**Chat Transcription from HRSF Program 11/19/20 I=Internal E=External Neither=Neither**

From (E) Barbara Baill to Everyone: 09:03 AM

Barbara Baill - Chair of Experience Creation HRSF Barbara@baill.com

From Mike Kent to Everyone: 09:04 AM

Mike Kent, Independent Mediator, Executive Coach and HR Consultant, mlkent12@gmail.com

From Sally Thornton to Everyone: 09:04 AM

Sally Thornton, CEO Forshay, sally@forshay.com

From I - Vicki Arnold to Everyone: 09:05 AM

Vicki Arnold. VP, HR at QSC LLC and co-chair of Experience Creation HRSF. vicki.arnold@qsc.com

From E - Kristi Rocha to Everyone: 09:05 AM

Kristi Rocha, VP Client Services, krocha@torchiana.com

From Neither: Rachel Medanic to Everyone: 09:05 AM

Rachel Medanic, HRSF Board member, Consultant at Talk Social to Me. Good AM all!

From Jennifer Suntrup to Everyone: 09:05 AM I - Jen Suntrup HR Leader

From E - Kristin Speer to Everyone: 09:05 AM

Kristin Speer - HRSF board member, HR, Finance, Legal executive search, kristin@westwoodwilshire.com

From Payal Maheshwari to Everyone: 09:05 AM

Also...if you are not already on HRSF's slack channel: https://join.slack.com/t/hrstrategyforum/shared\_invite/zt-jmsepl7k-lF2bP\_nHY8hub1pCV~3ilA

From I-Lisa Campbell to Everyone: 09:05 AM

Lisa Campbell - in between roles but HR leader in tech and med device industries. lcampbell94611@gmail.com

From Neither: Rachel Medanic to Everyone: 09:06 AM Yay, thank you Barbara, Marilyn, Kristen and Vicki!

From I - Barbara Kehoe to Everyone: 09:06 AM

Good Morning Everyone. I'm an HR Exec for small startups, currently in between roles.

From Kelly Rauber to Everyone: 09:07 AM

Kelly Rauber - VP, ORIC Pharmaceuticals kelly.rauber@oricpharma.com

From James Jackman (he/him) to Everyone: 09:07 AM

https://join.slack.com/t/hrstrategyfor-qib1862/shared\_invite/zt-jf60rrnk-gJnMj3H7xPo4Huw7v\_sjjQ

'Payal Maheshwari' <payal.s.maheshwari@gmail.com>

From Payal Maheshwari to Everyone: 09:08 AM

Oops! Wrong link: https://app.slack.com/client/T01BWA04PRN/C01BK4FT2V7/details/top

From Mary Ann Ireland to Everyone: 09:08 AM

Mary Ann Ireland, Executive Coach, Facilitator and Team Mobilizer with Life Science/Tech companies - mai@maryannireland.com - good morning!

From Beverly McLean to Everyone: 09:08 AM Hi, Everyone,

From Payal Maheshwari to Everyone: 09:08 AM

Join me on Slack — it’s a faster, simpler way to work. Sign up here, from any device: https://join.slack.com/t/hrstrategyfor-qib1862/shared\_invite/zt-jf60rrnk-gJnMj3H7xPo4Huw7v\_sjjQ

From Catherine Botello to Everyone: 09:08 AM

Catherine Botello here from Marsh & McLennan Agency - happy to sponsor!

From Beverly McLean to Everyone: 09:09 AM

Sorry, hit enter too soon. Bev McLean, former Business and HR Executive currently the Director of the Career Center at Saint Mary's College of California.

From Neither: Rachel Medanic to Everyone: 09:09 AM Thanks for the Slack help Payal!

From Mary Ann Ireland to Me: (Direct Message) 09:09 AM

great to hear from you! how are you? I am well - it’s been ~5 years since BOLD ended, crazy huh? :)

From James Jackman (he/him) to Everyone: 09:13 AM

• Rename yourself to add an I for Internal or an E for External in front of your name.

• Please mute yourselves

• Upper right hand corner of your Zoom Window - View Speaker/Gallery.

From e - Karen Matsueda to Everyone: 09:13 AM

Karen Matsueda, retired for now but getting ready to move into a small coaching practice.

