

THE *FUTURE OF WORK*



The 5th Creating Healthy Organizations Conference

October 23, 2021, 8AM-5PM Pacific (virtual).

8:00 AM - 9:00 AM Pacific

Human Sustainability: Productivity, Health, and Wellbeing

The way we've been working does not work. It is not sustainable. We have sacrificed sleep, relationships, and health. Too many people are burned out, and younger generations don't want to be. There are better ways. We can be productive without sacrificing what makes us human. Our experts tackle key questions about the future of work!

How can leadership support both productivity and wellbeing? What does the research really say about shorter weeks, remote work and various hybrid options? How do we leave the world of work better than we found it? After the many work-related heartbreaks, can we fall back in love with our work? And this time, can our work love us back?

EXPERT PANEL:

Alex Soojung-Kim Pang, Ph.D., 4-day workweek expert, Founder of Strategy and Rest; author of *Shorter: Work Better, Smarter and Less - Here's How*; *Rest: Why You Get More Done When You Work Less*, and *The Distraction Addiction*.

David Burkus, Ph.D., remote leadership expert, author of *Leading From Anywhere*, *Under New Management The Myths of Creativity*, *Friend of a Friend*, and *Pick a Fight*. Organizational Psychologist, Thinkers50 Ranked Thought Leader.

Chip Espinoza, Ph.D., leadership and generational dynamics expert, author of *Millennials who Manage*, *Millennials@Work*, and *Managing the Millennials*. Interim Provost, Dean of Strategy & Innovation at Vanguard University of Southern California.

Josh Allan Dykstra, MBA, #lovework expert, author of *Igniting the Invisible Tribe: Designing an Organization that Doesn't Suck*, Co-Founder/CEO, Helios, Co-Founder/Podcast Host, The Work Revolution

HOST: Ludmila Praslova, Ph.D., SHRM-SCP, Professor & Director, Graduate Organizational Psychology, Vanguard University of Southern California.

9:15 AM - 10:15 AM Pacific.

Emotionally Intelligent Organization.

Is your organization emotionally intelligent? Are there elephants in the room (or in your virtual meetings, or hiding in your policies)? Join this dynamic session to learn how to increase your organization's EQ and help build a brighter future of work!

PRESENTER: Caroline Stokes, CEC, PCC is the author of "Elephants Before Unicorns: Emotionally Intelligent HR Strategies To Save Your Company." She is a founder of FORWARD who specialized in executive search for top companies. She started her career in the UK and expanded her leadership, coaching, and consulting to US, Canada, and across the globe. She coaches leaders on succeeding in business while doing meaningful work.

Moderator: Ludmila Praslova, Ph.D., SHRM-SCP, Professor & Director, Graduate Organizational Psychology, Vanguard University of Southern California.

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10:30 AM – 11:30 AM Pacific

Self-Management: Motivating Self while Avoiding Burnout.

Managing ourselves is one of the hardest things we do. Some of us struggle to find motivation when working from home or completing major independent projects (e.g., work projects, theses or dissertations). Others drive ourselves into burnout.

How do we avoid these extremes?

Our highly experienced expert panel can help.

EXPERT PANEL:

Christina Guthier, Ph.D., Burnout expert, Organizational Psychology Researcher, Johannes Gutenberg University Mainz; Dr. Christina Guthier Consulting, Germany

Harsha Boralessa, CFA, ACA, FCT, Founder & Host of the "Reframe & Reset Your Career" Podcast & YouTube Channel, London, UK

Susanna Harkonen, MBA, Master of Counseling Workplace Mental Wellness Expert, Mental Wellness Training & Coaching, Geneva, Switzerland.

HOST: Elizabeth Powell, Psy.D., Associate Dean, Social and Behavioral Sciences, Vanguard University of Southern California

11:30 AM-12:15 PM Pacific

Break

12:15 PM -1:15 PM Pacific

The Power of Networking with Twitter.

The professional networking potential of Twitter is significant. It is also greatly underused.

In this workshop, the PR expert Janice Mandel will teach you a simple process that includes putting together a biography so people know who you are and what you're going to talk about, choosing the people you'd like to network with, finding them on Twitter and when the time is right, starting a conversation. She will explain when to follow them, how to keep track of them before you do, how you can make them part of your growing network and how to maintain a dialogue and regularly interact!

PRESENTER: Janice Mandel, President, String Communications | PR Expertise That Drives Business Results

Moderator: Dalila Perea, M.S. Adjunct Professor and Program Coordinator, Graduate Organizational Psychology, Vanguard University of Southern California.

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1:30 PM -2:30 PM Pacific

Key Leadership Skills to Engage and Retain Top Talent.

