

# Fall Summit – Inclusive Leadership Schedule

The Connected Commons is a consortium of diverse organizations co-managed by Rob Cross and i4cp. Based on decades of research in organizational networks, we collectively develop insights and tools that impact performance and well-being. At this Summit, we'll apply a social capital lens to three of the top challenges HR leaders face today.

## Day 1 | October 8, 2019

<p><b>11:45 AM – 12:00 PM</b> Brinkley Commons</p>	<p><b>WELCOME:</b> <b>SUMMIT KICK-OFF</b></p>	<p>Attendees check-in at registration. <b>Rob Cross</b> highlights the evolution of the research and overviews the learning journey ahead.</p>
<p><b>12:00 PM – 1:00 PM</b> Brinkley Commons</p>	<p><b>LUNCH:</b> <b>TALENT TRANSITIONS MAPPING LUNCH</b></p>	<p>Attendees map and share their career transition journeys to introduce themselves. <b>Greg Pryor</b>, SVP of People &amp; Performance Evangelist at Workday, shares insights in applying tailored strategies to employees across different types of career transitions.</p>
<p><b>1:00 PM – 1:45 PM</b> Brinkley Commons</p>	<p><b>KEYNOTE:</b> <b>THE FEARLESS ORGANIZATION: PSYCHOLOGICAL SAFETY IN THE WORKPLACE</b></p>	<p><b>Amy Edmondson</b>, Harvard Business School professor and author of <i>The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth</i>, explores the importance of psychological safety in our organizations.</p>
<p><b>1:45 PM – 2:30 PM</b> Brinkley Commons</p>	<p><b>KEYNOTE:</b> <b>SOCIAL LENS OF DIVERSITY &amp; INCLUSION</b></p>	<p><b>Inga Carboni</b>, Professor, College of William and Mary, discusses her latest research on ways women use their networks to advance in the workplace. <b>Paul Martin</b>, SVP and Chief Diversity Officer for Sony Pictures Entertainment, shares organizational examples and insights on strategies to support women and others in their careers.</p>
<p><b>2:30 PM – 2:45PM</b> <b>2:45 PM – 4:00 PM</b> Brinkley Commons</p>	<p><b>NETWORKING BREAK</b></p> <p><b>EXPERT PANEL:</b> <b>DRIVING CHANGE THROUGH PROGRAMS THAT OPTIMIZE INDIVIDUAL CONNECTIVITY</b></p>	<p><b>Kevin Oakes</b>, CEO and co-founder of i4cp, facilitates a panel with HR leaders from <b>Allstate</b>, <b>Amazon</b>, <b>Ford Motor Company</b>, and <b>Morgan Stanley</b> to highlight how leading organizations drive performance and innovation through programs designed to support employee collaboration and connectivity.</p>
<p><b>4:00 PM – 4:45 PM</b> Brinkley Commons</p>	<p><b>KEYNOTE:</b> <b>UNDERSTANDING &amp; ENABLING THE FUTURE OF WORK</b></p>	<p><b>Noshir Contractor</b>, Jane S. &amp; William J. White Professor at Northwestern University, describes how organizations can mine their “digital exhaust” to address critical HR challenges.</p>
<p><b>4:45 PM – 5:30 PM</b> Brinkley Commons</p>	<p><b>RESEARCH BRIEF:</b> <b>AGILITY THROUGH TEAMS &amp; NETWORKS</b></p>	<p><b>Rob Cross</b>, <b>Inga Carboni</b>, and <b>Deb Zehner</b> share an update on their emerging research to uncover proven practices high-performing leaders employ to create agile teams that drive results. They also unveil the latest tool in network science, the <i>Connected Teams Accelerator</i>. This online analytics platform enables immediate insight, visualization, and targeted recommendations to support networks of agile teams.</p>
<p><b>5:30 PM – 6:30 PM</b> Atrium &amp; Lounge</p>	<p><b>COCKTAILS:</b> <b>SKIP THE SMALL TALK HAPPY HOUR</b></p>	<p>In pairs, attendees deepen their connections using the Connecting through Questions app to explore a curated set of psychology-based questions.</p>
<p><b>6:30 PM – 8:00 PM</b> Brinkley Commons</p>	<p><b>DINNER:</b> <b>DINNER &amp; DIALOGUE</b></p>	<p>Enjoy a Southern-inspired dinner and network with your peers.</p>



