

visier **Outsmart**

Inspiring change, together

May 6 – 8, 2019

San Francisco, CA

People analytics is the most critical HR capability today. If you are in an HR leadership or people analytics role, you cannot afford to miss the definitive networking and learning conference for people analytics and planning.

[Register Now](#)

Featuring a Keynote by Iconoclastic Business Thinker Gary Hamel

Humanocracy: Building Organizations as Amazingly Capable as Those Inside Them

Today's organizations need to be more resilient, creative and engaging than ever before. In this provocative and practical talk, Gary will show you how to kick start an HR revolution that will free up every human being to be their best and do their best.

[About this Session](#)

[About Gary Hamel](#)



Networking

You won't find a better concentration of people analytics practitioners and thought leaders anywhere. Network with the best!

Learning

Outsmart is where industry luminaries and expert practitioners alike share their perspectives. Learn with the best!

Sharing

With a TEDTalk approach to many sessions, hear practitioners share their stories and key learnings. Share with the best!



People Analytics Expert Panel: Transforming HR with People Insights

Moderated by AI Adamsen, Founder of Global People Analytics Network and Co-Founder of Insight222

For the past 20 years, HR has focused on restructuring itself to transform from administrators to strategic business partners – with the aim to drive better business outcomes. Yet, HR Transformation has not achieved this goal – largely because the technology supporting this transformation focused on better operations, not better strategy. This panel of people analytics industry experts will discuss how enabling data-driven decision making is on the critical path to achieving strategic HR that drives business performance.

[About AI Adamsen](#)



Event Sponsors

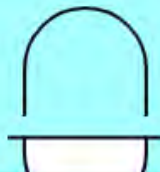
Be sure to visit some of our fantastic partners at the event!



[View Outsmart Agenda](#)

Call for speakers is now closed

We are so grateful for the incredible speaking submissions we received! Check out our agenda!



Vizzies Awards

Thanks you for all of your submissions for 2019. The nominations are now closed.
[Read about last year's award winners.](#)



This will be my third Outsmart, and I can't wait! Each time I come with game-changing ideas, innovative practices and new professional relationships with amazing experts in our field.

Jason Pagan
Senior Director, Strategic Workforce Planning & Analytics and Head of HR, Indiana Market
Ascension



Join your peers in data-driven HR at Outsmart 2019.

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#VisierOutsmart

Follow us below for event updates:



Outsmart 2018 was epic — see for yourself!

Two days of networking with HR pros, practitioners, analysts and thought leaders - learning and sharing to succeed! It was an epic event with great insights, delicious food, amazing entertainment, customer awards and many, many new connections made!

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Agenda

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Experience two days of incredible insights, advanced tech, and brilliant speakers — with an agenda tailored for HR and people analytics leaders. Check back here often as we will be updating this page with speakers and sessions in the coming weeks.

Select a day to view the corresponding agenda

Monday, May 6th

Tuesday, May 7th

Wednesday, May 8th

Click an item in the left column to see the details

Welcome
8:00 - 8:10 am

General Session
8:10 - 8:30 am

General Session
8:30 - 10:30 am

Coffee Break
10:30 - 11:00 am

Breakout Sessions
11:00 am - 12:00 pm

Networking Lunch
12:00 - 1:00 pm

General Session
1:00 - 2:00 pm

Transitional Break
2:00 - 2:15 pm

Breakout Sessions
2:15 - 3:15 pm

Coffee Break
3:15 - 3:40 pm

Breakout Sessions
3:45 - 4:45 pm

Transitional Break

Breakout Sessions (choose one session below) 11:00 am - 12:00 pm

BREAKOUT 1: Leading With Inclusion: Tapping into Diversity to Create Financial Value and Top-Line Growth

Moderator:
Stela Lupusor, Chief-Reframer, Reframe.Work Inc.

Panelists:
Jocelyn Caldwell, Vice President, Workforce Analytics & Planning, TIAA
Maryann Bruce, Founding Member, Paradigm for Parity

Countless reports and studies show that having a diverse workforce impacts the stability of your organization and your ability to innovate—and also directly influences financial results.

