

# Participate. Discover. Focus.

Strategic Planning Process 2024-2025

## The Changing Landscape of Work

September 13, 2024

9:30 – 11:00 a.m.

The employment landscape is rapidly evolving, transforming how we think about work. By 2035, many jobs that don't exist today will become a reality, and new skills will be essential. Artificial intelligence and automation are certain to redefine our lives and careers. The importance of diversity in the workplace is growing, and remote work is more influential than ever. With a surge in retirements on the horizon, how prepared are we?

### Agenda

9:30 a.m.	Welcome/Introduction of Moderator	Dr. Avis Proctor
9:35 a.m.	Introduction of Panelists	Donna Potts-McKenzie
9:40 a.m.	Q & A with Panelists	Donna Potts-McKenzie and Panelists
10:20 a.m.	Audience Questions	All

#### Moderator:

- Donna Potts-McKenzie, Human Resources Professional

#### Panelists:

- Doug Buchan, Healthcare
- Susan Caesar, Emerging Technology
- Justin Mahwikizi, Financial Sector/Business
- Poonam Parekh, Manufacturing/Information Technology
- Ne'Keisha Stepney, Higher Education Administrator
- William Waldron, Supply Chain/Manufacturing

#### Moderator:

##### **Donna Potts-McKenzie**

Donna Potts-McKenzie is the Managing Director of HALLMACK HR Pros LLC, a consulting practice focused on human resources (HR) transformation with engagements in publicly traded, private equity and not for profit industry sectors. Donna has 30+ years in the technology industry as an HR Leader. Throughout her career she has established a record of partnering with senior leaders to translate complex business challenges into strategic initiatives to enable improved performance, profitability, growth, and employee engagement. As an influencer she thrives on tough challenges with the ability to translate vision and strategy into actionable value-added goals utilizing data analytics, industry best practices, and innovation with the intent of achieving desired business outcomes.

**Panelists:****Doug Buchan**

Doug Buchan is the Director of Emergency Management, Communications, and Safety at Sinai Chicago, bringing over 15 years of experience in emergency and disaster medicine to his role. He oversees safety protocols across Sinai Chicago's four urban hospitals, focusing on risk assessment, risk reduction, emergency communications, disaster mitigation, response, and recovery. Buchan is a Registered Nurse, Certified Emergency Nurse, and National Registry Emergency Medical Technician (EMT). He began his career in the ER as an EMT in 2006 and earned his nursing diploma from Harper in 2015, followed by a Bachelor of Science in nursing from Purdue University in 2020. He has been an active member of the Illinois' Medical Emergency Response Team, chairs the Responder Health and Safety Committee within the Chicago Healthcare Coalition, and serves on the Information Sharing and Interoperability Committee. Additionally, Buchan instructs courses in hazardous materials response, tactical medicine, incident command, and pediatric disaster response.

**Susan Caesar**

Susan Caesar has an extensive career dedicated to leveraging technology to create authentic experiences integral to organizational growth and sustainability. She is accomplished in driving human-centered innovation and digital transformation for business to business, and not-for-profit organizations. Having developed durable strategies and structures, her strength as a customer experience and global operations leader has enabled her to help major brands to harness the digital-first artificial intelligence-driven resolution to drive scaled business growth. Susan has worked for global organizations such as Airbnb in San Francisco, California, Lightful Ltd in Bristol, England, and DMG Media in London, England.

**Justin Mahwikizi**

With over 15 years of financial sector experience, Justin Mahwikizi is a seasoned leader and advisor in private equity mergers and acquisitions and equipment finance. He is the president of Mahwikizi & Co, a boutique firm that provides mergers and acquisitions and equipment finance solutions to small and medium-size businesses. Justin is also the Executive Director of The American Institute of Action, a nonprofit organization that aims to reduce poverty and inequality in the United States and abroad. He leverages his expertise and network to advocate for a social and economic revival, and to empower marginalized communities through education, entrepreneurship, and innovation. He is the author of *The Manufacturing of Poverty*, a book that shares his insights and findings from interviewing over 30 thousand people from diverse backgrounds and situations and offers practical advice on how to achieve happiness and fulfillment regardless of one's financial condition.

**Poonam Parekh**

Poonam is a seasoned human resources leader with over a decade of experience in the manufacturing and information technology sectors. She excels in human resources strategy, talent development, and organizational transformation, with a strong emphasis on optimizing the workforce. Poonam has spearheaded key initiatives in compensation design, organizational structure revamps, and talent analytics, resulting in increased productivity, improved employee retention, and substantial cost savings. Known for her ability to partner with leadership, she ensures human resources strategies are aligned with business objectives. Poonam is dedicated to fostering a metrics-driven environment, promoting a pay-for-performance culture, and utilizing data-driven insights to adapt to the ever-changing landscape of work.

**Ne'Keisha Stepney**

Ne'Keisha Stepney is a distinguished leader with over 20 years of higher education experience and was recently appointed as Assistant Provost of Workforce Development at Waubensee Community College. As a dedicated advocate for community colleges and the skilled trades, Stepney has led efforts to enhance and advance educational, career and workforce opportunities securing funding and support for programmatic transformation including the new 100,000 sq. ft., Technical Education Center capital project currently under construction, and over \$13M in state, local, and foundation grants. Stepney oversees Career and Technical Education programs including the Perkins Postsecondary grant, Adult and Workforce Education, the Small Business Development Center, and Work-Based Learning initiatives, promoting a culture of excellence and inclusivity. She is recognized for her expertise in program development, grants management, and workforce development, employing strategies to strengthen the skilled workforce and create impactful educational opportunities.

**William Waldron**

William Waldron is a seasoned freight forwarding expert with over 17 years in the industry and more than 16 years in management roles. As a Cornell University graduate in operations research & industrial engineering and a licensed customs broker, he has excelled in positions such as Transportation Manager, Operations Manager, Branch Manager, and Vice President of International Sales. Since joining DB Schenker, William advanced from Minneapolis Branch Manager to Regional Director in Chicago, overseeing the surrounding area; he currently serves as Air District Manager, managing all air operations in Minnesota, Wisconsin, Indiana, and Illinois with a team of over 45 employees. William is also one of the key sponsors of the DB Schenker apprenticeship program, a collaboration with Harper College. Outside of work, William cherishes time with his wife, three children, and their boxer puppy. He enjoys cooking, woodworking, and landscaping.