

Culturati: 2019

Event Schedule

Sunday, January 27, 2019

5:00–6:30 PM: Registration & Opening Reception

6:00–6:20 PM: Opening Keynote “Culture for the Common Good”

Speaker: Steven Tomlinson, PhD, Seminary of the Southwest

As corporations face growing pressure to serve as better citizens, how can culture shape the world we want to live in? Dr. Tomlinson—playwright, business school founder, seminary professor, and executive coach—explores how and why we work, how we work best together, and the deeper purpose of culture itself.

7:00–9:00 PM: Culturati Dinners with CEOs & Executives

Monday, January 28, 2019

9:00–9:10 AM: Welcome by Josh Jones-Dilworth & Eugene Sepulveda, co-founders

9:10–10:00 AM: Keynote “One Year Late: The Alamo Drafthouse”

Speakers: Tim League, Alamo Drafthouse Cinemas & Kelly White, SAFE
Moderator: Kelli Mason, New Knowledge

A candid, courageous conversation about what went wrong, what’s been learned, and what’s still hard. One of Austin’s most beloved brands publicly grappled with workplace harm in the wake of #MeToo. This is their ongoing story.

10:20–11:10 AM: Featured sessions I (choose one)

- “Culture Tools Pecha Kucha”
 - Six culture tool innovators each present 20 slides that auto-advance every 20 seconds. Walk away with new metrics, insights, and tools for building high-performance cultures.
- “A New Playbook for Belonging, Risk-Taking, and High Performance”
 - Speaker: Rajkumari Neogy
 - A research-based framework to help leaders create a “permanent shift” in team performance—by integrating diverse mindsets, strengthening relationships, and building unity around shared values.
- “Lessons Learned from Burning Man: Managing Culture on the Outside”
 - Speakers: Victoria Mitchell, Burning Man Project & Josh Levine, Great Mondays

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- Can you really manage people you technically have no control over? This session explores the dynamics of external culture-building through the lens of one of the world's largest participatory movements.
- "Identifying and Uprooting Unconscious Bias in Your Executive Team"
 - Speaker: Mindy Gulati
 - Executives often believe bias training is for everyone else. This hands-on session challenges that assumption, equipping attendees with language, awareness, and tools to lead with greater clarity and equity.
- "Cultures of Innovation: Cracking the Code"
 - How do culture and innovation align in high-stakes environments? This interactive panel explores values, purpose, and psychological safety as keys to transformative breakthroughs.
- "Motivate Me: Fair, Transparent Compensation"
 - Speakers: Bud Caddell, NOBL & Christine McCarey, ImpactDEI
 - For many, money talk is taboo. This panel confronts the emotion, stigma, and trauma around compensation, and explores how radical transparency can be a trust-building force.
- "How Brands Are Defining Culture Through Storytelling"
 - Speakers: Gwendolyn Floyd, Soko & Jordan Bresler, RAD
- "High Growth Cultures"
 - Speakers: Cotter Cunningham, RetailMeNot, Jag Bath, Favor & Sabina Bharwani, Hello World

11:10-11:30 AM: Break & networking

11:30-12:20 PM: Core Conversations 1 (choose 1)

- "The Language of Leadership"
 - Discussion leader: Rajkumari Neogy
 - Explore how vocabulary shapes leadership. Includes role-play and a custom guide for building relational fluency. Open only to attendees of Rajkumari's earlier session.
- "Gen Z: The Future of the Workforce?"
 - Discussion leader: Bob Carlton
 - With five generations now working together, how do we bridge the gaps? This session centers on understanding and engaging Gen Z as a catalyst for cohesion.

