



# THE SENIOR RETREAT FOR HR LEADERS IN HEALTHCARE

FULL AGENDA



October 5 - 7, 2025 | Westin Copley Place, Boston, MA

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# WE ARE HR HEALTHCARE

## Coming Together to Make a Difference

Since 2017, HR executives in healthcare have trusted us to deliver an unrivaled program bringing together the most inspired HR leaders. Years later, 400+ speakers have provided 3000+ attendees with refreshed initiatives, unique insights, and action-ready strategies, and we have created a community of HR leaders like no other.

Join us in Boston to reunite with the best in the industry. You'll make connections that last a lifetime and become part of a true HR Healthcare community. Plus renew your SHRM certification and walk away with HRCI accreditation.

Looking forward to seeing you October 5 - 7 in Boston!



**Zainab Hayat**

Conference Director  
HR Healthcare

[zainab.hayat@wbresearch.com](mailto:zainab.hayat@wbresearch.com)



The Senior Retreat for HR Leaders in Healthcare  
October 5 - 7, 2025 | Westin Copley Place, Boston, MA

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2

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[About](#)

[Reviews](#)

[Speakers](#)

[Agenda](#)

[Sponsors](#)

[Pricing](#)

# WHAT MAKES THIS PROGRAM UNIQUE



## Connect.

Our program boasts executives from the country’s most innovative and lauded healthcare providers that are pushing the bar in patient satisfaction. You’ll hear how healthcare systems like yours are addressing today’s hottest topics, including: M&As, an aging population, and shrinking talent pools.



## Cultivate.

This is not your average exhibit hall. Packed wall-to-wall with key innovators in healthcare, have a first look at what’s to come (before the rest of the industry does) through hands-on presentations and one-on-one conversations.



## Interact.

Presentations won’t go in one ear and out the other. With specifically curated boardroom discussions, small group meetups, and networking in our innovation theatre, attendees will leave the conference with tactical, actionable items that will help you move forward with the right people strategy.



# EARN HRCI & SHRM CREDITS

Attend HR Healthcare and walk away with SHRM & HRCI credits to continue your professional development and education with SHRM & HRCI credits (6-8 hours).



# A FIVE STAR CONFERENCE

## Collaborative.



“I am so excited to find a community of Healthcare HR leaders to interact and learn from! The interactivity was terrific and it was so nice to talk through obstacles we’re all facing with peers in this collaborative environment.”

**LISA MINOR**

Director, Human Resources  
**Cleveland Clinic**

## Highest Quality.



“I have attended almost all HR Healthcare events so far. I appreciate the expertise level of the speaker faculty, the strong pertinence of the presentations and, more importantly, the high quality of attendees.”

**SEBASTIEN GIRARD**

Chief People & Belonging Officer  
**Novant Health**

## An Incredible Event.



“This was an incredible event to network... I met so many people that I know that I will network with for years to come. I also met some wonderful vendors who are offering real solutions for this challenging time. I can’t wait to attend next year.”

**CATHY HENESEY**

VP, Talent Acquisition  
**AdventHealth**

# ALL OF THE MAJOR PLAYERS IN ONE PLACE





## What You Need to Know

HR Healthcare presents the premier celebration of professional achievement for HR pioneers in healthcare. The Innovation Awards celebrates the most innovative, dynamic, and accomplished industry trailblazers.

**Winners will be announced at the HR Healthcare conference on October 6th.**

## Awards Calendar

- **April 4:** Nominations Open
- **June 6:** Deadline for Nominations
- **August 4:** Finalists Announced
- **October 6:** Awards Ceremony!



### Talent Acquisition

Success in recruiting high quality talent, growing pipelines, and reducing vacancies. Accepted nominations include recruitment and talent pipeline building programs.

### Learning & Development

Developing talent with the skills needed for today's healthcare provider. Accepted nominations include initiatives competency training, upskilling, reskilling, career pathing, leadership development, continued education or licensure program etc.

### Talent Management

Building the workforce of the future. Accepted nominations include initiatives around talent pipelining, workforce and succession planning, and organizational development programs.

