

2025 BUSINESS >> of AIRPORTS



June 23 - 25, 2025 // Arlington, TX // Loews Arlington Hotel

HUMAN RESOURCES TRACK AGENDA

All sessions and events will take place at the Loews Arlington Hotel.

Updated: April 30, 2025

MONDAY, JUNE 23, 2025

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|--------------------|---|
| 7:30 AM - 4:30 PM | Registration |
| 7:30 AM - 9:00 AM | Networking Breakfast |
| 8:45 AM - 12:15 PM | Human Resources Committee Workshop (Open to all registered attendees) |
| 8:45 AM - 9:00 AM | <p>Opening Remarks/Welcome
 Monty Bell, <i>Head of Human Resources</i>, San Diego International Airport, and Vice Chair, Human Resources Committee</p> |
| 9:15 AM - 11:00 AM | <p>Human Resources 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</p> <p>Moderated by Peter Gargiulo, <i>President</i>, 4QD Strategy Consulting</p> |
| 9:15 AM - 9:55 AM | <p>Human Resources Session: Roundtable 1: Building Your Workforce Plan</p> <ul style="list-style-type: none"> • Assessing workforce needs considering demographics, future skill requirements, and youth interest in industry • Identifying future workforce gaps • Addressing workforce capabilities through competency-based training, career pathways, and data analysis • Incorporating generational and succession planning changes in your plan to ensure continuity |
| 9:55 AM - 10:30 AM | <p>Human Resources Session: Roundtable 2: Building Your HR Team</p> <ul style="list-style-type: none"> • Structuring and organizing your team • Identifying critical skills and expertise for your team • Balancing HR specialization vs. generalization • Developing your HR team through training and professional development |

10:30 AM -11:00AM

Networking Break

11:00 am – 12:15 pm

Human Resources Session: Roundtable 3: Building a Collaborative Relationship with Managers

- Building managers' skills to enhance employee relations amongst their own team (e.g., people skills, positive aspects of managing a team)
- Resolving conflicts between employees and guiding them how to have difficult conversations with employees
- Training and supporting managers in having appropriate judgment
- Fostering the relationship with HR as a trusted partner and advisor to managers

12:15 PM - 1:30 PM

Networking Lunch

1:30 PM - 2:45 PM

Human Resources Session: Changing The Culture of Leadership

To succeed in the globally connected North American airport system, CEOs must not only effectively manage relations with their varied stakeholder groups, but also foster a strong, sustainable leadership culture. This means building leadership at all levels, promoting accountability, and creating an environment where leadership thrives. Don't miss this session where winners of ACI-NA's Excellence in Visionary Leadership Award discuss leadership development, mentorship, and effective communication, promoting practices that encourage collaboration, empowerment, and innovation.

Moderated by **Jo Johnson-Meineke**, *Director, Human Resources and Risk Management, Quad Cities International Airport*

Mario Rodriguez, *Executive Director, Indianapolis Airport Authority*

- **Rachel Stevens**, *Senior Director, Human Resources, Indianapolis Airport Authority*

Brian Ryks, *Executive Director and CEO, Metropolitan Airports Commission*

- **Kathy Megarry**, *Vice President, Human Resources & Labor Relations, Metropolitan Airports Commission*

2:45 PM - 3:15 PM

Networking Break

3:15 PM - 4:15 PM

Human Resources Session: Recruiting and Accommodating Employees With Disabilities

This session will focus on strategies for airports to effectively recruit, hire, and accommodate employees with disabilities, resulting in a more inclusive workforce. As the airport industry continues to grow, it is important to recruit and support individuals with disabilities, who are often underrepresented in the workforce. By leveraging accessibility initiatives, airport leaders can meet the needs of their passengers, customers and communities while ensuring employees with disabilities feel empowered and valued.

Moderated by **Sian Bevans**, *Director, Human Resources, Nassau Airport Development Company*

Anita Cobb, *Market Leader for Civic Strategies, Mead & Hunt*

R. Corey Edwards, *Employee Development Specialist, Miami-Dade County*

Jil Greene, *Chief Human Resources Officer, Paradis Lagardère*

Kevin Kline, *Community Engagement Representative, GoodMaps*

5:00 PM - 6:00 PM

Welcome Reception

TUESDAY, JUNE 24, 2025

8:00 AM - 4:00 PM

Registration

8:00 AM - 9:00 AM

Networking Breakfast

9:00 AM - 9:30 AM

Welcome and Opening Remarks

9:30 AM - 10:30 AM

General Session 1

Shawn Kanungo, *Disruption Strategist, Bestselling Author, Former Innovation Expert for Deloitte*

A globally recognized innovation strategist, Shawn Kanungo works at the intersection of creativity, business, and technology—including cutting-edge developments in generative AI—to help companies and individuals move boldly into the future. Formerly an Innovation Expert for Deloitte, Shawn is a Partner with Queen & Rook, where he advises leading organizations and executives on disruptive trends, and actively invests in early-stage ventures.