From E-Karina Hon to Everyone: 09:14 AM

Good morning everyone! My name is Karina Hon, HRSF Marketing Committee, karinahon@gmail.com

From Me to E-Karina Hon: (Direct Message) 09:25 AM Hi Karina, Slides look good! Thanks for your work.

From Beverly McLean to Me: (Direct Message) 09:29 AM Hi, Mike, Will we have access to this deck?

From Sally Thornton to Everyone: 09:33 AM

For Q&A, I had heard from researchers that Maslow’s research never had the “heirarchy” — that mgmt consultants created it. Did a quick google search, there may be better ones but here is one: https://blogs.scientificamerican.com/beautiful-minds/who-created-maslows-iconic-pyramid/

From (E) Barbara Baill to Everyone: 09:34 AM Thanks, Sally!

From i am Jon Orozco to Everyone: 09:35 AM I think it's dead on.

From E - Kristin Speer to Everyone: 09:35 AM The desire to learn is surprising to me.

From e Julie Currie to Everyone: 09:35 AM This is validating and positive on the collaboration and learning front.

From I-Lisa Campbell to Everyone: 09:35 AM Spot on. Not really surprised.

From TJ Bellafiore to Everyone: 09:36 AM Validating..

From e - Karen Matsueda to Everyone: 09:36 AM

Not surprising. I’m especially hearing a screaming need for control over sheer number of hours people are expected to be available every day

From Mike Kent to Everyone: 09:36 AM Confirms and emphasizes what I'm hearing from clients and colleagues.

From I-Lisa Campbell to Everyone: 09:37 AM

Curious to know what companies are doing to create more time for employees to e-learn (LinkedIn learning). Dedicating time? Just encouraging employees to carve out their own time?

From E-Susan Miller to Everyone: 09:37 AM

I support several companies that have dispersed workforces. How they operate now is not significantly different than before however the interface with customers and suppliers has changed. Lots of hiring opportunities but the process is lengthy.

From I - Jaison Williams (He/Him/His) to Everyone: 09:38 AM

@ I-LIsa Campbell - From what I’m hearing, employees are tired of looking at a screen for such long periods of time which influences their interest to take online learning. So we haven’t pushed they make time for it.

From (E) Barbara Baill to Everyone: 09:40 AM Podcasts are a great way to learning and get outside and move!

From Payal Maheshwari to Everyone: 09:43 AM

we are paying for an Audible for Business subscription for our employees

From (E) Barbara Baill to Everyone: 09:44 AM I love it, Payal!

From I-Lisa Campbell to Everyone: 09:44 AM

Thanks! Great info. And I just remembered that LinkedIn learning can be audio only. I completed several lengthy courses on walks!

From E - Lori Heffelfinger (she/her) to Everyone: 09:46 AM

Great ideas here....thanks. Keep them coming...

From Mike Kent to Beverly McLean: (Direct Message) 09:50 AM

We're hoping to get most or all of the deck. Since the survey results are not scheduled for release until February, there may be a delay or they may embargo certain key slides. We will let you know by email, and you can always check the page for this program in "Past Programs" for everything that is available.

From Beverly McLean to Me: (Direct Message) 09:51 AM Thanks!

From E - Kristi Rocha to Everyone: 09:54 AM

Ditto, I appreciate the ideas...and didn't know that LinkedIn learning was audio too

From I-Lisa Campbell to Everyone: 09:55 AM

I love the Audible and podcast suggestions. I’ve heard that some companies are buying Headspace memberships too so that their employees can focus on mindfulness. The whole person approach.

From I - Jaison Williams (He/Him/His) to Everyone: 09:56 AM

As talent leaders, we should be designing these habits into the culture (and expectations) of our organizations

From I-Lisa Campbell to Everyone: 09:56 AM Agreed

From E- Brian Boncy (He/Him) to Everyone: 09:56 AM

What HR podcast you all listen to. I enjoy the Employee cycle- https://employeecycle.com/

From James Jackman (he/him) to Me: (Direct Message) 09:57 AM

What barriers exist in your organization to make Habits 1 or 2 come to life?

What can you do to help accelerate these habits into your organization?

