

FOUNDATION

 **HR Alliance** Summit



APRIL 26 - 28, 2017



KAUFFMAN FOUNDATION



KANSAS CITY, MO

*Presented by*

**SullivanCotter**

AND ASSOCIATES, INC.

# SullivanCotter invites you

SullivanCotter is pleased to invite you to attend the 2017 Foundation HR Alliance Summit on April 26-28, 2017 hosted at the Kauffman Foundation in Kansas City.

Please join us for the Foundation HR Alliance Summit, where human resources leaders from private foundations across the country come together to network, learn and share best practices.

Presented by SullivanCotter, this Summit is designed to facilitate networking between peer foundation HR leaders while providing access to experts in the field.

This year's Summit will include deep dive discussion, group interaction and learning about the best of what your peer foundations are doing in **career growth and development, racial equity, diversity and inclusion, performance management, compensation and benefits** and other current topics of interest.

## What is the Foundation HR Alliance?

The Foundation HR Alliance is a forum for private foundations to connect and have ongoing dialogue around human resources issues of great importance.

SullivanCotter created the Alliance in response to our clients' desire to network and share expertise with one another on key people matters. In partnership with an esteemed Steering Committee composed of prominent private foundations from across the country, this forum brings together private foundations to network and share ideas and expertise around HR matters.

# Event Details

## When is the Summit?

The Summit will begin the evening of Wednesday, April 26, 2017, and ends midday on Friday, April 28, 2017.

## Cost to attend?

Early-bird pricing is \$995 per person and expires on Friday, March 17, 2017. After this date, the price is \$1,195. The deadline to register for this year's Summit is Wednesday, April 19, 2017. Cost includes all meals and conference activities listed in the agenda.

## Who should attend?

Senior leaders responsible for the HR function and other key members of the HR team. More than one attendee from each organization is welcome and encouraged.

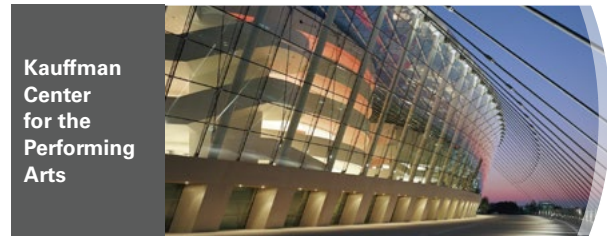
## Questions about the Summit?

Call or email Nanci Hibsman at 415.231.5790 or [nancihibsman@sullivanacotter.com](mailto:nancihibsman@sullivanacotter.com).

## Cancellation policy

Cancellations must be submitted by Friday, April 19, 2017, in order to receive a refund. Unfortunately, we are unable to issue a credit after this date. Substitutions are welcome and will not incur a processing fee. Cancellation requests should be sent to [info@sullivanacotter.com](mailto:info@sullivanacotter.com).

# Summit Location, Hotel and Transportation Information



## Summit Location

### Kauffman Foundation Conference Center

4801 Rockhill Road  
 Kansas City, MO 64110  
 Phone: 816.932.1000  
[kauffman.org](http://kauffman.org)

### On-site Contact:

Liz Jones, SullivanCotter  
[lizjones@sullivancotter.com](mailto:lizjones@sullivancotter.com) or 952.456.2105

## Shuttle Service

Shuttle service will be provided to and from The Fontaine, the Kauffman Foundation and the Kauffman Center for the Performing Arts. It will also make one trip to the Kansas City Airport at the end of the event. A schedule will be provided prior to the event.

## Thursday Dinner Location

### Kauffman Center for the Performing Arts

1601 Broadway Boulevard  
 Kansas City, MO 64108  
 Phone: 816.994.7200  
[kauffmancenter.org](http://kauffmancenter.org)

## Preferred Hotel

### The Fontaine

901 W 48th Place  
 Kansas City, MO 64112

### Negotiated Room Rate:

Single/double occupancy: \$189/night

The 'Foundation HR Alliance Summit' **hotel room block is limited and negotiated rates expire on April 4 at 6pm CST.**

### To make your hotel reservations:

- Book by phone: Call 866.842.0100 and ask for the 'Foundation HR Alliance Summit' rate
- [Book online](#) by entering your departure and arrival dates, selecting 'Group/Block' under 'Promo Type' and entering the following group code: **1704SULLIV\_001**

# Foundation HR Alliance Summit Agenda

## Wednesday, April 26, 2017

**5:45-6:00 p.m.**                      **Shuttle to the Kauffman Foundation**

**Location**                              **Kauffman Foundation Dining Room**

**6:00-7:00 p.m.**                      **Registration and Cocktail Reception**

**7:00-8:30 p.m.**                      **Opening Remarks, Networking Icebreaker and Dinner**

The Summit will commence with opening remarks and an icebreaking activity designed to encourage networking throughout the rest of the event. The icebreaker will be facilitated by **Jeff Malloy, Heising-Simons Foundation**, and **Larry Vales, The James Irvine Foundation**, and will be followed by dinner.