Focusing on diversity is necessary, but it's not sufficient when change is required on so many levels. How can we improve our mindsets, organizational culture, policies, reporting and metrics, and technology to leverage the undeniable value of a diverse and inclusive workforce?

During this panel, we'll explore all the ways to influence positive change at both the organizational and personal level with the hope to trigger a bigger societal wave.

[BREAKOUT 2: Innovating in Workforce Planning](#)

Moderator:
Jim Topor, President, Workforce Transformation

Panelists:
Liz Jurcik, Workforce Strategy & Planning Leader, Providence St. Joseph Health
Rob Major, Manager, Strategic Workforce Planning & Analytics, Ascension
Charley Newton, Director, Strategic Workforce Planning, Sabre

Data-driven workforce planning is a game-changer for HR and businesses. This practice enables organizations to minimize risk (such as talent shortages) and capitalize on upside opportunities in an era of disruption, such as saving millions of dollars through increased accuracy and forecasting.

Jim Topor, a workforce transformation thought leader with 20-plus years of delivering organizational change in the areas of HR strategy, strategic workforce planning, and workforce analytics, will lead this informative session. He'll discuss workforce planners who champion the use of data and analytics and have driven big returns to their organizations as a result.



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Transitional Break
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Breakout Sessions
2:15 - 3:15 pm

Coffee Break
3:15 - 3:40 pm

Breakout Sessions
3:40 - 4:45 pm

Transitional Break
4:45 - 5:00 pm

Breakout Sessions (choose one session below) 2:15 - 3:15 pm

BREAKOUT 1: Inspiring HRBPs to Adopt a Data-Driven Approach

Moderator:

Loxy Martin, Principal, Research and Customer Value, Visier

Presenters:

Matthew Hamilton, Manager, HR Data Analytics, Regions Bank

Steve Rivolt, Manager of HR Reporting and People Analytics, Robert Bosch LLC

Jason Pagan, Senior Director, Strategic Workforce Planning & Analytics and Head of HR, Indiana Market, Ascension

Todd Horton, Director, Workforce Intelligence, Commonspritt Health

Many organizations will proactively enable their HRBPs as part of their people analytics roll-out. The transformation of the HR service delivery model—focused on simply leveraging automation for record-keeping and transaction management—opens up opportunities for HRBPs to move into a strategic consultative role. In this session, our panelists will share the innovative ways they elevated their HRBPs ability to deliver workforce insights beyond HR, excited and enabled them to consistently use data to advise leaders and people managers on strategy, gained their commitment to achieving value, showed them how to tell stories with data, and more.

BREAKOUT 2: Building your Business Case for People Analytics

Moderator:

Wes Wu, VP, Advisory Services, Visier

Presenter:

Gary Winant, AVP, HR Reporting & Analytics, L'Oreal

Eric Lieberman, Director, HR Analytics, Alexion Pharmaceuticals

Samuel Thayer, Senior HR Director, Compass

Robert Lanning, Director, HRIS and People Analytics, Silicon Valley Bank

Thanks to people analytics, HR professionals can now provide actionable insights that are invaluable for executives tasked to deliver significant business transformation. Despite this, it's still a struggle to convince the C-suite to find the time and money to properly invest in this capability. It takes more than a few "Moneyball" references (although they don't hurt) to get buy-in from the C-suite—you need to build a business case that is compelling, complete, and durable.

This session will uncover the methodologies and process frameworks that enabled world-class HR teams to gain C-suite support for people analytics. Discover how to create a case that appeals to many stakeholders, connects with greater financial outcomes, and stands up against competing investment requests coming from outside HR.



