LEARNING 2023 ℠

The Learning Leaders Conference

DECEMBER 5 – 7, 2023 • ORLANDO

Produced by

LEARNING GUILD™

LEARNING 2023 ℠

With a laser focus on leadership strategies, skills, and best practices, Learning 2023 is the premier gathering for L&D leaders. You'll gain the resources you need to excel as a seasoned professional or aspiring leader, advance your career, and remain on the leading edge of organizational L&D.

Join us to meet fellow learning leaders, gain insight into learning and technology trends, analyze today's leadership challenges, and much more!

Save $100 off your registration
when you register by Friday, October 13

thelearningconference.com/register

Broaden Your Perspective
With Featured Keynotes

Finding the Roots of Leadership

Henry Louis Gates, Jr.
Professor, Filmmaker, Author

Embrace the Shake: Transforming Limitations into Opportunities

Phil Hansen
Multimedia Artist, Speaker, Author, Innovator

Inspiring Impact: Maximizing Potential through Learning

Deborah Roberts
Senior National Affairs Correspondent, ABC News Contributing Anchor, ABC 20/20 and New York Times Best-Selling Author

The Magic of Innovation & Imagination

Keelan Leyser
Magician, Mentalist, Digital Illusionist, and Optical Illusion Expert

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Master Learning Leadership
With a Wide Array of Topics & Themes

Whether you're looking to hone your leadership skills, sharpen your strategy, or upgrade your practices, we've got you covered. Learning 2023 delivers 100+ sessions on hot topics, emerging technology, and strategic challenges, including:

Thriving Through CHANGE

Find the connections, guidance, and answers learning leaders need to excel and lead through constant change.

THE EVOLUTION OF LEARNING LEADERSHIP

Turn L&D into a strategic partner in your organization with the proven practices and guidance of your learning leadership peers.

LEADING HYBRID or REMOTE TEAMS

Remote and hybrid environments draw on different leadership skills. Hone yours as you learn from others' experience.

Upskilling Reskilling Revolution

Continuous, targeted learning is a sure way to prepare your organization for the future and keep employees engaged.

LEADING WITH Empathy

Empathy is the top-ranked skill employees expect from managers and leaders—and a critical component of effective learning leadership.

AI + LEARNING

How will AI change learning? How is L&D already using AI? Whether through personalization, generative AI, or automation, explore the impact of emerging AI-powered technologies.

Diversity & Leadership

Learning 2023 spotlights the ways that organizations thrive when they diversify—from the top down. Learn what works and why.

LEARNING IMMERSION

AR, VR, and other emerging technologies enable incredible immersive learning experiences. Learn how and why to add these exciting innovations to your training strategy.

Research Data Trends

Examine the latest research into learning and performance. Learn from experts who will distill their insights into evidence-based practices you can use.

Human-Centered LEARNING DESIGN

Learning leaders increasingly understand the imperative to ensure that learning experiences are human-centered and accessible to all learners.

Empowered Self-Directed Learning

Empower self-directed learners and reduce friction between problems and solutions by integrating learning into your organization's DNA.

SOCIAL & COLLABORATIVE LEARNING

Support human connections, whether colleagues are remote or on-site, and foster a collaborative learning culture.

DATA! ANALYTICS COMPETENCY
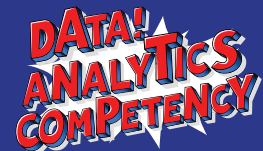
Harness the power of data and analytics to strengthen the connection between learning and performance.

wellness @ work

Mental health is a growing focus for many organizations, and today's learning leaders need to ensure that we bring this focus into our work.

LEARNING IN THE WORKFLOW

Bring learning and performance together by supporting learning at the moment learners need it: in the flow of work.

Learning & Business Alignment

Boost the profile of L&D by showing your C-suite how your training strategy aligns with business goals and improves the metrics they care about most.

Elevate Your Skills
With In-Depth Co-Located Events

Begin your Learning 2023 experience with a full day of learning as you connect with your peers in an intimate setting. Co-located events take place on **Monday, December 4, from 8:30 AM – 5:00 PM**. The detailed agendas enable you to deepen your knowledge and sharpen your skills before the full conference!*

Reserve Your Spot Today!

thelearningconference.com/register

BRIDGING *THE GENDER GAP*

3 Pillars OF LEARNING LEADERSHIP

Bridging the Gender Gap in Leadership
Collaborate with other learning leaders on solutions and strategies for nurturing future leaders, fostering allyship, and diversifying the leadership of your organization.

3 Pillars of Learning Leadership
Grow your career by honing essential skills in three key areas: strategic thinking & planning; business enablement; and using data to drive performance.

