

THE HUMAN CAPITAL ASSOCIATION'S

# 19TH ANNUAL SYMPOSIUM

*Deconstructing "The Great Resignation"*

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Join your fellow HCA members on  
Friday September 24th, 2021  
from 8:30am-4pm in person at  
Kingshaw Hall (room 423) for a day of  
conversations and networking  
opportunities with our sponsor  
companies.

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# 19th Annual Symposium

## Deconstructing "The Great Resignation"

### About HCA

**Cornell University's** Human Capital Association is a student-led organization across the S.C. Johnson Graduate School of Management and the School of Industrial and Labor Relations. HCA believes people are the most critical component to any organization and is dedicated to connecting our members with leaders who share this belief. Through educational and professional engagements, we empower our members to view the world of work through a human capital lens.

### HCA Executive Board

**Ryan Foster**, President (MBA/MILR '21)  
**Ming Liu**, VP Corporate Affairs (MBA/MILR '21)  
**Uma Kumar**, VP Corporate Affairs (MBA/MILR '22)  
**Briana Biagas**, VP Executive Events (MILR '22)  
**Jillian Rogers**, VP Learning & Engagement (MILR '22)  
**Lauren Kutz**, VP Marketing & Membership (MILR '21)  
**Jack Weidenkopf**, VP Finance (MILR '22)

### HCA Faculty Advisors

**Bradford Bell**, Professor of HR Studies, The ILR School  
**Risa Mish**, Professor of Practice, Johnson Graduate School of Management

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[cornellhca.strikingly.com](http://cornellhca.strikingly.com)  
[johnson.campusgroup.com/hca](http://johnson.campusgroup.com/hca)

# Symposium Do's/Don'ts

## Our Suggested Guidelines for Success!

**Avoid:** Phones, distractions, and other clutter in your immediate area or on screen.

**Dress Code:** Masks are required in the venue. We recommend business professional. Look nice for the speakers, you are representing Cornell, ILR and Johnson. Just dress appropriately (for an interview)!

**Preparation:** Read speaker bios/research speakers and companies before sessions. Come with your questions, be ready to speak and engage!

**Zoom:** For office hours make sure your zoom is updated and you have a quiet, clean space and background.

**Additional:** Take note if something doesn't work (logistically, thematically)- we'll be asking for your feedback after the sessions!

# Schedule of Events

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## Friday, September 24th

8:30AM-9:15AM

**Welcome + Breakfast**

9:20AM-9:30AM

**Opening Remarks**

9:30AM-10:15AM

**Citi- Keynote Speaker**

10:15AM-10:30AM

**Break**

10:30AM-11:45AM

**Dell, Ecolab, J&J, and P&G- Panel**

12:00PM-1:00PM

**Lunch Break**

1:00PM-1:45PM

**Citi and Prudential- Breakout Groups**

Closing Remarks/Dismiss for Office Hours

2:30PM-4:00PM

**Office Hours**



## **Jiten Dave**

Managing Director  
Chief Administrative  
Officer Human  
Resources,  
Global Head of  
Human Resources  
Control &  
Compliance  
Citi

# **"The Great Resignation" Keynote Speaker**

Jiten Dave is the Global CAO for Human Resources. In this role, he leads HR Controls and Compliance and HR Regulatory Engagement, oversees Citi's Global Recognition Programs and serves as the Executive Sponsor for the HR Analyst and Associate Programs.

In his 20+ years at Citi, Jiten has run large scale business transformations at Country, Regional and Global levels across multiple Citi business lines. He has worked in front/back office functions spanning Product, Business Management and Technology across North America, Europe, Middle East, Africa and Asia, including Operations & Technology, Sales, Securities & Fund Services.

Most recently he was the COO for the North America Payments & Receivables products as well as the Product & Market Management Head for the large scale US Federal Public Sector businesses within Treasury and Trade Solutions (TTS). Jiten also managed the Commercial Bank Partnership across North America looking to leverage the TTS Product platform for large scale global Commercial Bank Clients.





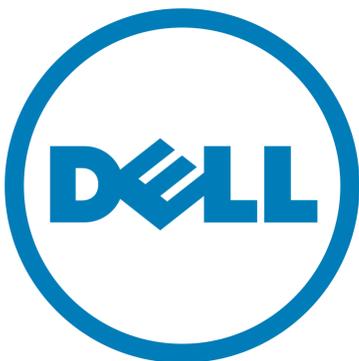
## **Lauren Corbett**

HR Business Partner,  
Corporate Functions  
Dell Technologies

## **Panelist**

Lauren Corbett is the HR Business Partner for Dell Technologies' corporate functions, working in close partnership with the HR Leadership team to address new ways of working. Prior to joining Dell in 2018, Lauren worked as a consultant for Accenture, and much of that experience translates to her role today- she continues to leverage proven relationship management skills along with industry research and best practices to meet unique organizational needs and execute complex programs. Never before has this been more critical, as we all work to respond to changes in the talent marketplace, work expectations, and even federal legislation.

In addition to her HRBP responsibilities, Lauren leads Dell's HR Rotation Program, which is admittedly one of the most fun parts of her job. She enjoys working with early-in-career HR professionals, helping them build breadth across the function, form new relationships, and recognize their achievements.