Identify a spokesperson to input key themes into Chat upon return from Breakouts

From E- Brian Boncy (He/Him) to Everyone: 09:57 AM <https://employeecycle.com/podcast/>

From James Jackman (he/him) to Everyone: 09:58 AM

What barriers exist in your organization to make Habits 1 or 2 come to life?

What can you do to help accelerate these habits into your organization?

Identify a spokesperson to input key themes into Chat upon return from Breakouts

From E - Lori Heffelfinger (she/her) to Everyone: 10:16 AM

Love the sharing...helps with nuances and context. Such complex times now.

From E - Kristi Rocha to Everyone: 10:17 AM Thanks Mary Ann!

From Craig Ramsay to Everyone: 10:19 AM The Progress Principle: https://read.amazon.com/kp/embed?asin=B0054KBLBI&preview=newtab&linkCode=kpe&ref\_=cm\_sw\_r\_kb\_dp\_BBRTFbKXD7816

From E - Lori Heffelfinger (she/her) to Everyone: 10:19 AM

Thanks for this Craig! I certainly can relate to this personally.

From (e): Rachel Medanic rachel@talksocialtome.com to Everyone: 10:20 AM

That is a very interesting gap progress on projects and managers not realizing that leads to intrinsic motivation. I'd like to learn more about this, because to me it's a puzzle.

From E - Kristin Speer to Everyone: 10:21 AM

This makes so much sense...making progress on \*something\* is a mental necessity. It takes more energy to keep that up in isolation.

From (e): Rachel Medanic rachel@talksocialtome.com to Everyone: 10:22 AM

One large software company here in the Bay mandated days off mid-pandemic earlier this year. The same behavior was picked up by their HR- overworking in response to the pandemic

From E - Lori Heffelfinger (she/her) to Everyone: 10:23 AM

One of my colleagues - HR leader told me how she is also having more personal connections with employee family members...

From E -Mary Ann Ireland to Everyone: 10:24 AM

Nice Jeffrey - good example. I see that too, although there are some managers (even in tech) that can’t ensure their reports will have work…. so i think that adds to the stress….

From Barbara Baill to Everyone: 10:26 AM

James is our fantastic producer. Couldn't do this without him! Thank you, James!!!

From Me to Everyone: 10:29 AM

This chart is the increase in Linked-In learning. Is it possible that there was more in-person learning before the pandemic to partially make up that huge gap?

From Edie Goldberg to Everyone: 10:29 AM

Pre-Pandemic 8/10 global leaders reported that learning was important or very important for their company.

From E - Kristin Speer to Everyone: 10:29 AM

Question for the HR leaders - I hear from CEOs that they're concerned about employee burnout and engagement, and I'm wondering how much CEOs are "dumping" this problem on HR, or how they are working with HR to help address this.

From Tricia Yankovich to Everyone: 10:30 AM

Great info! Thank you for this presentation, I need to leave early for another meeting.

From James Jackman (he/him) to Everyone: 10:35 AM

In your Organization: What barriers exist to making these habits come to life? What can you do to help accelerate these habits?

From I-Lisa Campbell to Everyone: 10:54 AM Time zones. Always on.

From Barbara Baill to Everyone: 10:55 AM

Totally agree, Lisa. The global nature of our workforces challenge work/life balance.

From I - Vicki Arnold to Everyone: 10:55 AM

It's hard to leave the office when you're always in the office.

From (e): Rachel Medanic rachel@talksocialtome.com to Everyone: 10:55 AM

@Lisa Campbell- was this an issue before pandemic for you or only after?

From James Jackman (he/him) to Everyone: 10:57 AM

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'Payal Maheshwari' <payal.s.maheshwari@gmail.com>

Evaluation https://insight.humancapitalgrowth.com/index.php/749799?lang=en

From E -Mary Ann Ireland to Everyone: 10:58 AM Thank you so much!

From E - Kristi Rocha to Everyone: 10:58 AM Thank you!

From E - Bianca Iriarte (she/her) to Everyone: 10:58 AM Thank you all!

From E - Kristin Speer to Everyone: 10:58 AM Thanks for a great program!!

From e - Karen Matsueda to Everyone: 10:58 AM Thank you!

From Tom Nolan to Everyone: 10:58 AM Great conversation - thanks all!