2026
BUSINESS >>
of AIRPORTS

June 22 - 24, 2026 // Salt Lake City, UT

ACI
NORTH AMERICA
AIRPORTS COUNCIL
INTERNATIONAL

HUMAN RESOURCES TRACK AGENDA

Subject to Change (as of March 18, 2026)

All sessions and events will take place at the Hyatt Regency Salt Lake City.

MONDAY, JUNE 22, 2026

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	**Opening Remarks/Welcome** **Monty Bell**, *Head of Human Resources,* San Diego International Airport, and Chair, Human Resources Committee
9:15 AM – 10:30 AM	**1. 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. Moderated by Peter Gargiulo, *President*, 4QD Strategy Consulting
10:30 AM -11:00AM	**Networking Break**
11:00 am – 12:15 pm	**HR Roundtables Continued** **Canadian Roundtable (C***losed to Canadian Airports)* Moderated by
12:15 PM - 1:30 PM	**Networking Lunch**

1:30 PM - 2:45 PM	**2. From Ideas to Impact: How HR Teams Are Using AI Today—And How You Can Too**

1:30 PM - 2:45 PM   **2. From Ideas to Impact: How HR Teams Are Using AI Today—And How You Can Too**
AI is already transforming HR in practical ways. This session dives into real case studies—from AI-built job aids and embedded videos to faster analytics, coaching insights, and improved employee mobility and self-service. Through demos and interactive activities, you'll explore easy-to-adopt tools, learn effective prompting, and get high-level guidance on safe use. Whether you're new to AI or already experimenting, you'll leave with a clear, actionable roadmap tailored to your organization's needs.

2:45 PM - 3:15 PM   **Networking Break**

3:15 PM - 4:15 PM   **3. Compensation Without Confusion: Building Clear, Fair, And Transparent Pay Practices**
Learn how to go beyond benchmark numbers to create compensation systems that reflect your culture, philosophy, and real-world market needs. We'll discuss pay structures, COLA vs. merit, rating calibration, and total-rewards communication, including how employees perceive value. With practical examples and honest lessons learned, this session offers simple frameworks for building and communicating pay programs that work.

5:00 PM - 6:00 PM   **Welcome Reception**

TUESDAY, JUNE 23, 2026

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**
Speaker

10:30 AM - 11:00 AM   **Networking Break**

11:00 AM - 12:00 PM   **4. Immigration And Its Impact To Airport**
Joint Session: Human Resources and Community Opportunity Working Group

12:00 PM - 2:00 PM   **Networking Lunch**

2:00 PM - 3:15 PM   **5. Practical Approaches To Building Effective Leaders**
Explore real examples of scalable leadership development programs proven to work in airport environments. Hear success stories from industry peers and participate in a hands-on activity to begin creating your own action plan for building or enhancing a leadership development strategy for your organization.

3:15 PM - 3:45 PM   **Networking Break**

3:45 PM - 5:30 PM   **Concurrent Sessions**
6a. Employment Law – US
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 2026!

6b. Employment Law - Canada

WEDNESDAY, JUNE 24, 2026

8:00 AM - 4:00 PM	**Registration**
8:00 AM - 9:00 AM	**Networking Breakfast**
9:00 AM - 10:00 AM	**General Session 2** Speaker
10:00 AM - 10:30 AM	**Networking Break**

10:30 AM - 11:45 AM

7. Advancing Organizations Into The Next Decade – OD In Action: Where It Belongs and How It Drives Impact
As organizations evolve, many still wrestle with a key question: Where should Organizational Development (OD) live—within HR, alongside it, or as a stand-alone function? This session explores how the positioning of OD influences its ability to drive transformation, culture change, and organizational performance. Through practical examples, participants will examine how OD can serve as a catalyst for growth, the tools and analytics used to measure impact, and approaches organizations are using to strengthen employee experience and capability. Join the conversation to gain insights on positioning OD to accelerate change and deliver measurable results.

11:45 AM - 12:30 PM

8. 2026 ACI-NA Excellence In Human Resources Recognition Programs
The ACI-NA Excellence in Human Resources Recognition Program was established with the objective to acknowledge airports' outstanding achievements in HR management, to recognize the contribution of HR management to the successful airport business, and to share best practices in airport management. For this session, we will introduce the winners of this year's program and allow the winners to share with attendees their ideas, challenges, and success of their respective HR programs.

12:30 PM – 1:30 PM

Networking Lunch

1:30 PM - 2:45 PM

9. Workforce Planning And Development In Aviation: Case Studies, Challenges, And Lessons Learned
Effective workforce planning and development are critical to building resilient, future-ready organizations—but success rarely comes without challenges. This session brings together real-world case studies from across the industry, highlighting practical methodologies, technologies, and strategies used to anticipate workforce needs and build sustainable talent pipelines. Presenters will share not only their results, but also the obstacles encountered along the way—from data integration and change management to aligning HR, operations, and technology functions. Attendees will gain balanced, applicable insights they can adapt to their own organizations, whether starting their workforce planning journey or refining existing strategies for greater impact.

2:45 PM - 3:15 PM

Networking Break

3:15 PM - 4:30 PM

10. **CFO and HR Roundtable**
Joint session with Human Resources and Finance Committees

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