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- Breakout Sessions 2:15 - 3:15 pm
- Coffee Break 3:15 - 3:45 pm
- Breakout Sessions 3:45 - 4:45 pm**
- Transitional Break 4:45 - 5:00 pm
- Breakout Sessions 5:00 - 6:00 pm
- The Vizier Customer Award Celebration 7:00 pm

Breakout Sessions (choose one session below) 3:45 - 4:45 pm

BREAKOUT 1: Adding People Analytics to the C Suite Tool Kit: Combining Traditional People Reporting, Workforce Cost Management, and Strategic Impact to Improve Business Outcomes
 Moderator: Jim Halling, Founder & President, Workforce Insights
 Panelists: Connie Puggio, SVP & CHRO, TIVO; Scott Judd, Director, People Analytics, Facebook; Jimmy Zhang, Head of People Strategy and Analytics, Vertex Pharmaceuticals
 Imagine a leadership meeting where, as soon as a question is asked, it's answered. And consider a world where people insights are about more than headcount, hiring, and turnover counts—instead, they drive deep, performance-driving discussions about workforce costs, optimizations, and strategy.
 Jim Halling, a senior consultant in workforce strategy with over 30 years of executive experience, will lead this session where Visier customers share how they have transformed their contributions to C-suite dialogues.

BREAKOUT 2: A Day in the Life with Visier
 Moderator: Ian Cook, VP, HR Solutions, Visier
 Presenters: Erik Olsson, Director, People Technology & Analytics, Medallia; Anna Merrill, People Analytics Lead, Square; Dapo Olofinjana, HR Analyst, Rockspace; Tiffany Zanotelli, People Analytics Manager, Pitney Bowes
 An investment in Visier is highly transformative—whether made by organizations just starting out on their analytics journey, or those already far along it.
 In this session, people analytics leaders and practitioners will share their stories about how they use Visier on a daily basis, how Visier has changed their role or function, and the lessons they've learned along the way.

BREAKOUT 3: Experimenting and Pushing the Boundaries with People Analytics
 Moderator: Zack Johnson, VP, Business Development, Visier
 Panelists: Kala Northrup, People Analytics Analyst, BWA Compass; Adam McKinnon, Senior Manager, People Analytics & Organization Design, Merck KGaA; Craig Newman, Product Manager, TrustSphere
 Some of the most exciting stories of people analytics involve big data yielding surprising findings that deliver an enterprise-wide impact. But how do you formulate an analytics project of this magnitude and more importantly, execute on it?
 In this inspiring session, HR analytics leaders will share how they're pushing the boundaries of what's possible with analytics.



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- ⌵ Transitional Break 4:45 - 5:00 pm
- ⌵ Breakout Sessions 5:00 - 6:00 pm
- ⌵ The Visier Customer Award Celebration 7:00 pm

Breakout Sessions (choose one session below) 5:00 - 6:00 pm

BREAKOUT 1: Successful People Analytics Enablement: Change Management Leading Practices

Moderator:
Lexy Martin, Principal, Research and Customer Value, Visier

Presenters:
Ami Mohindra, CEO & Founder, People Analytics Success
RJ Minor, VP, Talent Management Operations, McKesson
Jennifer Smith, Customer Value Manager, Visier

Today, we are past the people analytics early adoption stage. Now organizations considering people analytics look for how best to achieve the potential value of this technology—and proper change management is part of the answer.

Change management enables organizational change to a data-driven mindset and fosters the broad use of analytics to improve decision-making. But what are these key activities that go into an enterprise change management approach?

In this panel session, Lexy Martin, HR tech industry veteran and Visier's Principal, Customer Value and Research, will lead a discussion with people analytics and change management experts, and share highlights from her research into the leading practices from mature people analytics organizations.

BREAKOUT 2: Humans at the center of people analytics

Presenter:
Kathi Endres, VP, Talent and Workforce Research Leader, Bersin by Deloitte

People analytics is a senior executive priority, and most organizations are increasingly investing in people analytics capabilities. Technologies and techniques get more sophisticated at an exponential rate. Many organizations experiment with various approaches and run exciting people analytics projects. Yet, the long-term, strategic impact on business and workforce outcomes is often limited. Historically, people analytics has primarily focused on making the HR function run more efficiently, with limited focus on workforce experience, productivity and performance. In this session, we will explore the key success factors of sustainable people analytics success, dive deeper into the benefits of empowering people with their own data, discuss the implications on data privacy and ethics, and highlight practical examples of these practices.

