



Human Resources Track

Working Agenda

Subject to change

Monday, June 10, 2024

7:30am – 4:30pm	Registration
7:30am – 8:30am	Networking Breakfast
8:45am – 9:00am	Human Resources Steering Group Meeting (Open to all registered attendees) Introductions and Welcome
9:00am – 12:00pm	World Business Partners/Associates Board Meeting (Open to all registered attendees)
9:00am – 10:30am	Human Resources Rotating Roundtables Discuss, brainstorm, and come up with potential solutions and uncover industry best practices with fellow colleagues on current hot topics that human resources professionals are facing at their airports. The focus sessions are open to every participant and led by an industry leader who has experience with the challenge.
	Facilitator: Peter Gargiulo, IAP, President, 4QD Strategy Consulting LLC, and Associate Member Leadership Representative, HR Committee
10:30am – 11:00am	
11:00am -12:00pm	Networking Break
12:00pm – 12:15pm	Human Resources Rotating Roundtables (Continued)
	ACRP Update Jeanette Saunders, Vice President, Education & Advisory Services, Airport Minority Advisory Council (AMAC)

- 12:15pm – 1:30pm **Networking Lunch**
- 1:30pm – 2:45pm **Session 1DB: Joint Meeting: Business Diversity Committee and Human Resources Committee: Employment Opportunities for Disabled Individuals: Addressing Accessibility and Inclusion at the Airport**
- 2:45pm – 3:15pm **Networking Break**
- 3:15pm – 4:15pm **Session 2D: Career Pathing & Development: Finding Ways to Move Talent Internally**
- Moderator: Michelle Cooper, Director, Human Resources, Victoria International Airport
- 5:00pm – 6:30pm **Welcome Reception**

TUESDAY, JUNE 11, 2024

- 8:00am – 4:00pm **Registration**
- 8:00am – 9:00am **Networking Breakfast**
- 9:00am – 9:30am **Welcome and Opening Remarks**
- 9:30am – 10:30 am **General Session 1:**
- 10:30am – 11:00am **Networking Break**
- 11:00am – 12:00pm **Session 3D: Employee Onboarding: How to Create an Amazing Employee Experience**
 In today's competitive job market, effective onboarding goes beyond paperwork and orientation—it's about cultivating a welcoming environment that fosters engagement, productivity, and long-term retention. Join us as we explore proven strategies and best practices to revolutionize your onboarding process, ensuring that your organization stands out as an employer of choice.
- Moderator: Adrienne Washington, Vice President of Human Resources, Metropolitan Knoxville Airport Authority
- 12:00pm – 2:00pm **Lunch**
- 12:00pm – 1:30pm **Canadian Rotating Roundtable (Invitation Only)**
 Canadian airports are invited for a roundtable discussion on Canadian Affairs. Discuss, brainstorm, and come up with potential solutions with fellow colleagues on current Canadian hot topics that human resources professionals are facing at their airports.
- Facilitator: Mike Christie, Chief People Officer, Halifax International Airport Authority, Canadian Leadership Representative, HR Steering Group
- 2:00pm – 3:15pm **Session 4D: The Relationship Between HR and the CFO**
 This session will discuss best practices to improve communication and facilitate a better working relationship between HR professionals and CFOs, addressing common issues and challenges faced by both departments. Join us to discuss the importance of fostering a culture of collaboration which is critical to the overall success of the organization.
- Facilitator: Sheneice Hughes - Assistant Director – Administration & Customer Engagement, Dallas Love Field Airport

3:15pm – 3:45pm **Networking Break**

3:45pm – 5:00pm **Session 5D: Navigating the Complexities of Drug Testing**
Whether you're navigating drug testing requirements for pre-employment screening, maintaining compliance with industry regulations, or seeking insights into legal implications, this session offers essential information to help navigate the complex landscape of drug testing in North America. Attendees will have the opportunity to engage with experts on drug testing laws and regulations in the U.S. and Canada, best practices for implementing and managing testing policies and emerging trends and developments.

Moderator: Gale LaRoche, Ph.D., J.D., Senior Human Resources Consultant, ADK Consulting

WEDNESDAY, JUNE 12, 2024

7:30am – 4:00pm **Registration**

8:00am – 9:00am **Networking Breakfast**

9:00am – 10:00am **General Session 2:**

10:00am – 10:30am **Networking Break**

10:30am – 11:30am **Session 6D: Artificial Intelligence and HR Recruitment - Policy Implications**
Many organizations are considering adding artificial intelligence (AI) to their recruitment processes. But what are the policy and regulatory implications? This session will delve into legal issues, ethical considerations, data security concerns, as well as ensuring that AI does not perpetuate biases in the recruiting process.

Moderator: Peter Gargiulo, IAP, President, 4QD Strategy Consulting LLC, and Associate Member Leadership Representative, HR Steering Group Member

11:30am – 12:30pm **Session 7D: Navigating Mental Health and Work-Life Harmony**
Achieving a healthy balance between work and personal life while managing mental health can be challenging. From stressing the importance of self-care to establishing boundaries and encouraging employees to seek support when needed, many organizations are working to cultivate a culture that ensures a balance between career and personal life. Through interactive discussions and actionable advice, attendees at this session will gain valuable insight to modify their policies to increase staff productivity and overall satisfaction in both the professional and personal spheres.

Moderator: Kelly McDonald, Manager of Human Resources, Ports Toronto, Billy Bishop Toronto City Airport

12:30pm – 1:30pm **Lunch**

1:30pm – 2:45pm **Session 8D: Labor & Employment Law Update**
Legal requirements shape our organization. Find out what new cases, laws, and regulations related to the workforce will impact our business and make us rethink our existing practices.

Moderator: Gale LaRoche, Ph.D., J.D., Senior Human Resources Consultant, ADK Consulting

2:45pm – 3:15pm **Networking Break**

3:15pm – 4:30pm

Session 9D: Joint Finance & HR Committees Session: Performance Management: What Is The True Value Of Having Such A System In Place

Human Resources Performance Management Systems (HRPMS) play a crucial role in optimizing organizational efficiency, including enhanced employee engagement, streamlined feedback processes, and data-driven decision-making. But there are many challenges in implementing HRPMS such as resistance to change, data privacy concerns, and system compatibility issues. This session delves into the benefits and challenges of HRPMS, assisting attendees in determining whether they are worth integrating into their airport organization.

Moderator: Michael Hill, CFO, Charlotte Douglas International Airport

5:30pm – 6:00pm

Awards Gala Reception *(business or cocktail attire suggested)*

6:00pm – 9:00pm

Awards Gala Dinner *(business or cocktail attire suggested)*