Extend Your Experience and Save on Registration!

Extend your learning! When you register for the full Learning 2023 event, you will **save $100 on your registration** for either co-located event.

*Separate fee-based registration is required.

Tuesday, December 5

9:45 AM - 10:45 AM ET

Increase Your Scope: Transition from Learning Leader to OD Leader
Brian Flores, CommerceHub

Owning Your Gig: Build Your L&D Entrepreneurial Toolkit
Erin Donovan, Fuel Training Consultants

Fuel Sustained Behavior Change, Accountability & Growth with a Continuous Learning Culture
Sheri Ova, American Airlines

Reframing Human Creativity in the Context of Ubiquitous AI Technologies
Michael DeSchryver, Central Michigan University

Master the Matrix: How Boston Scientific Executed a Skills-Based Feedback Process
Dawn Peterson & Caitlin Miller, Boston Scientific

How to Create an Engaging Game-Based Training Experience
Mallori Steele, Growductive Consulting & Shonda Hodge, Microsoft

Allyship Is a Verb: How to Create Learning That Activates Inclusion
Alison Shea, Andela

Celebrate Failure & Other Great Ways to Build Culture on a Remote Team
Seth Warburton & Michael Farnsworth, Verisk

11:00 AM - 12:00 PM ET

Cultivate a Culture of Learning Through Peer-Led Leadership Development
Adam Roderick, Ashton Hammonds, & Kyle Dismukes, Milos Tea Company

Invest in You: Manage Uncertainty Through Upskilling
Tracy Shroyer, Discover Financial Services

Get Your Team On Board with Persuasive Presentation Storytelling
Richard Goring, BrightCarbon

Ignite Your L&D Team: Migrating to Agile Project Management
Amber Boyd, Nationwide

Build Tech Fluency in Your L&D Teams: A Practical Framework
Sam Lee & Veronica Gomez, McKinsey & Company

Agile Learning: The Logical Next Step for L&D in Agile Environments
Susanne Ambros, QualityMinds GmbH

Understand & Apply Modern Learning Practice to Your Design
Andrew Jacobs, Llarn Learning

Learning Through Reflection: Building Head-to-Heart Connections
Karen Cordova, EnCompass

1:30 PM - 2:30 PM ET

Learning Leader Panel: Our Role in Building & Skilling a Diverse Leadership Pipeline
(Host) Sierra Marquardt, Learning Guild

Working Backwards: Develop an Enterprise Learning Strategy to Address Future Business Needs—Not Customer Wants
Frank Nguyen, Genentech

Illuminate Your Learning Culture Through an Enterprise-Wide Learning Event
John Mehalek & Patrick Hutchinson, Cisco

How L&D Leveraged Collaboration & Strategy to Manage Change
Erika Hebert & Julia Potas, PODS

Create Strategic Opportunities by Asking Powerful Questions
Christopher Adams, Performance Change Strategies LLC

Separate Is (Still) Unequal: Why Accessibility Is Good Business
Mary Cropp, Siteimprove

Leading Quality Management for L&D
Hadiya Nuriddin, Duets Learning

Support Employee Performance: Use AI to Manage & Deliver Content in the Moment of Need
Markus Bernhardt, ChangeUp Operations

3:00 PM - 4:00 PM ET

Diversity in Age: Preparing for Longevity in the Workplace
Minette Chan, University of Pennsylvania

Spark Joy: Demonstrate L&D's Value As You Map Learning Journeys
Jennifer Demchar-Graves, Kroger & Stephanie Borglum, Morgan & Morgan

Build Trust Through Feedback, Coaching & Mentoring
Tony Bowie, Southwest Research Institute

How to Ensure Your Learning Strategy Meets True Business Needs
Florence Bromfield & Erika Wharton, Unum

L&D Detective: Solve Measurement Mysteries
Kevin M. Yates, L&D Detective

How to Map Out Learning Analytics During the Front-End Analysis
Adam Hockman, ABA Technologies

Mind the Gap: Successfully Deploy Virtual Learning to a Workforce with Technology Gaps
Tierney Keller Brown, The School District of Philadelphia

Maximize Productivity: Empowering Workflows with a Digital Coach
Bob Mosher & Con Gottfredson, APPLY Synergies

Wednesday, December 6

9:45 AM - 10:45 AM ET

The Power of Trust: Navigating the Flexible Workplace
Hakeem Basheer, Carnival Cruise Line

No-Fail Problem Solving
Kennetia Brooks, Brooksleadership

Putting Innovation into Practice: A Guild Master Panel
(Host) David Kelly, Learning Guild

How & Why to Create a Learning Operations Blueprint
Tracie Cantu, Your CLO

Innovation Hour: Pitch, Pilot & Implement a Space for Creativity at Work
Brooke Barker & Robyn Cole-Jackson, CenterPoint Energy

Your Team's Dirty Little Secret: ChatGPT
Josh Cavalier, JoshCavalier.ai

Create a Better Learning Experience Based on Student Preferences & Motivations
David DuBois, Choice Hotels International

How to Use Action Learning to Develop Leadership Skills
Joan Keevill, Designs on Learning

11:00 AM - 12:00 PM ET

How Learning Leaders Benefit from Looking Outside L&D
Marjan Bradesko, NIL Ltd.

