



2026 Joint Council

March 24–26, 2025

📍 Udemy: 1860 Blake Street, Denver, CO 80202

Please complete this brief [registration form](#) to enter Udemy's office space, as required for all onsite guests. This one-time step ensures you're properly registered and helps make check-in on the 25th quick and seamless.

*Welcome
Reception +
Dinner*

Join us on Tuesday, March 24, 6 - 8 PM at The Thomson Denver to reconnect, build relationships, and set the tone for the work ahead.

Time: 6:00 PM – 8:00 PM

Location: The Thompson Hotel | Reynard Social Sunroom + Garden (6th Floor)
1616 Market St, Denver, CO 80202

Joint Council 2026



Day 1: Full-day Meeting

**Date:**

Wednesday, March 25

**Time:**

8:30 AM - 4:30 PM

**Location:**

Udemy, 1860 Blake Street,
Denver, CO

8:30 am - 9:00 am

Networking Breakfast

9:00 am - 9:10 am

Welcome & Opening Remarks

9:10 am - 9:50 am

Building the Future-Ready Organization

Barry McGeough, AmeriCo.

- Trends & Trajectories

9:50 am - 10:30 am

Elite Judgment @ Scale: The Future of Work

Ari Popper, [Dreamport.ai](https://dreamport.ai)

- As AI reshapes every function, competitive advantage will come down to the quality of decisions. In this talk, futurist and inventor Ari Popper explores how always-on, expert decision intelligence amplifies human expertise, helping organizations win in the age of algorithms.

10:30 am - 11:00 am

Networking Break

11:00 am - 12:00 pm

Council Breakouts: Translating Foresight into Reality

Join one of four practitioner-led sessions to discuss your top priorities and surface clear next moves.

- **Focus:** Quickly align on 1–2 specific subtopics to anchor your group's discussion.
- **Deliver:** Nominate a representative to report back to the larger group with your key insights, along with one short-term and one long-term action plan.

A. Skills + Work Architecture

led by Lawrence Stephens, Cisco

As AI reshapes every function, competitive advantage will come down to the quality of decisions. In this talk, futurist and inventor Ari Popper explores how always-on, expert decision intelligence amplifies human expertise, helping organizations win in the age of algorithms.

B. Talent Strategy

led by Judy Zagorski, XCHRO

Redesigning internal mobility, performance management, and building leadership bench strength.

C. Learning + Development

led by Stacey Dietschi, Kalon Advisors

Rethinking L&D operating models, skills-based capability building, AI-adjacent human skills, manager enablement, and setting L&D teams up for success.

D. Innovation + Foresight

led by Brian Scott, Amway and Barry McGeough, AmeriCo.

Discussion on applied strategic foresight, models used to build strategic resilience, and tracking weak signals before they become system shocks or "wild cards."

12:00 pm - 1:00 pm

Networking Lunch

1:00 pm - 2:00 pm

Panel Discussion: Key Practice Areas and Challenges

Heather Stefanski, McKinsey
Lawrence Stevens, Cisco
Sandra Loughlin, EPAM

Practitioner perspectives on building the ultimate experience platform.

- **Unlocking Real-Time Talent Data:** Turning static HR data into dynamic talent intelligence - The central nervous system required to make your organizational muscle flex.
- **Team Development:** How are you actively setting your team up for success amid change and transformation?

2:00 pm - 2:15 pm

Break

2:15 pm - 2:45 pm

Human Regeneration

Stacey Dietsh, Kalon Advisors

Moving beyond efficiency to focus on human regeneration - building deep capability, adaptability, and sustained performance.

2:45 pm - 3:45 pm

Council Breakout + Continued Discussion

The Core Challenge: What must your function own, enable, and let go of by 2027?

4:00 pm

The "Exit Ticket" Debrief

The Learning Forum

Before we close, please grab the note card at the center of your table. To finalize our debrief, jot down your answers to these three questions and leave them at the door:

1. The Catalyst: What is the one insight from today you will brief your boss on next week?
2. The Network: Who is one senior peer you nominate to join our next Learning Forum council?
3. The Voice: Who is one phenomenal speaker or thought leader we should invite to challenge us next time?

4:30 pm - 6:00 pm

Adjourn + Optional Udemy Hosted Reception

Relationship-building, side conversations, and peer problem-solving

6:30 pm - 8:00 pm

Council Dinner at Urban Farmer: Farm to Table Steakhouse



Location:

1659 Wazee St, Denver, CO 80202

Joint Council 2026



Day 2: Half-day Meeting

**Date:**

Thursday, March 24

**Time:**

8:30 AM - 12:00 PM

**Location:**

Udemy, 1860 Blake Street,
Denver, CO

8:30 am - 9:00 am

Light Breakfast & Issue-Mapping Wall

Participants surface new tensions, insights, and questions emerging from Day 1.

9:00 am - 10:15 am

An Integrated Approach to Gap Closing

Sandra Loughlin, EPAM

Presentation + Council Workshop

Grounded in the practitioner-led research from CLO LIFT, this session challenges leaders to cut through the noise and answer one defining question: What is your real job?

- **Identity Your Primary Gap:** What gap are you actually responsible for closing?
 - Strategy vs. Execution: Translating high-level vision into daily operations.
 - Skills vs. Work: Aligning human capability with dynamic business needs.
 - Investment vs. Impact: Ensuring talent investments yield measurable ROI.
- **Build Your Agenda:** Map your gap-closing strategy at the organization, team, and individual levels.

10:15 am - 10:30 am

Quick Break

10:30 am - 11:45 am

Council Breakouts: The Action Plan

As a council, discuss your key insights and distill them into one takeaway we cannot afford to ignore. Next, draft 1–3 concrete actions to tackle it. Before regrouping, nominate a representative to take the floor and share your commitments with the broader group.

What are your clear next moves? Here are some thought starters.

- Operating model shifts (roles, skills, workflows)
- Governance, ethics, and AI decision rights
- Data integration & interoperability
- Capability building & workforce readiness
- Scenario planning for uncertain headcount/automation trajectories

11:45 am - 12:00 pm

Closing Remarks