their organizations have held space for different inputs while maintaining boundaries and cultural alignment.

11:00am - 11:15am Break



- 11:15am - 12:30pm **The Future of HR**
[Sherry Fultz, Director of People and Culture - Houston Endowment](#)
- Engage in small group discussion to evaluate the following six predictions regarding the future of HR: 1) AI will change every part of HR, 2) human-centered leadership takes center stage, 3) DEI is under attack, 4) pay equity and performance management go mainstream, 5) employee experience defined by employees, and 6) HR as the consultant.
- 12:30pm - 1:45pm **Lunch**
- 2:00pm - 3:15pm **Pay Transparency - Solutioning Session**
[Heather Bachmann, Manager, HR Operations - Margaret A. Cargill Philanthropies](#)
- Share solutions to support pay transparency and prepare for questions regarding individual pay alignment. Whether you are just starting this process or have been publishing pay scales for years, this session will go beyond the legal requirements and focus on evolving your organization's approach to ensure there is equity, education and support when sharing information about pay practices.
- 3:15pm - 3:30pm **Break**
- 3:30pm - 5:00pm **The Evolution of a Hybrid Workplace**
[Rhonda Cox, Vice President of People and Culture - Saint Paul & Minnesota Foundation](#)
- With most foundations offering some form of workplace flexibility, this session will focus on why there is a need for different work setups and what can be learned about the support needed to engage and motivate teams within this evolving environment. Small groups will share ways to maintain your organization's desired culture while also discussing the impact of a hybrid workplace on learning, onboarding and development.
- Location** [Equestrian Center](#)
- 6:00pm - 6:30pm **Cocktails and Canapes**
- 6:30pm - 8:30pm **Dinner**



Thursday, May 2, 2024

Location Middleburg Salon

7:00am - 7:45am Breakfast

8:00am - 9:00am **CEO Perspectives with Darren Walker, President of Ford Foundation**
 Diane Samuels, Vice President and Chief People Officer - Ford Foundation

Diane Samuels will interview her President, Darren Walker, to share his experience leading the Ford Foundation. They will highlight his experience with social justice work, share his perspective on the importance of people in achieving outcomes, and discuss how the Foundation is living out its mission with a focus on cultural transformation.

9:00am - 10:00am **Advancing Your DEI Journey Through Systems and People Work**
 Dianna Langenburg, Chief Talent and Human Resources Officer - W.K. Kellogg Foundation
 Debbie Green, Director of Talent Development and DEI - W.K. Kellogg Foundation

The W.K. Kellogg Foundation will share learnings from working with 100+ companies in its Expanding Equity program. This session will also highlight the foundation's *HR Toolkit for Racial Equity* - an important resource which offers recommendations on how to implement strategies that incorporate racial equity, diversity and inclusion into your organization's talent strategy and every aspect of the HR function.

10:00am - 10:15am Break

10:15am - 11:30am **Navigating Performance Management Conversations in 2024**
 Nick Collins, Human Resources Manager - Wallace Foundation
 Jennifer Filart, Human Resources Director - Annenberg Foundation

Engage in guided conversation to discuss how to strike a balance between performance management, feedback, coaching and compensation. Learn how other foundations are supporting managers in this process while also addressing the dynamics of giving feedback across different career levels.

11:30am - 12:30pm **Emerging and Continuing People Trends**
 Nanci Hibschan, Managing Principal - C3 Nonprofit Consulting Group
 Amanda Wethington, Principal - C3 Nonprofit Consulting Group
 Nell Mitchell, Principal - C3 Nonprofit Consulting Group

The C3 leadership team will facilitate a discussion on both emerging and continuing people trends. This will provide participants with an additional opportunity to engage in important discussion on topics such as living wage, pay transparency, DEI and more.

12:30pm Closing Remarks



Special Thanks

C3 Nonprofit Consulting Group would like to extend a special thank you to all of those who have partnered with us to make the 2024 Foundation HR Alliance Summit possible, including our esteemed Steering Committee.

THANK YOU

2024 Foundation HR Alliance Steering Committee



Jennifer Filart | Human Resources Director



Leslie Lockhart | Vice President of Talent and Culture



Diane Samuels | Vice President and Chief People Officer



Sherry Fultz | Director, People and Culture



Heather Bachmann | Manager, HR Operations



Rhonda Cox | Vice President of People and Culture



Chetna Tandon | Director of People and Culture



Nick Collins | Human Resources Manager