Overcoming Online Culture Shock: Cultivate Online Community for Your Team
Lita Bledsoe, Oaks Christian Online

Turn L&D into the Business Partner Your Organization Needs
Barry Nadler, FIS

How & Why to Implement a Strategic Thinking Program for Senior Leaders
James Holcomb, Daikin Comfort Technologies

Turn Your Learning Data into Compelling & Impactful Stories
Ravena Ramphal, Geotab

Feedback: Gift or Grind?
William Oakley & Jen Ashrafi, Allstate

Learning Together While Apart: Drive Excellence in Cohort-Based Programs
Heather Appell, ServiceNow

1:30 PM - 2:30 PM ET

Maximize Your Growth as a Learning Leader: A Panel Discussion
(Host) David Kelly, Learning Guild

We're Not 'Order Takers': Become a Trusted Business Advisor
Jess Almlie, Learning Business Advisor Consulting

How We Built Cross-Functional Skills in a Service Delivery Ecosystem
Gail Norris & Emily Howarth, Siemens Industry, Inc.

Upskill Your Needs Analysis to Dramatically Impact Business Outcomes
Mike Simmons, Catalyst Sale

Getting to Yes: Influencing Decision Makers to Evolve Learning Solutions
John Buschiazzo, TrainingPros

Improve Learner Engagement & Retention Using Learning Cohorts
Lucas Stidham & Julio Montalvo, Living Spaces

Maximize Training Transfer Through Results-Driven Design
Elham Arabi, WHO

Beyond Translation: Delivering Leadership Development to Diverse Frontline Managers
Susana Reyes Lee & Lisa Foster, Baker Construction Enterprises

3:00 PM - 4:00 PM ET

Build an Effective Learning Strategy: 5 Key Components
Amberlee Bosse, Youngstar Connect

Learning After Layoffs
Maggie Redling & Coleman Williams, Booster

Why You Need to Welcome AI Agents to Your Team
J.J. Walcutt, SAIC / Clay Strategic Designs & Jim Goodell, QIP

Science to Solution: Creating an Evidence-Based Onboarding Experience
Meghan Bautista, PURE Insurance

Optimizing L&D in Small Teams: Best Practices for Maximum Impact
David Jackson III, HealthPoint

Cultivating Communities of Practice
Jane Bozarth, Learning Guild

Engaging Training: Strategies to Inspire Lifelong Learning
Rosa Espinal-Perry, CareerSource Central Florida

Learner Surveys: Focus on Performance, DEI & Leadership Development
Will Thalheimer, Work-Learning Research

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Thursday, December 7

8:00 AM - 9:00 AM ET	9:15 AM - 10:15 AM ET
How to Lead & Inspire a Creative Team Michelle Kotulski, The Nature Conservancy	**You're Not Saving the World: The Importance of Reframing Your Energy** Mimi Phung, Hunter Industries
Are You an Accidental ID? Let's Create a Training Development Plan! Ebony Lawrence, Amazon Web Services (AWS)	**Developing People Who Develop People** Catherine Lombardozzi, Learning 4 Learning Professionals
Skill- and Role-Based Learning: From Inception to Delivery Nathan Coey & Greg Wood, Discover Financial Services	**Use Business Goals to Guide & Measure Learning Programs** Marcella Roberts & Ben Jacobson, IDeaS Revenue Solutions
Revolutionizing L&D: How AI Tools Are Changing the Game CJ Rodriguez, AMH	**Navigating Transitions While Keeping Learning at the Forefront** Katherine Felton & K.C. Williams, Anthology. Inc
Supercharge Ideation: Use Design Thinking to Transform Brainstorming Sessions Kristin Machac, MKM Global Consulting Inc.	**Leading a Culture of Feedback: Strategies for Improving Review Processes** Suzanne Smith, SEIU 775 Benefits Group
Creating a Culture of Learning: Podcasts as a Learning Solution Joanie Musser, Mindset To Learn	**The XR Files: Immersive Technology for Learning Explained** Destery Hildenbrand, Intellezy & Betty Dannewitz, ifyouaskbetty LLC
	Strategy to Implementation: Learning in the Flow of Work Alfred Remmits, Xprtise BV
	Strategies for Seamless Alignment: Bridging the Gap Between Learning and Development and Organizational Goals Mark C. Lewis, Delek US

Program as of September 6, 2023

View the entire program online at **thelearningconference.com/sessions**

A Night at Disney

You'll be learning in the midst of Disney Magic! On Wednesday, December 6, Learning 2023 will be heading to Walt Disney World's EPCOT for an evening of fun and networking. Cap off the evening with EPCOT's nighttime spectacular with sights and sounds of the famous light show. We will be providing all Learning 2023 participants with park passes.