- 10:30 AM - 11:00 AM **Networking Break**
- 11:00 AM - 12:00 PM **Joint Session: Human Resources and Business Diversity Committees, Community Opportunity Working Group: Words Matter - Navigating Changing Legal Requirements and Political Perspectives**
 In today's evolving legal and political landscape, organizations must carefully navigate their language and policies for community engagement. This session will provide critical insights into the shifting legal requirements affecting hiring practices, supplier programs, and community outreach efforts. Attendees will learn strategies for effectively communicating their workplace culture while mitigating legal risks. Join industry experts as we explore practical strategies to align your policies and communications with changing legal and political expectations—because the words you choose matter.
- Moderated by **Erin Burns**, *Director of Communications*, Louis Armstrong New Orleans International Airport
Tekia Jefferson, *Director, Diversity Equity and Inclusion*, Metropolitan Airports Commission
Daniel Reimer, *Principal*, DSR, LLC
Gina Stough, *Vice President Human Resources*, Cincinnati/Northern Kentucky International Airport
- 12:00 PM - 2:00 PM **Networking Lunch**
- 2:00 PM - 3:15 PM **Resiliency in our Workforce**
- Moderated by **Peter Gargiulo**, *President*, 4QD Strategy Consulting LLC
Tom Murphy, *Founder, Edge4Vets and Director, Human Resiliency Institute*, Fordham University
- 3:15 PM - 3:45 PM **Networking Break**
- 3:45 PM - 5:00 PM **The Perfect Pair: How Employer Branding and Recruitment Work Together to Attract Top Talent**
 Attracting top talent requires more than a great job posting—it takes an authentic employer brand aligned with your recruitment strategy. In this session, we'll explore how employer branding and recruitment work together to create an engaging candidate experience. Learn to align your brand messaging, use digital channels effectively, and reduce recruitment friction to attract and retain top talent.
- Moderated by : **Robert Lowe**, *Chief People and Culture Officer*, Los Angeles World Airports
Monty Bell, *Director, Human Resources*, San Diego International Airport
Tara McCloud, *Human Resources Generalist*, Tulsa Airports Improvement Trust
Cindy Nichol, *Director of Airports*, Sacramento County Airport System

WEDNESDAY, JUNE 25, 2025

- 8:00 AM - 4:00 PM **Registration**
- 8:00 AM - 9:00 AM **Networking Breakfast**
- 9:00 AM - 10:00 AM **General Session 2**
- 10:00 AM - 10:30 AM **Networking Break**
- 10:30 AM - 11:30 AM **Employment Law: Navigating The Evolving Legal Landscape**
 Stay ahead of evolving labor laws and workplace regulations with our essential Human Resources Legal Update session, covering the latest developments in employment law. From changes in laws and evolving policy to compliance updates, we'll break down key updates impacting HR professionals, including wage laws, workplace accommodations, regulatory issues, and remote work trends. Gain actionable insights to protect your organization, mitigate legal risks, and ensure compliance in an ever-changing landscape. Don't miss this opportunity to stay informed and proactive in 2025!
- Moderated by **Gale LaRoche, PH.D., J.D.**, *Senior Human Resources Consultant*, ADK Consulting & Executive Search
Tim McConnell, *Shareholder*, MaynardNexsen
- 11:30 AM - 12:30 PM **AI-Enhanced HR: Optimizing Innovation, Engagement, and Operations**

From recruitment to employee engagement, AI is transforming and optimizing everyday HR operations. This session is perfect for HR professionals who want practical insights on using AI-driven tools to automate workflows, enhance the employee experience and improve decision-making.

Moderated by **Adrienne Washington**, *Vice President Human Resources*, Metropolitan Knoxville Airport Authority.
Anisha Biggers, *Senior Partner -Digital Consulting, Americas*, Wipro
Heather Day, *Director of Human Resources*, Gerald R. Ford International Airport Authority
Nancy Duggan, *Director of Human Resources*, Hillsborough County Aviation Authority

12:30 PM – 1:30 PM

Networking Lunch

1:30 PM - 2:45 PM

Retention – The Generation Connection

As the workforce evolves, so must leadership strategies. Today's younger generations value personal growth, purpose, flexibility, and digital fluency—while seasoned professionals bring experience, insight, and stability. This session explores how organizations and experienced leaders can adapt to meet the needs of emerging talent without losing the strengths of tradition. This session provides the opportunity to share valuable insights to engage all generations—blending experience with innovation to build a culture of collaboration, growth, and retention.

Moderated by **Tim Geary**, *Senior Human Resources Manager*, Connecticut Airport Authority
Lorena de Rodriguez, *President/CEO*, Safety & Security Instruction Inc. (SSI)
Allison Gilbert, *Senior Human Resources Business Partner*, Metropolitan Airports Commission
Jennifer Mawhinney, *Human Resources Generalist*, Ports Toronto

2:45 PM - 3:15 PM

Networking Break

3:15 PM - 4:30 PM

Joint Session: Human Resources and Finance Committees: How to Manage Disruptions – Supporting Workforce and Financial Implications

In an increasingly unpredictable world, businesses face a range of disruptions—natural disasters, cyberattacks, and shifts in government leadership—that challenge both operational continuity and employee well-being. This session, in collaboration with the Finance Committee, will examine the financial implications of these crises and how organizations can plan and respond effectively.

Moderated by **Marsha Johnson**, *Deputy Director, Airport Finance and Administration*, Tallahassee International Airport

Lew Bleiweis, *President & CEO*, Greater Asheville Regional Airport Authority
Katie Gerard, *Senior Director, Human Resources*, Port of Seattle
Annie Russo, *Chief Political and Congressional Strategy Officer*, ACI-NA
Tatiana Starostina, *Chief Financial Officer*, Los Angeles World Airports

5:30 PM - 6:00 PM

Awards Gala Reception

Business or cocktail attire suggested

6:00 PM - 9:00 PM

Awards Gala Dinner

Business or cocktail attire suggested