BREAKOUT 3: People Analytics and IT: A Successful Partnership

Moderator:
Caitlin Bigsby, Product Marketing Director, Visier

Panelists:
Patrick La Bhan, Director, Business Intelligence, Visier
Shawn Woodring, Sr. Workforce Analyst, Erie Insurance
Cody Anderson, Workforce Planning & Analytics Principal, Sabre

IT is a necessary partner for any successful analytics project, but they often have a very different perspective on the best course of action. Learn how organizations have approached IT to either get them on board with people analytics projects, or at least get what they needed. Discover the approaches that work, and the pitfalls to avoid.

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- General Session 2:30 - 3:30 pm
- Coffee Break 3:30 - 4:00 pm
- Customer-Only Session 4:00 - 5:00 pm

Breakout Sessions (choose one session below) 10:15 - 11:15 am

BREAKOUT 1: Enabling HR CoEs with Strategy-Changing Insights: From Talent Acquisition to Learning to Comp and Ben to M&A and More

Moderator: Jennifer Kalay, VP, Adoption & Renewals, Visier

Panelists: Tiffany Zanotelli, People Analytics Manager, Pricer Bowes; Erik Ottason, Director, People Technology & Analytics, Medallia; Chase Rowbotham, Head of People Analytics, Genentech; Mircea-Stelian Clavici, People Analytics & Insights Generation Expert, Merck KGaA

Intended by design to drive strategic outcomes, HR Centres of Excellence identify issues, design and deploy interventions, programs and policy in their specialist areas. But in their drive to make an impact, how best can data underpin their practice? How do you maximize the effectiveness of CoEs in their functional support to HRBPs, and in turn, to make a real difference to the leaders and employees they support?

In this panel session, expert leader-practitioners from a range of industries share their experience in what will be a lively discussion on supporting and driving excellence in this area.

BREAKOUT 2: How employee data is endangering trust in organizations, and what to do about it

Moderator: Dirk Peterson, US Managing Director, Insight222

Panelist: Jimmy Zhang, Head of People Strategy and Analytics, Vertex Pharmaceuticals

HR technology is enabling an almost continuous tracking of employee activity at work: calendar and email scans, movement tracking, social media behavior, and more. With this ever increasing data availability, how do organizations ethically balance their interests to utilize employee data with the interests of employees to have their data used for their benefit? Dirk Peterson from Insight222 has worked with a consortium of Fortune 500 organizations to develop people data ethics guidelines over the past two years. He will be joined by a practitioner to discuss data ethics, what we should and what shouldn't do with employee data, and maintaining the trust of our employees.

BREAKOUT 3: The Importance of People Analytics in a Time of Uncertainty: Lessons from an Expert Healthcare Panel, Applicable to All Industries

Moderator: Kevin MacDuff, Sr. Customer Value Manager, Visier

Panelists: Liz Aurick, Workforce Strategy and Planning Leader, Providence St. Joseph Health; Todd Horion, Director, Workforce Intelligence, CommonSpirit Health; Dan Lapporte, Leader, People Analytics, Kaiser Permanente; Ira Kitzley, Senior Director, HR Consulting, Children's Health

Our panel of analytics experts from the Healthcare industry will share their lessons learned about maximizing the value of people analytics during a time of uncertainty – insights that can be applied by HR and people analytics leader from any industry to drive business performance and mitigate risk.