### Technological Innovation

Embracing digital acceleration in a way that is people-centric and drives HR strategy forward. Accepted nominations include technological implementation in any area of HR.

### HR Innovator Award

An HR practitioner who has achieved meaningful change in HR strategy by leading with strategy and vision.

# 2025 ADVISORY BOARD

The HR Healthcare Advisory Board—comprising seasoned leaders in healthcare HR—has provided input to this year’s agenda to ensure that you leave with valuable, actionable insights to advance your people objectives. They are also valued members of the Innovation Awards committee, helping to select this year’s winners.

**Alen Brcic**  
*CHRO*  
**Methodist Health System**

**Barry Burns**  
*VP, HR*  
**Methodist Healthcare System**

**David Crawford**  
*VP, Talent Acquisition*  
**NewYork-Presbyterian**

**David Gill**  
*VP, Team Member Culture & Experience*  
**Northwell**

**Sebastien Girard**  
*SVP, Chief People & Belonging Officer*  
**Novant Health**

**Ashley Ridgeway-Washington**  
*SVP, CHRO*  
**JPS Health Network**

**Yon Sugiharto**  
*Executive Director, Training & Development*  
**Yale Medicine**

**Judy Zola**  
*Director, Organizational Development*  
**Pine Street Inn**

**David Jones**  
*Interim CHRO*  
**UCSF Health**

**Joe Cabral**  
*Chief Growth Officer*  
**Prolucent**



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# YOUR 2025 ALL-STAR SPEAKER LINEUP

