



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.



REGISTRATION OPEN FROM
FEBRUARY 17TH - APRIL 1ST 2026



"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.



HR RECHARGED

Agenda pg 1 of 3

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: TBA
Sanj Rana, US Head of Talent at TD Bank Group
Rochelle Rosato, VP, Global Talent and Culture at PVH
Manish Verma, Chief Talent and Leadership Officer at Randstad
Joanne Mena, Chief Talent Officer, LATAM at IPG Mediabrands



HR RECHARGED

Agenda pg 2 of 3

11:50-12:00

IDEAS XCHANGE: Post Panel Closing Question discussed At-Table

12:00-12:45

Better-Ways: Better HR Outcomes with Even 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, Senior Director Customer Success at [Visier](#)

3. Talent Acquisition in Transition: Hiring With Speed, Fairness, and Strategic Insight with Senior Executive 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



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.

Who decides capability investment, how you measure, reporting structure, accountability mechanisms, and how to elevate capability strategy.

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

Robyn Tombacher, Chief People Officer at Warner Bros. Discovery

Nisha Verma, Chief People Officer at Avanade

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





HR RECHARGED

Agenda pg 3 of 3

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

HR RECHARGED SPONSORS

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

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