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Customer-Only Session
4:00 - 5:00 pm

Breakout Sessions (choose one session below) 11:30 am - 12:30 pm

BREAKOUT 1: Data Science and Visier: What's New in Visier Benchmarks and Predictive Analytics

Presenter:

Dr. Anton Smessaert, Head of Data Science, Visier
Ian Cook, VP, HR Solutions, Visier

Understanding how you measure up against your competitors (and peers) and how much talent you really have in your organization doesn't have to be complicated—not when the right data science methodologies are at your fingertips. Join Visier's Head of Data Science, Dr. Anton Smessaert, and VP of People Solutions, Ian Cook, as they reveal how the new Visier Benchmarks: Reports work and what's behind a new project that innovates how to quantify talent.

You'll get a grand tour of how the new report benchmarks are measured and showcase the uses cases for both Visier Benchmarks: Reports and the popular Visier Benchmarks: Trends. You'll also hear an exclusive presentation on a new standard for quantifying the talent in your organization. We will explain the model, how data science can customize this capability to your organization, and how this sets the stage to predict true quality hires. This session is guaranteed to get you excited about planning for the future and building a fact-based roadmap to get there.

BREAKOUT 2: Speaking the Language of the Business

Moderator:

Wes Wu, VP, Advisory Services, Visier

Presenter:

Dr. Gary Russo, Director of Workforce Intelligence, Providence St. Joseph Health

Stronger synchrony of the whole business is essential if it hopes to survive and thrive in today's uncertain and rapidly changing markets. HR has a critical opportunity to cement itself as an indispensable strategic partner by stepping up to the challenge. In this session, Gary will discuss the crucial responsibility HR has for the financial health of the business and how to effectively demonstrate that value. You will learn how traditional HR data can be translated to "financial metrics that matter" and why HR is uniquely positioned to be a driver of change. These concepts will be summarized in a template you can use to practice business fluency and identify projects that deliver concrete value to your organization. Finally, Gary will take a step back from the numbers and reflect on the value we create on the humanist side of Human Resources.

BREAKOUT 3: Storytelling With Data

Moderators:

Kevin MacDuff, Sr. Customer Value Manager, Visier
Carla Williams, Sr. Customer Value Manager, Visier

History's most inspiring leaders have a common trait... the ability to tell a good story. The reason is simple. People relate to stories at a human level. For too long, companies have relied on offering ideas by supplying data, numbers, statistics, and analytics alone. While this approach makes a logical connection, storytelling makes an emotional connection leading to a deeper level of buy-in. This fast paced hand-on workshop will provide tools and practical approaches that will help your transform data into meaningful action oriented stories that will help you find a more happily ever after.



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Coffee Break
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Customer-Only Session
4:00 - 5:00 pm

General Session 2:30 - 3:30 pm

The Future of HR and Your Pivotal Role in It

Presenter:

Dr. John Boudreau, Professor and Research Director, University of Southern California

HR has a bright potential future, but it is at a tipping point. The evolving future of work promises trends such as permeable boundaries; a globally connected and fluid workforce; work engagements that go well beyond traditional employment; greater democracy and social influence in the work relationship; amazing future HR technology and work experiences; work that is constantly reinvented beyond the concept of the traditional "job"; and a constantly evolving combination of human and automated work.

Organization leaders, policy makers, investors and workers increasingly recognize these trends as personally and strategically pivotal, and they are hungry for evidence-based and rigorous logical frameworks that will help them navigate and optimize their decisions.

Will HR be the answer? Can the HR discipline of the future step up and offer answers to these fundamental questions? The potential is there, but the reality will require fundamental change in HR and rethinking many traditional approaches and assumptions. It will require an HR discipline with fewer boundaries and that is more inclusive of insights from other business disciplines. HR must take the lead in addressing thorny issues such as whether new work environments will be exploitive or empowering for workers; how organization leaders will establish new personal and organizational values; and how they'll need to do so in a world where workers may not be employees, where automation becomes a collaborator, and where there is often very little trust that organizations will navigate these challenges for the greatest social and economic benefit.

This session will describe examples of these trends, offer principles and examples showing how the HR profession can reach its full potential, and how HR leaders can create and engage that bright future.