An Experience You Won't Forget

Learning 2023 is so much more than keynotes and sessions. Take advantage of the multi-faceted Experiences to engage your attention, enrich your participation, and enhance your network.

Speed Networking
Monday, December 4, 5:00 PM

Networking is a big part of a conference experience. That's why Learning 2023 is launching with a networking event. Speed networking is a great way to meet fellow attendees and find ways to connect. Through random matches, you'll have numerous short conversations with other people in our industry, providing opportunities to share your experiences and thoughts and form new friendships.

Share Your Story with Buttons

Are you a dog lover? First timer? Storyteller or change agent? Show off your interests with buttons to add to your badge lanyard that are sure to spark fun conversation! You never know; you just might meet someone who loves learning & development and storytelling as much as you do!

Smile for the Camera!

Put your best foot forward and step up your professional profile with a new headshot! We all know the importance of a good headshot, so we're giving you the opportunity to update your photo with a professional photographer.

Breakfast Bites
December 5 – 7, 7:15 AM – 7:45 AM

Grab your breakfast and join a hosted table for a lively discussion. Table topics will vary. Try on a new topic—and meet new friends—each morning.

Morning Walks
December 5 – 7, 6:00 AM – 7:00 AM

Start each day on the right foot with a refreshing morning walk in the Orlando sunshine. Connect with other attendees while moving outside before conference sessions and activities begin!

Coloring Wall

Showcase your inner artistic side with our coloring wall! This conference-wide coloring activity will develop in real time, offering a great way to relax, unwind, and prepare for the rest of the conference!

Meet the Authors of Favorite L&D Books!

Join us at the bookstore to meet the authors of your favorite L&D books, explore new releases, and get your books signed. Pick up a few new titles while you're there!

Explore the Latest Solutions

In the Innovation Gallery

Discover the latest learning technologies and solutions at our Innovation Gallery. Connect with leading vendors and suppliers to explore the possibilities and identify solutions to advance your organization's learning strategy.

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Sponsors as of September 6, 2023

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Thirty Under 30

Through our Thirty Under 30 program, we recognize and provide special scholarship for 30 learning professionals under the age of 30, with the goal of supporting the visibility, voice, and development for the future generation of learning leaders.

THIRTY UNDER
30
– at –
LEARNING

View the Thirty Under 30 at
thelearningconference.com/30under30

Stay in the Heart of Disney!

All Learning 2023 activities take place at the **Hilton Orlando Buena Vista Palace**, an Official Walt Disney World® Hotel. We have reserved a block of hotel rooms for participants at a reduced rate that will be available through **November 10, 2023**.

Reserve Your Room!

You can reserve your room online at **thelearningconference.com/hotel** or by calling Hilton Orlando Buena Vista Palace reservations at **+1-855-757-4984** and reference the code **CSM Learning** for the group rate.

Hilton Orlando Buena Vista Palace
1900 Buena Vista Drive
Orlando, FL 32830

Registration Rates

Registration Rates for Learning 2023

$1,695.00 USD—Discounted rate for Learning Guild members with the Online Conference Subscription or a Learning Leaders Alliance Membership

$1,795.00 USD—Discounted rate for Learning Guild members

$1,895.00 USD—Standard rate

Co-located Events

All optional co-located events will be held on Monday, December 4, and include the entire 1-day program, all materials, lunch, and beverage breaks.

$545.00 USD—When combined with Learning 2023 registration

$645.00 USD—Standard rate

All prices in USD

Combine Registration Discounts & Save!

Early Discount: Save $100 on your registration when you register and pay by Friday, October 13, 2023.

Organizational Discounts: Employees of academic, nonprofit, or government institutions save $200.

Group Discount: Groups of three or more from the same organization save an additional 10%. For more information, please contact Steve Firpo at **sfirpo@LearningGuild.com** or **+1.707.387.1877**.

Student Discount: Current full-time students of accredited academic institutions may be eligible for a registration rate of $595. Restrictions apply–contact service@LearningGuild.com for details.

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