



LEA Global

Agenda

HR Leaders Fly-In – October 15-17, 2025

Host Firm: Lori Leutwyler, Kerkering Barberio, Sarasota, FL (EDT)

Wed. Oct. 15	Topic	Facilitator(s)/Presenter
1:00 – 5:00 pm	HR Steering Committee – Strategic Working Session (meet in a conference room at Kerkering Barberio's office)	Jennifer Sides (Vice Chair)
6:00 pm	HR LEADERS GROUP DINNER FOR THOSE ARRIVING IN TIME (a calendar invite will be sent for the venue)	
Thursday, Oct. 16		
7:15 am	BREAKFAST ON-SITE	
8:00 – 8:30	Welcome and Introductions Handout/Pre-Survey: Recap by Firm: HR Department Composition and Firm Demographics	Jennifer Sides
8:30 – 9:00	Leadership's Partnership with HR and Impact to the Employee Experience	Rob Lane, Managing Shareholder , Kerkering Barberio (<i>Lori to introduce Rob</i>)
9:00 – 9:30	Overall Strategy of the LEA Global HR Collaboration Group	Jennifer Sides
9:30 – 10:30	*Q&A: Building Upon Chris' keynote presentation during LEA's 2025 North American Regional Conference in Nashville – Bridging Generations: Understanding Workforce Values Developing People Managers Tools to Bring Back to Our Firms	Guest Speaker: Chris De Santis (<i>virtual</i>) Co-Facilitators: Jennifer Sides and Molly Willinger (<i>Jennifer to introduce Chris</i>)
10:30 – 10:45	BREAK	
10:45 – Noon	People Analytics Using data to drive decisions and influence leadership	Kiran Sanghera
12:00 – 1:00 pm	LUNCH ON-SITE Tony Szczepaniak, CEO, LEA Global invited to join.	
1:00 – 1:30	The Shift from Billable Hours: Value-Based Pricing in a Changing Industry	Guest Speaker: Jody Grunden, Partner and Virtual CFO Practice

		Leader , Anders (virtual) (Jennifer to introduce Jody)
1:30 – 3:00	Mergers & Acquisitions Culture Integration Best Practices	Molly Willinger
3:00 – 3:15	BREAK	
3:15 – 4:15	Total Rewards and Compensation Strategy In addition: Discuss job titles to include in 2026 LEA Global Salary + Benefits Survey	Jennifer Sides Cheryl Glover
4:15 – 5:00	Recap ‘Parking Lot’ Topics Tony Szczepaniak, CEO, LEA Global invited to join.	Jennifer Sides Cheryl Glover
6:00 pm	DINNER OFF-SITE (a calendar invite will be sent for the venue)	
Friday, Oct. 17		
7:15 am	BREAKFAST ON-SITE	
8:00 – 9:00	Leadership Engagement – Effectiveness, Adaptability, and Accountability	Jennifer Sides
9:00 – 10:00	2026 Talent Strategic Priorities What non-traditional positions are firms introducing?	Molly Willinger
10:00 – 10:15	BREAK	
10:15 – 11:15	Employment Law Attorney Compliance and Legal Hot Topics	Guest Speaker: Laura Friedel, Partner/Leader Employment & Executive Compensation Group , Levenfeld Pearlstein Law Firm (TBD: In person or Virtual) (Jennifer Cheryl to introduce Laura)
11:15 – 12:15 EDT 8:15 – 9:15 PDT	HR Technology and Automation What tools are working? (Handout/Pre-Survey)	Kiran Sanghera and Molly Willinger Kristine Lamb, HR Leader, Delap LLP & IT Colleagues
12:15 pm	BOXED LUNCH TO GO	
Parking Lot Topics (add topics to this list throughout the meeting – topics can be considered for future meetings if all topics are not discussed during the Fly-In)		

Steering Committee Members

Cheryl Glover, Draffin Tucker (Chair)
Kristine Lamb, Delap LLP
Jennifer Sides, Anders (Vice Chair)
Molly Willinger, BeachFleischman
Kiran Sanghera, Miller Kaplan
Carla Blattenbauer, LEA Global Liaison

*Q&A: Building upon Chris' keynote presentation during LEA's 2025 North American Regional Conference in Nashville – Bridging Generations: Understanding Workforce Values (*refer to PPT deck from conference*)

Developing People Managers

Tools to Bring Back to Our Firms

Description: People are living longer, working longer, and changing jobs more frequently than ever before. The workplace has evolved significantly from the days when our grandfathers got a job, worked every day, and retired after decades of service to the same company. This nostalgic view of work, though romanticized, left a lasting impression on the next generation.

As the world continues to change and significant events such as the pandemic become part of subsequent generations' experiences, it changes the way they see the world and interact with it. Events shape perceptions, perceptions become beliefs and beliefs become the basis for our values. What values are shaping the needs, goals, and desires of your workforce?

Key Takeaways:

- **Understanding Workforce Evolution:** Learn how the workforce has transformed over the decades and what it means for the future.
- **Impact of Significant Events:** Discover how events have reshaped workplace dynamics and employee expectations across generation.
- **Adapting to Change:** Gain insights into how organizations and individuals can successfully work together and build teams through understanding generational mindsets.
- **Future Trends:** Explore emerging trends and predictions for the future of work.