**Helen Arteaga**  
CEO  
NYC Health + Hospitals

**Mamoon Syed**  
SVP, Chief People Officer  
Children’s Hospital Los Angeles

**Kelly Johnson**  
Chief Nursing Officer and SVP,  
Patient Care Services  
Children’s Hospital Los Angeles

**Pierre Pham**  
Chief Experience Officer  
NYC Health + Hospitals

**Donato Cipriano**  
CHRO  
NYC Health + Hospitals

**David Jones**  
Interim CHRO  
UCSF Health

**Laura Hamrick**  
Chief People Officer  
Elara Caring

**Aurora Martinez Ramos**  
Chief Learning Officer  
Sanitas US

**Chuck Girard**  
VP, Government Relations  
HCA Healthcare

**Sandra Pham**  
VP, Finance, People, & Culture,  
The Permanente Federation  
Permanente Medicine (Kaiser Permanente)

**Kelly Weatherly**  
CHRO  
ECU Health

**Christina Bowen**  
Chief Well-Being Officer  
ECU Health

**Ashley Ridgeway-Washington**  
SVP, CHRO  
JPS Health Network

**Matthew Kurth**  
Deputy Chief People Officer  
Northwell Health

**Jacquie Liddell**  
VP, Talent Acquisition  
& Workforce Development  
Mass General Brigham

**David Crawford**  
VP, Talent Acquisition  
NewYork-Presbyterian

**Edina Hanes**  
VP, HR  
UCHealth

**Lauren King**  
VP, Talent Acquisition  
& Workforce Development  
Novant Health

**Tanya Fitzgerald**  
VP, Talent Management  
Novant Health

**Armando Staley**  
VP, Talent Acquisition &  
Workforce Planning  
Boston Children’s Hospital

**David Gill**  
VP, Team Member Culture &  
Experience  
Northwell

**Akilah Griffin**  
VP, Talent Acquisition  
Advocate Health

**Bridget Marzette-Bender**  
VP, Experience & Diversity,  
Equity, Inclusion and Belonging  
Mercy

**Barry Burns**  
VP, HR  
Methodist Healthcare System

**Sarah Currier**  
VP, HR  
Indiana University Health



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9

Jump to →

About

Reviews

Speakers

Agenda

Sponsors

Pricing

# YOUR 2025 ALL-STAR SPEAKER LINEUP

|                                                                                                         |                                                                                                      |                                                                                                       |                                                                                                                           |                                                                                                          |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| <b>Maria Schaefer</b><br><i>VP, Enterprise Talent Operations</i><br><b>BrightSpring Health Services</b> | <b>Adrina Walker</b><br><i>AVP, HR</i><br><b>The University of Vermont Medical Center</b>            | <b>Yon Sugiharto</b><br><i>Executive Director, Training &amp; Development</i><br><b>Yale Medicine</b> | <b>Miraix Odiah</b><br><i>Executive Director, Employee Relations &amp; Professionalism</i><br><b>Mass General Brigham</b> | <b>Lisa Minor</b><br><i>Senior Director, Global Leadership &amp; Learning</i><br><b>Cleveland Clinic</b> |
| <b>Lance Bradshaw</b><br><i>Director, Workforce Transformation</i><br><b>Intermountain Healthcare</b>   | <b>Judy Zola</b><br><i>Director, Learning &amp; Development</i><br><b>Boston Children's Hospital</b> | <b>David Rutherford</b><br><i>Director, Workforce Planning</i><br><b>OhioHealth</b>                   | <b>Chris Imhoff</b><br><i>Change Management Advisor</i><br><b>OhioHealth</b>                                              | <b>Kenton Saunders</b><br><i>Director, Operations</i><br><b>Mercy</b>                                    |
| <b>Ashley Campos</b><br><i>Director, Care Experience</i><br><b>NYC Health + Hospitals</b>               | <b>Leslie Duran</b><br><i>Learning Business Partner</i><br><b>Mercy</b>                              | <b>Teresa Fitz</b><br><i>Senior Specialist, Talent Development</i><br><b>Mercy</b>                    | <b>Genevieve Healy</b><br><i>Program Manager</i><br><b>Cleveland Clinic</b>                                               | <b>Tricia Neus</b><br><i>Team Lead, Employee Wellness</i><br><b>Methodist Health System</b>              |
| <b>Dr. Katie Brown</b><br><i>Founder &amp; Chief Education Officer</i><br><b>Engen</b>                  | <b>Tess Michaels</b><br><i>CEO</i><br><b>Clasp</b>                                                   | <b>Dr. Andrew Shean</b><br><i>Chief Learning Officer</i><br><b>Penn Foster</b>                        | <b>Sarah Szpaichler</b><br><i>Managing Director</i><br><b>Deloitte</b>                                                    | <b>Amit Fernandes</b><br><i>Senior Director, Product Management</i><br><b>Checkr</b>                     |

View our full speaker roster here

SUN  
OCTOBER 5

# HEALTHCARE PROVIDER EXECUTIVE EXCHANGE

Peer-to-peer connections are at the heart of HR Healthcare. Kick off your time at the conference in discussion with colleagues from healthcare providers to drive solutions on shared challenges.

START TIME 3:00 PM

## Registration & Conference Check-in

### Boardroom Discussions

Settle into one of three boardroom discussion streams for the afternoon. The boardroom discussions seat 20 attendees for an in-depth discussion on a particular topic led by a facilitator. Sign-up onsite.

*Healthcare providers only.*

#### The Ease of Doing Business with HR to Drive Organizational Excellence

David Gill, VP, Team Member Culture  
& Experience, **Northwell**

#### Onboarding Assessments for Improved Retention

Tanya Fitzgerald, VP, Talent  
Management, **Novant Health**

#### Rotational Leadership Academy to Lead the Next Generation of the Workforce

Bridget Marzette-Bender, VP,  
Experience & Diversity, Equity,  
Inclusion and Belonging, **Mercy**

Leslie Duran, Learning Business  
Partner, **Mercy**

### CHRO Circle

The CHRO Circle seats 10 executives to discuss the challenges facing HR leaders today. Invite-only.

