

FOUNDATION

 **HR Alliance Summit**



MAY 16 - 18, 2018



CAVALLO POINT



SAUSALITO, CA

Presented by

SullivanCotter

AND ASSOCIATES, INC.

SullivanCotter invites you

SullivanCotter is pleased to invite you to attend the 2018 Foundation HR Alliance Summit on May 16 - 18, 2018, hosted by The James Irvine Foundation, Heising-Simons Foundation and Evelyn & Walter Haas, Jr. Fund. The event will be held at Cavallo Point in Sausalito, CA.

Please join us for the Foundation HR Alliance Summit, where human resources leaders from private foundations across the country convene 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 sessions on microcultures, compensation transparency, variable pay, nontraditional benefits, leadership transition, diversity and inclusion, talent development and challenging our narratives.

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 greatest 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, May 16, 2018, and ends midday on Friday, May 18, 2018.

Cost to attend?

Early-bird pricing is \$995 per person and expires on Friday, April 13, 2018. After this date, the price is \$1,195. The deadline to register for this year's Summit is Wednesday, May 9, 2018. 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 Hibsichman, Principal and National Practice Director for the Not-for-Profit Sector, at 415.231.5790 or nancihibsichman@sullivanacotter.com.

Cancellation policy

Cancellations must be submitted by Wednesday, May 9, 2018, 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.

Summit Location and Resort Information



Summit Location

Cavallo Point

601 Murray Circle
Sausalito, CA 94965
Phone: 415.339.4700
cavallopoint.com

All events, meals and sessions will take place on-site at the resort.

On-site Contact:

Liz Jones, SullivanCotter
Email: lizjones@sullivancotter.com
Phone: 952.456.2105

Amenities

Although not part of the event's program, we encourage you to take advantage of other facilities and activities available at Cavallo Point. This includes morning yoga class, access to the fitness suite, guided hikes, spa treatments, meditation activities and more.

Room Reservations

The discounted room rate is \$389 per night. Please book prior to April 18, 2018, when this room rate expires.

Booking may be done by phone (call 415.339.4700 and ask for the 'Foundation HR Alliance Summit' room block) or [online](#) with our pre-populated group code.

Please note: If you plan to arrive early or extend your stay, you will have to call in order to book. Booking online works for the contracted event dates only (nights of May 16 and 17).

Our group rate will be offered three days pre- and post-event based on availability.

Foundation HR Alliance Summit Agenda

Wednesday, May 16, 2018

Location Cavallo Point Cooking School

5:30pm - 8:30pm

Cocktails and Welcome Dinner

The Summit will commence with opening remarks and an icebreaking activity followed by an unconventional dinner: we will gather at the Cavallo Point Cooking School for a unique Culinary Social Hour where guests can mingle, eat and watch a staff instructor prepare a variety of small plates at different stations. In addition to tasting what has been prepared, heavy canapés and other passed appetizers will be served.

Thursday, May 17, 2018

Location Surfbird A Room

7:00am - 8:00am

Breakfast

Location Mission Blue Room

8:00am - 8:15am

Opening Remarks

8:15am - 9:45am

Microcultures

Examining the Tension Between Program and...Everyone Else

Larry Vales, The James Irvine Foundation

Microcultures are specialized subgroups within an organization, marked with their own language, ethos and rule expectations. As microcultures in the workplace continue to flourish, understanding the specific dynamic between the program microculture and the rest of the foundation is critical to ensuring workplace harmony.

This session will explore questions such as:

- Does program culture overwhelm larger cultural considerations for the organization? Is this a good thing?

- Should we strive for one foundation culture or are we kidding ourselves?
- Is HR truly aligned with organization and program leadership in the area of culture?

9:45am - 10:30am

Transparency in Compensation**Nanci Hibsichman, Sullivan, Cotter and Associates, Inc.****David Waldman, Robert Wood Johnson Foundation**

The demand for compensation transparency is increasing as millennials continue to maintain a growing presence in our workforce. Featuring a number of unique and diverse perspectives, a panel will engage the group in a dynamic discussion regarding salary ranges and market data - what gets shared, when and why - and how other organizations handle employees who pass this type information amongst themselves (and the aftermath).