## Day 2 | October 9, 2019

9:00 AM-10:00 AM  
R. Chareyton's  
Coffeeshouse

**HISTORIC TOUR:**  
**HISTORICAL IMPERSONATOR IN  
COLONIAL WILLIAMSBURG**

Attendees walk through Colonial Williamsburg to meet at R. Chareyton's Coffeeshouse for a performance by a historical impersonator portraying the story of a woman who finds herself at the intersection between communities.

10:15 AM-11:00 AM  
Brinkley Commons

**KEYNOTE:**  
**POSITIVE CONNECTIONS:  
LINKS TO HEALTH, VIRTUE &  
NETWORKS**

**Dr. Barbara Fredrickson**, author of *Positivity and Love 2.0* and Kenan Distinguished Professor at the University of North Carolina at Chapel Hill, shares the latest evidence from the PEP Lab on the ways moments of positive connection shape (and are shaped by) well-being, health, moral behavior, and social networks. Simple ways to foster more frequent positive connections at work and within organizations will be provided.

11:00 AM-11:45 AM  
Brinkley Commons

**KEYNOTE:**  
**BLUEPRINT FOR THE REAL  
WORLD OF WORK**

**Ashley Goodall**, Cisco Leadership and Team Intelligence Senior Vice President and co-author with Marcus Buckingham of *Nine Lies About Work*, will explain why the way we do work today isn't working; and, illustrating with examples from his work at Cisco, explains what a new blueprint for the world of work might look like.

11:45 AM-12:30 PM  
Brinkley Commons

**RESEARCH BRIEF:**  
**PERFORMANCE & WELL-BEING  
THROUGH PERSONAL  
NETWORKS**

**Rob Cross** shares a preview from his upcoming book that focuses on ways successful people use personal networks to drive performance and well-being. This interactive forum will profile new inroads in well-being and show how the work can be made actionable through a new network tool.

12:30 PM-1:30 PM  
Brinkley Commons

**LUNCH:**  
**DESIGN-THINKING  
INNOVATION LUNCH**

**Michael Luchs**, Professor at William & Mary's Raymond A. Mason School of Business and Director of the Jim and Bobbie Ukrop Innovation & Design Studio, shares a design thinking approach to help others think—and work—more creatively, holistically, and collaboratively so they can more effectively identify and solve the big problems, and pursue the great opportunities, that characterize our time.

1:30 PM-2:30 PM  
Brinkley Commons

**EXPERT PANEL:**  
**ARCHITECTING  
COLLABORATION IN AGILE  
TIMES**

**Michael Arena**, VP of Talent & Development at Amazon Web Services and author of *Adaptive Space*, facilitates a panel of HR leaders from **eviCore**, **Freddie Mac**, **General Mills**, and **McKesson**, who are supporting purposeful collaboration via organizational programs that promote agility and innovation.

2:30 PM-4:00 PM  
Five Breakout Rooms

**CHALLENGE CONSULTATIONS:**  
**ROUNDS 1 & 2**

Attendees form small groups for two rounds of peer-to-peer problem-solving consultations exploring how to apply the network lens to a chosen organizational challenge in one of these areas:

- Team Effectiveness and Network Execution – **Inga Carboni**
- Talent Mobility and Transitions – **Greg Pryor**
- Employee Well-Being and Performance – **Rob Cross**
- Organization Design and Culture – **Michael Arena**
- Leadership Development – **Deb Zehner**

3:45 PM-4:00 PM  
Brinkley Commons

**CLOSE:**  
**CLOSING COMMENTS &  
ROAD FORWARD**

**Rob Cross** ties together the insights shared during the learning journey and aligns the community on the key actions to support continued advancement in social network science and collaborative work.