Retaining top talent is critical in today's tight labor market. A key factor in engaging and retaining employees is the direct manager's ability to foster a positive work environment. Faced with increasingly complex jobs, direct managers often fall into the trap of managing work instead of leading people.

Join this dynamic session to learn a proven leadership framework and specific tools that HR Professionals can apply to grow true leaders within your organization.

Drawing on a 20+ year career in HR Management and Leadership Development, Marcia E. Mueller, VP of Global Leadership at IMPACT Group, shares the highly rated framework that leading firms use to equip leaders to cultivate a culture of engagement and retain top talent.

PRESENTER: Marcia E. Mueller, M.A., VP of Global Leadership at IMPACT Group

Moderator: Elizabeth Borgia, M.S., Adjunct Professor, Graduate Organizational Psychology, Vanguard University of Southern California.

2:45 PM -3:45 PM Pacific (I)

Using Learning Engineering Principles to Create Effective Onboarding and Re-onboarding.

The onboarding process can help reduce employee stress and uncertainty. Without a good onboarding, employees may feel they are sinking.

There is no one-size-fits all solution for teaching and learning. The same strategy or technique doesn't work for all learners, in all contexts, and at all times. What does not change, however, is we (as educators, trainers, leaders...) must always keep in mind how learning happens (not how we wish it happens) so we can more effectively create and adapt environments that support learning and growth for everyone.

This interactive workshop demonstrates key learning science principles such as the nature of expertise and motivation principles to help participants align training strategies and goals with how people learn. Help your employees swim, not sink!

PRESENTER: Julia Phelan, Ph.D., Learning Engineer and Founder of To Eleven

Dr. Julia Phelan worked for 18+ years as a research scientist at UCLA's Center for Research on Evaluation and Student Testing Experience. She founded To Eleven to bring quality learning design to organizations and help align professional development and training with how people learn.

Moderator: Jeff Hittenberger, Ph.D., Professor, Graduate Education, Vanguard University of Southern California.

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2:45 PM – 3:45 PM Pacific (II)

Mental Health, Diversity, Stress, and Work.

Mental health is becoming less of a taboo topic at work. Still, many of us struggle with the lack of understanding, accommodation, and basic concern for our psychological wellbeing at work. And when we experience the stress of working while dealing with multiple stigmas and marginalization the potential impact - the potential harm to our lives - can't be overstated. What is the interplay between our diverse backgrounds, work experiences, and mental health? How can we create the future of work that supports our mental health and wellbeing?

EXPERT PANEL:

Ludmila Praslova, Ph.D., SHRM-SCP, Professor & Director, Graduate Industrial-Organizational Psychology, Vanguard University of Southern California.

Dr. Zakiya Mabery, DEIA Strategist | Corporate Trainer | International Speaker | Author | Lived Experience Mental Health Storyteller

Alex Pearson, M.A. Autistic | 295,000 TikTok Followers | Neurodiversity Consulting | Content Innovation

HOST: Brenda Gesell, Ph.D., Director, Graduate Program in Clinical Psychology at Vanguard University of Southern California | Owner and Director at Gesell Psychotherapy

4:00 PM - 5:00 PM Pacific

Closing Keynote:

The Future of Work is Global: Creativity From Diversity.

What is the future of creativity in the new world of work? Does remote communication help or hurt innovation? In the global workplace, how do we co-create with those from very different cultural backgrounds?

PRESENTER: Darren Menabney Professor | Ricoh Global HR | Forbes & Fast Company Contributor. Darren Menabney helps individuals and organizations overcome the challenges of communicating, collaborating, and creating when working with hybrid and remote teams. Worked for over 20 years for the Canadian government, working with startups, and running programs to boost Ontario's innovation ecosystem. In 2011 he took his career in a new direction by moving to Japan, and told the story of that career pivot in his 2015 TEDx talk. He taught sessions on Leading Global Virtual Teams, Storytelling, Leading Hybrid Teams, Design Thinking to leaders and executives at Japanese and global corporations like Cartier, NTT Data, RAC Insurance of Western Australia, Chugai Pharmaceuticals, or public sector entities such as the US Navy. He currently leads global human resources projects at Ricoh Company Limited and teaches at the Graduate School of Management, GLOBIS University.

Moderator: Ludmila Praslova, Ph.D., SHRM-SCP, Professor & Director, Graduate Industrial-Organizational Psychology, Vanguard University of Southern California.

The **Creating Healthy Organizations Conference** is organized by Vanguard University of Southern California [Graduate Programs in Industrial-Organizational Psychology](#). There is no charge to attend.

[Click here for conference registration and Zoom information.](#)