**Amanda Greenberg**  
Vice President,  
Human Resources  
Ecolab

## Panelist

Amanda Greenberg leads the human resources team for Ecolab's Global Functions. This includes over 8,000 associates in the Finance, Law, Information Technology, Research Development and Engineering, Regulatory Affairs, Marketing and Safety organizations. In this role she partners with senior business leaders to build strategies that drive growth, foster a high engagement culture, and attract, develop and retain top talent.

Since joining Ecolab in 2007, Amanda has held talent acquisition and global HR business partner roles across multiple businesses and functions leading organizational design, change management and talent development efforts. Previously, Amanda worked in talent acquisition and HR business partner roles for TCF National Bank based in Minneapolis, Minnesota. She holds a master's degree in Human Resources and Industrial Relations from the University of Minnesota, Carlson School of Management and bachelor's degrees in business administration and Spanish from the University of St. Thomas in St. Paul, Minnesota.

## Panelist



### Michael Weber

Head of Global  
Flexible Work  
Strategy

Johnson & Johnson

Michael Weber is the Head of Global Flexible Work Strategy at Johnson and Johnson. In this role, Michael is responsible for the design and implementation of Johnson and Johnson's new global flexible working model.

Prior to his current role, Michael was HR Leader, Acquisitions and Divestitures. In that position Michael served as HR lead on deal teams to deliver the Human Resources component of due diligence reviews, identify key people-related business issues, support the development of integration plans, and develop broad-based solutions to ensure a transaction's success. Michael led HR diligence on over 75 transactions during his tenure.

Previously, Michael was HR Strategy Operations Solutions Leader for Janssen, where he led the development of the 5-year Janssen Global People Strategy, roadmap, and outcome-focused metrics to deliver Janssen's long-term business strategy. In addition to his global strategy duties, Michael served as HR business partner for Janssen Global Business Development.

Michael joined J&J in the summer of 2011 through the HR Leadership Development Intern Program. During HRLDP, Michael worked in Supply Chain Talent Management, served as HR PMO for the Depuy Synthes integration, was HR business partner for the DePuy Synthes Spine Sales Organization, and spent time with the Center for Leadership and Learning and J&J Workforce Analytics.

Before joining J&J, Michael spent seven years in financial product sales. Michael has an MBA from Boston College's Carroll Graduate School of Management and a BBA from the University of Wisconsin - Madison.

Johnson & Johnson



## **Fred Roneker**

Senior Director,  
Human Resources  
**Proctor & Gamble**



## **Panelist**

Mr. Fred Roneker is currently the HR leader responsible for P&G North America Talent Acquisition, Talent Development and HR for HR. Fred joined P&G in 2006 working as an Associate HR Manager in the Iowa City P&G plant producing Pantene, Head & Shoulders, and Herbal Essences. Fred then moved to Cincinnati and served as the HR Manager for P&G's Hair Care Research & Development organization and eventually supported the global multi-functional Pantene Business Team.

Also prior to his current role, Fred had experiences building leadership and management capability in Global Learning & Development. Following that experience, he was the Site HR Leader supporting the start-up of P&G's European Supply Chain Planning Center, a large and strategically important European hub based in Warsaw, Poland. His last assignment before current was the HR leader for P&G's Corporate Research & Development Organization.

Across his various experiences, Fred has worked with multiple organizations and functions and has developed significant expertise and experience across regions in areas such as Leading Change, Employee Engagement, Employee Relations, Strategy Development & Deployment, Talent Acquisition, HR Functional Capability and Leadership Development amongst others. Originally from Buffalo, NY, Fred studied I/O Psychology at Canisius College and earned his Master of Industrial and Labor Relations from Cornell University in 2006. Fred currently lives in Cincinnati, OH and enjoys spending time with family and traveling.



## Breakout Session Speaker

Christina Marciona is Vice President, Talent Development, on the Financial Management Talent Development Team. In this role, Christina is responsible for leading and setting strategic direction for the early and mid-career talent programs including our summer internship, leadership development and MBA rotation programs across Financial Management.

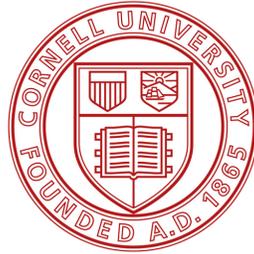
Christina joined Prudential in 2006 and held various positions in Finance before pivoting her career to HR in 2013. She joined the Talent Acquisition team in 2018 supporting Executive Acquisition and then assumed the role of Talent Acquisition Partner to lead and manage the recruitment strategy for the Corporate Functions. She was a strategic partner in designing new processes and technology capability to create more modern and inclusive recruiting practices.

### Christina Marciona

Vice President,  
Talent Development  
Prudential Financial



**Prudential**



# The HCA Executive Board thanks you for your interest in the 19th Annual Symposium!

Don't forget to register through Campus Groups and email us if you have any questions before Friday. We look forward to seeing you there!

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Ryan Foster  
HCA President



Briana Biagas  
VP of Executive Events



Jack Weidenkopf  
VP of Finance



Uma Kumar  
VP of Corporate  
Affairs



Ming Liu  
VP of Corporate  
Affairs



Jillian Rogers  
VP of Learning &  
Engagement



Lauren Kutz  
VP of Marketing &  
Membership