*Healthcare providers only.*

3:30-4:10 PM

#### How Does HR Work with Shrinking Margins?

4:15-4:25 PM

#### Navigating the Current Environment while Ensuring Healthcare Organizations Can Deliver Care



# HEALTHCARE PROVIDER EXECUTIVE EXCHANGE

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## Boardroom Discussions

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|                                                                                                                                                                 |                                                                                                           |                                                                                                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Driving Employee Resilience and Reducing Burnout</b>                                                                                                         | <b>Navigating a Complex HR Tech Landscape</b>                                                             | <b>Cross Training to Strengthen Talent Pipelines</b>                                                                                                                                                |
| <b>The Ins and Outs of International Recruitment to Build Talent Pipelines</b><br><br>David Rutherford, <i>Director, Workforce Planning</i> , <b>OhioHealth</b> | <b>Topic TBA</b><br><br>Tricia Neus, <i>Team Lead, Employee Wellness</i> , <b>Methodist Health System</b> | <b>Quantifying HR’s Impact on Business Performance</b><br><br>Sandra Pham<br><i>VP, Finance, People, &amp; Culture, The Permanente Federation</i><br><b>Permanente Medicine (Kaiser Permanente)</b> |

## CHRO Circle

The CHRO Circle seats 10 executives to discuss the challenges facing HR leaders today. Invite-only. *Healthcare providers only.*

4:30-5:10 PM

**The CHRO’s Role in Enterprise Technology**  
  
Laura Hamrick, *Chief People Officer*, **Elara Caring**

Fall Fest Welcome Happy Hour for All Attendees

END TIME 6:30 PM

MON

OCTOBER 6

DAY 1

# SHAPING TOMORROW'S HEALTHCARE WORKFORCE FOR THE FUTURE OF PATIENT CARE

START TIME 7:00 AM

## Breakfast & Registration

### Welcome Remarks & Ice Breaker

Zainab Hayat, *Senior Conference Producer*, **HR Healthcare**, a **WBR event**

### Chairperson's Opening Remarks

Sarah Szpaichler, *Managing Director*, **Deloitte**

### KEYNOTE: Driving Connection and Care: The Human Touch in a Digitizing Workplace

Matthew Kurth, *Deputy Chief People Officer*,  
**Northwell Health**

### PANEL: Stabilizing and Futureproofing the Healthcare Workforce

Jacquie Liddell, *VP, Talent Acquisition & Workforce Development*, **Mass General Brigham**

Lauren King, *VP, Talent Acquisition & Workforce Development*, **Novant Health**

Dr. Katie Brown, *Founder & Chief Education Officer*, **Engen**

## PARTNER PRESENTATION: The Future of Work and Its Impact on the HR Function

### Rise & Shine Networking Break in the HR Hub Hosted by Corporate Traditions

### FIRESIDE CHAT: Delivering Human Centered Care through Sustainable Culture Transformation

Ashley Ridgeway-Washington, *SVP, CHRO*,  
**JPS Health Network**

Norma Tirado-Kellenberger, *CHRO*, **Access Community Health Network**

### Innovation Awards Spotlight: Talent Acquisition

### PANEL: Creative Solutions to Healthcare's Talent Shortage

David Crawford, *VP, Talent Acquisition*,  
**NewYork-Presbyterian**

Akilah Griffin, *VP, Talent Acquisition*, **Advocate Health**

## PARTNER PRESENTATION: Elevating the HR Function through Better People Analytics

### Collaborative Roundtable Discussions

Choose one topic for the first thirty minutes and a second topic for the second thirty minutes to discuss and benchmark with 10-15 of your peers.

- Retention by Design: Investing for Long-Term Impact**  
Tess Michaels, *CEO*, **Clasp**
- Leveraging AI to Remove Bias, Reduce Risk, and Improve the Healthcare Candidate Experience**  
Amit Fernandes, *Senior Director, Product Management*, **Checkr**
- Building Healthcare Careers through Training Expansion and Upskilling**  
Dr. Andrew Shean, *Chief Learning Officer*, **Penn Foster**
- Data Driven Recruitment to Elevate Your Talent Acquisition Strategy**  
Facilitator TBA, **Rogue Hire**
- Topic TBA**  
Facilitator TBA, **LinkedIn**



DAY 1

# SHAPING TOMORROW'S HEALTHCARE WORKFORCE FOR THE FUTURE OF PATIENT CARE



Networking Luncheon for All Attendees | Lunch Hosted by Checkr *(Invite-only.)*

## Boardroom Discussions

Settle into one of four boardroom discussion streams for the afternoon. The boardroom discussions seat 20 attendees for an in-depth discussion on a particular topic led by a facilitator. Sign-up onsite. [Healthcare providers only.](#)