10:30am - 10:45am

Break

10:45am - 11:30am

Variable Pay in the Foundation Environment**Facilitator: Nanci Hibsichman, Sullivan, Cotter and Associates, Inc.****Panelists: Kathy Makowski, The Edna McConnell Clark Foundation****Felicia Smith, John Templeton Foundation**

This session will discuss the use of variable pay in foundations. We'll cover the spectrum of practices, including those who actively use an annual bonus program throughout the organization. The successes and challenges will be examined and discussed to assist peers in deciding what might work best in their own organizations.

11:30am - 12:30pm

The Evolution of Nontraditional Benefits*Doing Things Differently***Jeff Malloy, Heising-Simons Foundation**

Following a survey of foundation peers on their most innovative practices in nontraditional benefits, the findings will be presented and the group will discuss the current and future state of benefits that are gaining more momentum in today's marketplace. This includes practices such as paid parental leave, rejuvenation leave, unlimited PTO and many others.

12:30pm - 2:30pm

Lunch

Enjoy a two hour break for lunch, including the option to join a guided **Cavallo Point Walking Tour** where you'll learn the history of Fort Baker and the surrounding area. **The tour will commence at 1:30pm.**

2:30pm - 4:00pm**Leadership Transition***A Lesson In Survival***Bob Bailey, Evelyn & Walter Haas, Jr. Fund
Susan McConnell, The Duke Endowment**

As with any leadership succession or transition period, planning for change is not always as straightforward as we would like it to be. When unanticipated opportunities or challenges emerge, organizational values, culture, management practices and capacity all come into the mix - with HR playing a key role throughout. This session will feature the following two case studies:

- Evelyn & Walter Haas, Jr. Fund will share their experience planning for the simultaneous succession of three executives with over sixty years of combined service, and the process of bringing the next generation of family onto the Board.
- The Duke Endowment will describe a recent transition period that prompted their new leadership to take a fresh look at how the organization was operating as a team, and how they elevated the focus of organizational values and culture.

4:00pm - 5:30pm**Talent Development and Retention***Investing in the Program Function***Maureen Rayhill, The Leona M. and Harry B. Helmsley Charitable Trust**

Establishing a culture of continuous growth and development in the program function to keep staff current, engaged and growing is critical. During this panel session, we will explore the evolution of the program function at The Leona M. and Harry B. Helmsley Charitable Trust. This will include a discussion of the long-term investment made by the organization to train and engage program staff as well as key factors in program talent recruitment and retention.

5:30pm - 6:30pm**Break****Location****Surfbird A Room****6:30pm - 7:00pm****Cocktail Reception****7:00pm - 8:30pm****Dinner**

Friday, May 18, 2018

Location **Surfbird A Room**

8:00am - 9:00am **Breakfast**

Location **Mission Blue Room**

9:00am - 10:30am **Challenging Our Narratives**

*Psst...We're in a Safe Place, Let's Call Bullsh*t on Ourselves*

Tèrese Coudreaut, John S. and James L. Knight Foundation

What's going on under the surface of our counsel, decisions and actions? Is it the hedonic principle - our need to maintain a positive illusion? Have we fallen victim to group-think? In this session, we will discuss what we *think* we know and how it drives our work. Consider this an active dialogue designed to surface old narratives that shape our approach to HR and redefine our roles as stewards of talent.

10:30am - 12:00pm **Leadership for an Inclusive Culture**

A Fireside Chat with Foundation President and Chief Executive Officers

Deanna Gomby, Heising-Simons Foundation

Judy Belk, The California Wellness Foundation

Don Howard, The James Irvine Foundation

Join local foundation presidents in a discussion around leading for a diverse and inclusive culture in today's environment.

12:00pm - 12:30pm **Closing Comments and Boxed Lunch**

Special Thanks

SullivanCotter would like to extend a special thank you to all of those who have partnered with us to make the 2018 Foundation HR Alliance Summit possible, including The James Irvine Foundation, Heising-Simons Foundation, Evelyn & Walter Haas, Jr. Fund and our esteemed Steering Committee.



2018 Foundation HR Alliance Steering Committee



The **James Irvine** Foundation

Larry Vales

Director of Talent



HEISING-SIMONS FOUNDATION

Jeffrey Malloy

Chief Operating Officer and Treasurer

evelyn & walter **HAAS JR.** fund

Bob Bailey

Director of Human Resources and Administration

THE **Edna McCConnell Clark** FOUNDATION

Kathy Makowski

Director of Human Resources

THE LEONA M. AND HARRY B. **HELMSLEY** CHARITABLE TRUST

Maureen Rayhill

Director of Human Resources