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- "Autonomy as a Catalyst for High Performance"
 - Discussion leader: Josh Levine
 - How do you give freedom while maintaining accountability? Learn how smart autonomy fuels creativity, performance, and trust.
- "Making Mindfulness in the Workplace Work – For Skeptics"
 - Discussion leader: Paige Davis
 - Mindfulness 101 for the curious and unsure. What it is, what it isn't, and how it can benefit people and teams alike.
- "Building a SAFE Environment"
 - Discussion leaders: Joell Beagle & Sandra Molinari, SAFE
 - A confidential, practical forum on how to reduce harm and create safer workplaces—starting now and scaling long term.
- "Book Sneak Preview: The Critical Few"
 - Discussion leader: Gretchen Anderson
 - A behind-the-scenes look at the Katzenbach Center's latest culture change playbook, with real-life CEO case studies.
- "Balancing Profit and Purpose: WTF Is a B Corp?"
 - Discussion leaders: Rick Alexander & Holly Ensign-Barstow, B Lab
 - B Corp basics: the why, how, and what to watch out for. Designed for the curious and committed alike.
- "Getting Your Leadership Aligned on Your Vision and Values"
 - Discussion leader: Michael Manning
 - Culture isn't set from the top, but it does need alignment at the top. A practical conversation for current and aspiring executive teams.
- "Utterly Unique Perks, Benefits, Policies, and Procedures"
 - Discussion leader: Rebecca Ewing
 - A group brainstorm and idea exchange for culture-boosting practices you won't find in HR handbooks.
- "Advancing Diverse Talent"
 - Discussion leader: Minda Harts
 - Over 40% of diverse employees feel their leaders aren't invested in them. Learn how to change that—strategically and sustainably.
- "Spurring Real Change in Beliefs and Behaviors: A Global Study"
 - Discussion leader: Eric Dawson
 - Based on a century's worth of global social movements, this session examines how cultural change actually happens—and how to bring those insights into your organization.

12:40–1:40 PM: Networking lunch

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Monday, January 29, 2018

1:40-1:50 PM Snapshot: "The Porter Novelli/Cone Purpose Study"

Speaker: Rosemary McGillan

Not only do Americans expect companies to lead with purpose—they reward them for it. This interstitial session unpacks key findings on consumer sentiment, purpose alignment, and implications for the bottom line.

1:50 – 2:40 PM: Keynote "Systems of Bias – Straight Talk from the Front Lines of DEI"

Speakers: Candi Castleberry Singleton (Twitter), Caroline Wanga (Target)

Interviewer: Josh Jones-Dilworth (Culturati)

Bias in technology is now well-documented—from algorithms to recommendations to social media feeds. This keynote addresses the risks and rewards of governing tech infrastructure with DEI at the center, and what urgent actions should top your 2019 agenda.

3:00-3:50 PM: Featured sessions II / Core conversations II (choose one)

- "Creating a Culture of Innovation in the World's Largest Organization"
 - Speaker: Chris Lynch, Defense Digital Service
 - A behind-the-scenes look at how a team of tech disruptors is transforming the Pentagon's culture from within—and what civilian leaders can learn from it.
- "The Neuroscience of Trust"
 - Speaker: Dr. Carmen Simon, Memzy
 - Backed by neuroscience, this session explores what makes people trust—or withhold trust—and how leaders can shape behavior and culture to improve performance and connection.
- "Glassdoor's #1 CEO"
 - Speaker: Mark McClain (SailPoint)
 - Interviewer: David Altounian (St. Edward's University)
 - What does it take to lead with 99% approval through IPO and hypergrowth? SailPoint's founder shares the real story behind the stats.
- "Culture Tools Pecha Kucha"
 - Round 2. Six fresh tools, rapid-fire delivery. Walk away with ideas you can immediately explore, test, and use.
- "Making Mindfulness Work – For Believers"
 - Discussion leader: Paige Davis
 - Already a fan? This deeper dive offers case studies, program frameworks, and next-level implementation tools.

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- "Everyone Benefits: Best Practices from Ten Years at B Lab"
 - Discussion leaders: Rick Alexander & Holly Ensign-Barstow
 - B Lab's legal innovations for accountability can benefit all companies. Learn what works—and why.
- "How to Make a Better Space for Culture"
 - Speakers: Kristin Chiles (Google), Erin Morales (CBRE), Beth Goff-McMillan (SKG)
 - The open office debate is more than open vs. closed. Explore how space design supports flow, belonging, and focus.
- "The Art of Community Culture"
 - Discussion leader: Pedro Vidal, Burning Man Project
 - Culture doesn't stop at the company door. Learn how to tend external communities with care and strategy.

4:10–5:00 PM: Keynote "Brands Take a Stand – The Right Side of History"

Speakers: Mayerland Harris (H-E-B), Elizabeth Owen (Levi Strauss & Co.), Grace Zuncic (Chobani)

Interviewer: Eugene Sepulveda (Culturati)

Culture isn't limited to what happens inside our own four walls. Each of the brands onstage has taken multidimensional positions on social and humanitarian issues, putting their money and reputations on the line. Hear from their leaders how those decisions were made, when their values were tested, and what the true social and financial effects have been.

5:00–5:15 PM: Closing remarks

Speakers: Eugene Sepulveda, Josh Jones-Dilworth, Autumn Rich

5:15 – 6:30 PM: Closing reception & networking

Feature performance by Bobbie Nelson.