### Service Fanaticism: A Journey in Flipping the Narrative for HR

Mamoon Syed, *SVP, Chief People Officer,*  
**Children's Hospital Los Angeles**

### Introducing AI Enablement & Managing Change for Better Patient Care

Chris Imhoff, *Change Management*  
*Advisor,* **OhioHealth**

### Reducing First Year Turnover in Critical Roles through Workforce Development

Lisa Minor, *Senior Director, Global*  
*Leadership & Learning,* **Cleveland Clinic**

Genevieve Healy, *Program Manager,*  
**Cleveland Clinic**

### People Analytics to Drive Future Talent Strategy

### Upskilling and Reskilling Non-Clinical Talent for Better Talent Mobility

Dr. Katie Brown, *Founder & Chief*  
*Education Officer,* **Engen**

### Becoming a Skills Based Organization

### Succession Planning for Executive Roles

### Leveraging AI to Fill Talent Gaps

MON

OCTOBER 6

DAY 1

# SHAPING TOMORROW'S HEALTHCARE WORKFORCE FOR THE FUTURE OF PATIENT CARE

Afternoon Pick Me Up Networking Break  
in the HR Hub

**FIRESIDE CHAT:** From Classroom to Clinic:  
Pipelining and Training Talent  
for Value-Based Care

Aurora Martinez Ramos, *Chief Learning Officer*, **Sanitas US**

**PANEL:** Navigating the World of Mergers,  
Acquisitions, and Integrations for Smooth  
Workforce Transitions

Edina Hanes, *VP, HR*, **UCHealth**

Barry Burns, *VP, HR*, **Methodist Healthcare System**

Yon Sugiharto, *Executive Director, Training &  
Development*, **Yale Medicine**

Sarah Currier, *VP, HR*, **Indiana University Health**

**CASE STUDY PRESENTATION:** Rebranding  
the EAP for Improved Employee Wellbeing  
and Engagement

Christina Bowen, *Chief Well-Being Officer*, **ECU Health**

**Innovation Awards Spotlight:**  
Learning & Development

**CASE STUDY PRESENTATION:**  
Rebuilding Talent Acquisition Capabilities  
through People-Centered Candidate  
& Employee Experiences

Maria Schaefer, *VP, Enterprise Talent Operations*,  
**BrightSpring Health Services**

**Innovation Awards Spotlight:**  
Talent Management

**HR Healthcare Innovation Awards  
Ceremony & Cocktail Reception**

END TIME 7:00 PM

**Dinner Hosted by Guild Education**  
(By invitation only.)



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TUES

OCTOBER 7

DAY 2

## EMPOWERING AND ENGAGING YOUR WORKFORCE FOR A BEST IN CLASS HEALTHCARE PROVIDER

START TIME 7:30 AM

### Breakfast & Registration

### Welcome Remarks

**Zainab Hayat**, Senior Conference Producer, **HR Healthcare**, a **WBR event**

### Chairperson's Opening Remarks

### **FIRESIDE CHAT:** What Does the Current Political and Regulatory Landscape Entail for HR?

**Chuck Girard**, VP, Government Relations, **HCA Healthcare**

### **PANEL:** HR's Role in a Tech Enabled Healthcare Provider for the Future of Care

**Miraix Odiah**, Executive Director, Employee Relations & Professionalism, **Mass General Brigham**

**Lance Bradshaw**, Director, Workforce Transformation, **Intermountain Healthcare**

### **PARTNER PRESENTATION:** Compelling Total Rewards Strategy for the Current Workforce

### Espress-O'Clock Networking Break in the HR Hub

### **FIRESIDE CHAT:** What Can Healthcare Learn from Hospitality?: How HR and Patient Experience Can Partner for Holistic Care

**Helen Arteaga**, CEO, **NYC Health + Hospitals**

**Pierre Pham**, Chief Experience Officer, **NYC Health + Hospitals**

**Donato Cipriano**, CHRO, **NYC Health + Hospitals**

**Ashley Campos**, Director, Care Experience, **NYC Health + Hospitals**

### **Innovation Award Spotlight:** Technological Innovation

Our award finalists will present the work they were nominated for! Hear all about the programs that our judges deemed innovative in pushing HR forward.

