



# HR RECHARGED

*Achieve Well, Together!*

**CONNECT WITH YOUR PEOPLE | DISCOVER BETTER WAYS | ENERGIZE FROM THE INSIDE**

Well& by Durst, 151 W 42nd St, New York, NY 10036

(Nasdaq Building)

Wednesday 15th April 2026

8:00AM-5:50PM

Leaders Lounge is a special community for senior-level people-practitioners at the mid-large scale organization.

Explore, Collaborate, and Learn with 120 incredible peers, from breakfast to drinks, at-table facilitated conversations, panels, think-tanks, and whole-audience workshops. We ensure that you finish stronger than how you started.

Join in, be yourself, and tell everyone where you're at to get the right nudges to the next level.

Every session is designed for peer problem-solving, facilitated dialogue, and practical application. Our guests don't consume ideas; they pressure-test them together and leave with clarity, decisions, and next-step solutions grounded in enterprise reality.



"Leaders Lounge is like a retreat for the mind....this is a can't miss, must-attend event. I count the days to each session..."

- Stephen Grove, VP DEI at Blackstone

"I walked away feeling seen, inspired, and invigorated. You can't ask for a better group of thought-leaders. What you have compiled is extremely special...I'm very grateful for being able to bring back this energy and information to my team." -

Kara Huck, Tiffany & Co.



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**08:10-09:00**      **Registration, Breakfast, and Networking**

**09:00-09:15**      **Opening Remarks and Warm-Up with your Emcee of the Day**  
Let's talk about where we've been and what we need to explore in order to rebuild and renew the organization with an astonishingly new capability.  
Your Emcee's of the Day: Christin Merkel and Paul Gimenez

**09:15-10:00**      **PANEL 1: The Architecture Question**  
**Building Enterprise Capability Resilience and Adaptability**  
Building enterprise-wide skills visibility: assessment tools, skills inventories, data integration, and making capability intelligence accessible to decision-makers.  
Workforce planning models, scenario analysis, org design alignment, succession gap analysis, and connecting capability forecasts to business strategy.  
  
Moderator: Matthew Daniel, Senior Talent Strategy & Mobility Principal at Guild Education, Inc  
Lacey McBurney CVP, Talent & Culture at Wiley  
Seetha Speeney, MD, Global Head of Talent and Development at Brown Brothers Harriman  
Chris Forando, VP, People & Performance at Subway  
Maddie Oliver, SVP People Research & Analytics at Citi

**10:00-10:15**      **IDEAS XCHANGE: Post Panel Closing Question discussed At-Table**

**10:15-10:45**      **The Underdog Advantage: Mission Over Money, and People First in a 1% World**  
with Dorinda Capole, Chief Learning Officer at Montefiore Health System

**10:45-11:10**      **Networking & Refreshments**

**11:10-11:50**      **PANEL 2: The Market Intelligence Question:**  
**Workforce Planning, Org Design & Capability Forecasting**  
Building your Talent Attraction Edge: Talent is scarce and unequally distributed. Understanding which capabilities are rare, where they live, and who competes for them is survival.  
Reading the talent market: skill scarcity analysis, competitor talent mapping, geographic talent concentration, and acquisition strategy, compensation benchmarks, positioning strategy, and talent sourcing priorities.  
  
Moderator: Kate Fitzgerald, Regional Director at Udemy, Inc.  
Sanj Rana, US Head of Talent at TD Bank Group  
Rochelle Rosato, VP, Global Talent and Culture at PVH  
Joanne Mena, Chief Talent Officer, LATAM at IPG Mediabrands



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11:50-12:00

IDEAS XCHANGE: Post Panel Closing Question discussed At-Table

12:00-12:45

## Better-Ways: Better HR Outcomes with Three Smarter Inputs

1. State of Education Benefits: How to Build Workforce Adaptability in a Leaner Era with Matthew Daniel, Senior Principal, Talent Strategy at [Guild](#)

2. AI-Enabled Decision Making: Scaling Workforce Intelligence Beyond HR with Carla Garcia Williams, Managing Director, Workforce Intelligence at [Visier](#)

3. Talent Acquisition in Transition: Hiring With Speed, Fairness, and Strategic Insight with Andy Nelesen, Head of Market Insight and Solutions at [SHL](#)

12:45-1:35

Lunch & Networking

1:35-2:25

## Signature Think-Tanks:

Facilitated Conversations in Groups on the topic that you want more on



A) Delivering Workforce AI to Connect People With Work

with Carla Garcia Williams at Visier

B) Raising Productivity Without Losing Top Talent

with Rumbi Petrozzello at Seramount

C) 2026 Team Trends: Teams in the Age of AI, Agility, and Adaptability

with Tegan Trovato at Bright Arrow Coaching

D) Frameworks to Stay Human: Hype vs. Creep? Trend or Transformation? Integrate or Ignore?

with Michael Zambon at American Water

E) Technology Shaped Cultures vs. Leadership Value Propositions

with Andy Hagerman, Co-Founder at The Design Gym

2:25-2:50

## Whole Audience Workshop: Employee Experience in the Age of Disruption

with Emily Freize-Kemeny, CEO at Arose Group

2:50-3:10

Networking & Refreshments

3:10-3:50

## PANEL 3: The Governance & Velocity Questions

Building Support in Strategic HR investment

Accelerating capability delivery: hiring process redesign, learning design principles, manager coaching models, internal mobility speed, and removing cycle-time bottlenecks.

Moderator: Katerina Zacharia, Chief People Officer, OD & Growth at WPP Media

Amy Marshall, Executive Director, Head of Organizational and HR Strategy at SMBC

Lori Stockel, Snr Dir, Enterprise Learning and Development, Breakthru Beverage Group

Yelena Mammadova, AI Workforce Transformation Strategy Director at Microsoft



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3:50-4:00	Closing Remarks with your Emcee of the Day Let's talk about where we got to together! Your Emcee's of the Day: Christin Merkel and Paul Gimenez
4:00-4:50	Drinks & Networking

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HR Recharged is a community-powered event, and is also supported by the most trusted solution providers on today's key themes.