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Visier Customers Only: Vote With Your Feet

Presenter:
Adam Blinnis, Chief Product Officer, Visier

Our popular "Vote with your Feet" session is back! Open to Visier customers only, this entertaining session is where you get to vote for top features and solution roadmap items in Visier People.

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Registration

Join your peers in data-driven HR at Outsmart 2019.

Group Discounts are available – please [contact us](#) to make your request.

Early Bird Rate \$595 USD January 22 - 23, 2019	Winter Rate \$995 USD (until May 1, 2019)	Onsite Rate \$1195 USD January 22 - 23, 2019
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(Conference fee includes event meals, welcome reception, Vizzie Awards dinner and conference sessions)

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Visier Announces Keynote Speakers and Session Lineup for Outsmart 2019

March 12, 2019

Conference brings together visionary minds in HR analytics and workforce planning

VANCOUVER, BC and SAN FRANCISCO, CA – March 12, 2019 – Visier, the globally recognized leader in people analytics and planning, today announced the keynote speakers and session lineup for **Outsmart 2019** ([/outsmart2019/](#)). Held at the Westin St. Francis Hotel in San Francisco on May 6-8, the conference brings together leading experts in people analytics and workforce planning for the 6th annual event.

With the theme *Inspiring Change, Together*, the conference brings together visionary leaders to engage in compelling conversations around data-driven HR and workforce planning.

Headlining this year's event with the topic "*Humanocracy: Building organizations as amazingly capable as those inside them*" is **iconoclast business thinker Gary Hamel** (<https://www.youtube.com/watch?v=e-8ce1ZUA6w>). A published author and writer, Hamel has worked with leading companies across the globe and has been on the faculty of the London Business School for more than 30 years. His most recent bestsellers are *The Future of Management* and *What Matters Now* in which he presents an impassioned plea for reinventing management and lays out a blueprint for the future of work. Fortune magazine describes Hamel as "the world's leading expert on business strategy."

The closing keynote speaker will be **Dr. John Boudreau** ([/clarity/author/jboudreau/](#)) on the topic "*The Future of HR and your Pivotal Role in it.*" Dr. Boudreau is the Research Director for USC's Center for Effective Organizations and Professor of Management and Organization at Marshall School of Business. He is a leader in the academic world for his insight and innovation in the fields of Human Resources, Human Capital Management, and Executive Development.

Other speakers at this year's conference include:

- Al Adamson of Insight222 and the Global PAFOW Event Series
- Sue Ortenstone, Senior Vice President and Chief Human Resources Officer at CenterPoint Energy
- Clay H. Worley, SVP and Chief Human Resources Officer at NCI
- Anna Merritt, People Analytics Lead at Square
- Joydeep Mutsuddi, Senior Vice President, Human Resources at BD
- Dr. Gary Russo, Director of Workforce Intelligence at Providence St. Joseph Health

Registration for Outsmart 2019 is now open. Visit <https://www.visier.com/outsmart2019/> (<https://www.visier.com/outsmart2019/>) for further details about the speaker lineup, conference sessions, and accommodations.

About Visier

Our curiosity, the desire to understand, is inseparable from what it means to be human. But, in the hype of big data analytics, we've forgotten that data does not equal knowledge.

Visier was founded to focus on what matters: answering the right business questions, even the ones a person might not know to ask. Questions that shape business strategy, provide the impetus for taking action, and drive better business results.

Visier is dedicated to transforming business analytics, to providing leaders with clear answers to critical business questions — out-of-the-box, without the hassle and cost of data management, statements of work, and long and risky development projects.

Visier lets companies say goodbye to data quality problems, to complexity, to costly tools, to endless service fees, and to guesswork. A people strategy platform designed by domain experts for leaders, Visier lets leaders say hello to clarity, to confidence, to meaningful answers — and to better business performance. Say hello to Visier. Outsmart, outperform.

For more information, visit <http://www.visier.com>.

