

**Agenda – HR Collaboration Group Fly-In  
October 4-5, 2023 (Wed-Thurs)**



**Host Firm: Bennett Thrasher**  
3300 Riverwood Parkway, Ste 700  
Atlanta, GA 30339

Melisa Cook, Chief People Officer  
770-396-2200 / melisa.cook@btcpa.net

Wed. October 4	Content	Facilitator	Notes
8:00 am - 8:30 am	Arrivals & Breakfast	All	
8:30 am - 9:30	Welcome & Introductions	Melisa/Carla	Introductions, Agenda, & LEA Updates
9:30 am - 9:45	Break		
9:45 am - 10:15	CEO Perspective	Jeff Call	Jeff Call, CEO & BT Managing Partner; perspective on the importance of the People Experience in our industry
10:15 am - 10:45	Sharing bursts	Jen	LEA Salary + Benefits Survey Review
10:45 am - 12:00 pm	Hot topic: Automation/Innovation	Kathy	What opportunities exist for HR processes? (group discussion)
12:00 pm - 1:00	Break & Lunch		
1:00 pm - 2:30	<i>Special Guest - Attorney</i>	Melisa/Carla/Guest	<a href="#">Cynthia Bremer with Ogletree Deakins</a> ; conversation for 45-60 min with the attorney (joining remotely) followed by group discussion. Topics for guidance: Changes with I-9 process, pay transparency, offshoring/flexible resources, non-competes, and employment agreements/handbook/restrictive covenants
2:30 pm - 2:45	Break	All	
2:45 pm - 3:45	<i>Special Guest - DE&amp;I - Audit</i>	Melisa/Guest	Bailey Maxwell, BT Diversity & Inclusion Leader, to take us through the DE&I Audit process, share learnings from the audit at BT, and how to access the audit if interested. Time for group discussion built-in
3:45 pm - 4:30	Hot topic: Adjusting to new generations	Melisa	With the challenges of forcing multiple generations to work together, how does HR help to create synergies and teach teams how to work effectively given the evolving characteristics of each generation
4:30 pm - 5:00	Sharing bursts	Jen	Any miscellaneous topic the group wants to chat about from the parking lot; final thoughts and questions from the day; set up for day 2
5:00	Adjourn		Travel back to hotel and get ready for dinner (walking distance from hotel)
6:00 pm	Dinner		

Thurs. October 5	Content	Facilitator	Notes
7:30 am - 8:00 am	Arrivals & Breakfast		Recap from day 1 and the evening
8:00 am - 9:00	<i>Special Guest - Compensation Strategy</i>	Melisa	Mercer consultant to share key trends in comp strategies for mid-market sized public accounting firms (45-60 min with the consultant joining remotely) followed by group discussion
9:00 am - 9:45	Hot topic: Wellbeing	Jen	Wellbeing Strategy (Anders named a 'Healthiest Employer')
9:45 am - 10:30	Hot topic: HR's role in Strategic Growth	Tracy	How is strategic growth aligning with HR? Positioning HR to be at the forefront of the growth strategy
10:30 am - 11:30	Show & Tell		Bring something you are most proud of/an accomplishment you'd like to share that has created impact in your firm
11:30 am - 12:00 pm	Recap & ST/LT actions		What do we need to incorporate into LEA calls?
12:00 pm	Depart		Grab and go lunch?