TUES

OCTOBER 7

DAY 2

## EMPOWERING AND ENGAGING YOUR WORKFORCE FOR A BEST IN CLASS HEALTHCARE PROVIDER

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### **FIRESIDE CHAT:** Investing In Your Employees for a Healthy and Engaged Workforce

**Mamoon Syed**, *SVP, Chief People Officer*, **Children's Hospital Los Angeles**

**Kelly Johnson**, *Chief Nursing Officer and SVP, Patient Care Services*, **Children's Hospital Los Angeles**

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### **Network & Chill Break in the HR Hub**

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### **PANEL:** A Holistic Total Rewards Strategy: How Are Organizations Supporting Employee Wellbeing?

**Kelly Weatherly**, *CHRO*, **ECU Health**

**Adrina Walker**, *AVP, HR*, **The University of Vermont Medical Center**

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### **Innovation Awards Spotlight: HR Innovator Award Winner**

Hear from our HR Innovator Award winner about the work that earned them the title at our Awards Ceremony the night prior!

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### **CLOSING PANEL:** What's the Next Frontier in Building the Healthcare Workforce?

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### **Networking Luncheon for All Attendees | Advisory Board Lunch**

*END TIME 2:00 PM*

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### **End of HR Healthcare 2025**



# (RE)TREAT YOURSELF IN BOSTON

## THE WESTIN COPLEY PLACE

10 Huntington Avenue, Boston, MA, 02116

[VIEW WEBSITE](#)

**CUTOFF DATE:** September 12, 2025

HR Healthcare 2025 has secured a **special conference rate of \$369 a night** plus tax for attendees. In order to make your reservation, please call the The Westin Copley Place, phone number 617-262-9600 and identify yourself as a HR Healthcare attendee. Rooms are limited and are on a first come, first served basis, so make your reservations as soon as possible.

The special rate expires **September 12, 2025**. After this date, rooms may still be available, so inquire with the hotel if you have missed the cut-off date.



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18

[Jump to →](#)

[About](#)

[Reviews](#)

[Speakers](#)

[Agenda](#)

[Sponsors](#)

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With access to over 200 HR and talent acquisition executives, it's an investment well worth your time. Our events are a must-attend for top HR healthcare minds; and gather the highest proportion of decision making teams who have the buying power.

## Interested in sponsorship and exhibition opportunities at HR Healthcare?

Have a chat with Michael! He'll customize a sponsorship package aligned to your organizational needs.

### Michael Williams

Sponsorship Director

[sponsor@wbresearch.com](mailto:sponsor@wbresearch.com)

## HR Healthcare Offers You



### Audience Acquisition

We have a team that's focused on bringing you the highest quality audience. The decision makers and strategy implementers – that's who you come to meet.



### Face-time

Build relationships onsite. Generate new leads and engage your sales team with over 175 executives at your booth, sessions, roundtables and more.



### Fun Networking

Host your own private receptions, one-on-one meetings, cocktail parties and advance leads by demonstrating solutions face-to-face!



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19

[Jump to →](#)

[About](#)

[Reviews](#)

[Speakers](#)

[Agenda](#)

[Sponsors](#)

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20

Jump to →

About

Reviews

Speakers

Agenda

Sponsors

Pricing

# PRICING AND DISCOUNTS

### HEALTHCARE EXECUTIVES

**Three Day Conference**  
October 5 - 7, 2025

~~\$1,199~~  
**\$899**

Early-Bird Register by June 30<sup>st</sup> | Save **\$300**

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**Three Day Conference Complimentary Pass\***  
October 5 - 7, 2025

**\$0**

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\*Complimentary passes only apply to Health Systems, Hospitals, or Providers of Care.  
Passes reserved for: VP, Head of , SVP, EVP, C-Level of HR, VP/Director, Senior Director, Executive Director of HR, Talent Acquisition, Learning & Development, Total Rewards, Comp & Ben, Org Development, or People

### SOLUTION PROVIDERS

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