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Contact:

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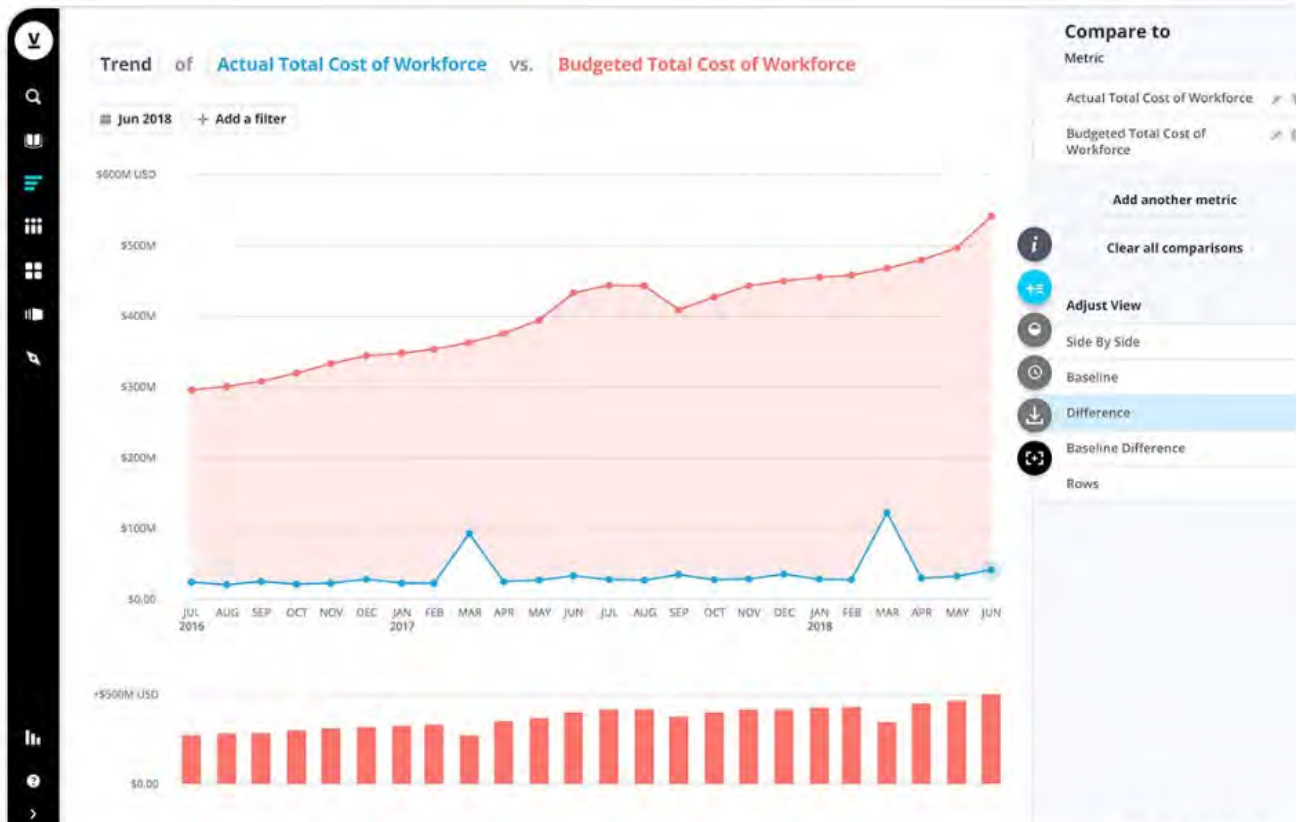
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Brad Karcher @Brad_Karcher · 24 May 2018

#VisierOutsmart Ascension Health, Kaiser Permanente and Dignity Health sharing how HR builds and leverages relationships with the "business" through people analytics to drive organizational agility and performance.