**8:30-8:45 p.m.**                      **Shuttle to The Fontaine**

## Thursday, April 27, 2017

**7:00-8:00 a.m.**                    **Breakfast at The Fontaine (Francesca's Greenhouse Lounge)**

**8:00-8:15 a.m.**                    **Shuttle to the Kauffman Foundation Conference Center**

**Location**                            **Kauffman Foundation Conference Center**

**8:30-10:00 a.m.**                    **Session 1: Career Journeys**  
**Andrea Lee, Senior Specialist - Leadership & Organization Development**  
**Bill and Melinda Gates Foundation**

A singular, linear model of career growth is a thing of the past. For foundations to drive impact, they need people to learn, adapt and apply themselves in many different ways. Instead of traditional career ladders, foundations should think about growth and success in terms of career journeys. This session will present the career growth philosophy of the Gates Foundation and share insights surrounding the practices being used to reinforce this philosophy and improve access to resources for career growth. Participants will engage in discussion about current challenges in their own organizations, and have an opportunity to build upon these learnings.

**10:00-10:30 a.m.**                    **Break**

**10:30-12:00 p.m.**                    **Session 2: Performance Management**  
**Dr. Kathleen Boyle Dalen, Chief Talent, Integration and Culture Officer,**  
**Ewing Marion Kauffman Foundation**

As performance management continues to evolve, organizations are developing innovative new approaches to help transform talent management and improve employee engagement. In this session, Summit attendees will share and examine the various performance management practices being utilized within their organizations. Case studies and group discussion amongst participants will highlight current practices, challenges, successes and overall lessons learned.

**12:00-2:00 p.m.**                    **Lunch**

Enjoy a two hour break for lunch. There will also be the option to join a tour of the Kauffman Foundation (adjacent to the Conference Center) and the Kauffman Memorial Garden. The tour will commence at 1:30 p.m.

**2:00-3:30 p.m.****Session 3: Advancing Racial Equity, Diversity and Inclusion**  
**Deborah A. Green, Human Resources Manager, W.K. Kellogg Foundation**

This session will present the racial equity, diversity and inclusion work of the W.K. Kellogg Foundation. It will share the details of their journey with a particular focus on racial equity.

Attendees will also engage in both small and large group discussion designed to foster the sharing of experiences, strategies, resources, and successes to advance racial equity, diversity and inclusion in their own organizations. This session will provide value regardless of where your organization is on this journey.

**3:45-4:00 p.m.****Shuttle to the Kauffman Center for the Performing Arts****Location****Kauffman Center for the Performing Arts****4:00-4:20 p.m.****Opening Remarks and Tour of the Muriel Kauffman Theatre**

Enjoy opening remarks and a short tour of the Muriel Kauffman Theatre from **Paul Schofer, President and CEO of the Kauffman Center for the Performing Arts.**

**4:30-7:00 p.m.****Cocktail Reception and Dinner****7:00-7:15 p.m.****Shuttle to The Fontaine**

## Friday, April 28, 2017

**7:00-8:00 a.m.**                    **Breakfast at The Fontaine (Francesca's Greenhouse Lounge)**

**8:00-8:15 a.m.**                    **Shuttle to the Kauffman Foundation Conference Center**

**Location**                            **Kauffman Foundation Conference Center**

**8:30-10:00 a.m.**                    **Session 4: Compensation and Benefits**  
**Nanci Hibsichman, Practice Director for the Not-For-Profit Sector,**  
**SullivanCotter**  
**David Cohn, Principal, SullivanCotter**

As the market for talent grows increasingly competitive, organizations must adapt to the latest and best practices in total compensation – including pay and benefits – in order to attract, engage and retain key employees. This session will explore how peer foundations are addressing these challenges and include discussion on the following topics:

- Approaches for managing pay including merit, market adjustment and bonus practices
- Understanding the link to performance management
- Historical and current practices in foundation benefits programs

This session will include a presentation, case studies and group discussion.

**10:00-10:30 a.m.**                    **Break**

**10:30-12:00 p.m.**                    **Session 5: Summit Debrief and Open Space Networking**  
Facilitated by the Foundation HR Alliance Steering Committee members, this discussion will allow attendees to engage in a robust debrief of the various sessions and participate in open space networking activities designed to continue dialogue on the topics of greatest interest.

**12:00-12:15 p.m.**                    **Summit Closing Comments and Boxed Lunch**

**12:30 p.m.**                            **Shuttle to Kansas City Airport**



# Special Thanks

SullivanCotter would like to extend special thanks to all of those who have partnered with us to make the 2017 Foundation HR Alliance Summit possible, including the Kauffman Foundation and our esteemed Steering Committee.

THANK YOU

## 2017 Foundation HR Alliance Steering Committee

Ewing Marion  
**KAUFFMAN**  
Foundation

**Dr. Kathleen Boyle Dalen**

Chief Talent, Integration  
and Culture Officer



W.K.  
KELLOGG  
FOUNDATION®

**Deborah A. Green**

Human Resources Manager

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**BILL & MELINDA**  
**GATES** *foundation*

**Andrea Lee**

Senior Specialist, Leadership &  
Organization Development