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People Analytics Leading Practices at Visier Outsmart 2019

by [Karra Barron \(https://www.visier.com/clarity/author/kbarron/\)](https://www.visier.com/clarity/author/kbarron/), March 8, 2019

Taking place May 6-8, 2019 in San Francisco, [Visier Outsmart 2019 \(https://www.visier.com/outsmart2019/\)](https://www.visier.com/outsmart2019/) is the people analytics and workforce planning conference dedicated to your success as a data-driven leader. [Register today, before early-bird pricing ends on March 15! \(https://www.visier.com/outsmart2019/registration.html\)](https://www.visier.com/outsmart2019/registration.html)

The people analytics space moves fast and keeping up with the leading practices can be daunting for many. Visier Outsmart, the leading people analytics and workforce planning conference, makes the process of staying informed and building your network of innovative leaders easy.

Visier Outsmart is committed to bringing together the brightest minds and leading experts in data-driven HR. Here are some of the fantastic sessions and speakers [\(https://www.visier.com/outsmart2019/agenda.html\)](https://www.visier.com/outsmart2019/agenda.html) we have planned for you:

The conference kicks off with a visionary keynote by [Gary Hamel](#)—ranked by *The Wall Street Journal* as the world's most influential business thinker—on *Humanocracy: Building organizations as amazingly capable as those inside them* (read more about it here [\(https://www.visier.com/clarity/outsmart-2019-speaker-lineup/\)](https://www.visier.com/clarity/outsmart-2019-speaker-lineup/)).

Our keynote the next day will be led by [Dr. John Boudreau](#) [\(https://www.visier.com/clarity/author/boudreau/\)](https://www.visier.com/clarity/author/boudreau/), renowned Research Director for USC's Center for Effective Organizations. He'll present on *The Future of HR and Your Pivotal Role in It*.

HR has a bright potential future, but it is at a tipping point. The evolving future of work and organizations promises trends such as: permeable boundaries, a globally connected and fluid workforce, work engagements that go well beyond traditional employment, greater democracy and social influence in the work relationship, amazing future HR technology and work experiences, work that is constantly reinvented beyond the concept of the traditional "job," and a constantly evolving combination of human and automated work. Organization leaders, policymakers, investors, and workers increasingly recognize these trends as personally and strategically pivotal, and they are hungry for evidence-based and rigorous logical frameworks that will help them navigate and optimize their decisions.

This session will describe examples of these trends, and offer principles and examples showing how the HR profession can reach its full potential, and how HR leaders can create and engage that bright future for HR.

Early bird ends March 15

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But that's not all...

Also taking the stage will be industry thought leaders like [AJ Adamson](#), [Sole Lupatich](#), [Amit Mohindra](#), [Jim Halling](#), and [Jim Tapor](#), and HR executives from brands such as [CommonSpirit Health](#), [Kaiser Permanente](#), [C/Oreal](#), [McKesson](#), [Medallia](#), [Square](#), [TIAA](#) and more.

Here are some other highlights you can look forward to:

- A CHRO roundtable on *Leading with Talent: The Future of HR in a Talent-Driven World* featuring the CHROs of [BO](#), [CenterPoint Energy](#) and [NCI](#)
- *Transforming HR with People Insights* moderated by [AJ Adamson](#) and featuring a panel of industry thought leaders
- How to innovate with workforce planning featuring experts from [Providence St. Joseph Health and Accorion](#)
- A panel on Inspiring HRBPs to Adopt a Data-Driven Approach with experts from [Regional Bankers](#) and [Robert Bosch LLC](#)
- See the rest of the agenda here [\(https://www.visier.com/outsmart2019/agenda.html\)](https://www.visier.com/outsmart2019/agenda.html)!

Visier Outsmart 2019 is our biggest and most exciting people analytics and workforce planning conference yet. You'll discover how to inspire change, together, during two action-packed days of learning, networking, and celebrating.

Early bird pricing for Visier Outsmart ends on March 15. Don't miss out—register today [\(https://www.visier.com/outsmart2019/registration.html\)](https://www.visier.com/outsmart2019/registration.html)!

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Karra Barron is Visier's Content Marketing Manager and has over a decade of experience using storytelling to move people into action. At Visier, she is responsible for developing a wide range of thought leadership resources that educate and inspire business users to become data-driven leaders.

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