



Session Descriptions

Below are a few examples of presentations offered. More available at <https://www.robatalanospeaks.com/>

1. The Power of Feedback: How It can Make or Break Your Employee Experience

Format: Workshop

Audience: HR Teams / Leaders

Description:

A hands-on, high-energy session that goes beyond theory to *practice giving and receiving feedback* that actually improves performance, trust, and team dynamics. This isn't about frameworks on a slide — it's about building real confidence and clarity around feedback muscle memory.

"Feedback is a gift." We've all heard that adage before, but it's an accurate statement when it comes to enabling successful teams. As executives and HR professionals focus on growth of their people and businesses, it's critical to understand the importance of feedback and infuse that into the culture. This workshop will explore:

Key Takeaways to Highlight:

- The real impact of feedback in your organizations and why it matters
- Memorable exercises that will amplify the importance of feedback that you can use for your company
- Methods to infuse feedback strategies into your team and whole organization
- Examples and stories of companies that are doing it well to inspire action

2. AI Didn't Come to Cut Costs; It Came to Build Culture

Format: Keynote/Session

Audience: HR Teams

Description:

Reframes the role of AI in HR from efficiency and reduction to *connection, trust, and human performance at scale*. This talk challenges leaders to think differently about tech: not as a cost weapon, but as a *culture accelerator*.



Key Takeaways to Highlight:

- AI augments human leadership and engagement, not replaces it.
 - Culture and connection *must be core* to any AI strategy.
 - Practical perspective on how HR can deploy AI to deepen employee experience.
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3. Your 2027 EX Strategy: Upgraded for the New Workplace

Format: Keynote/Session

Audience: HR Teams

Description:

Presents a *modern EX framework* that shifts employee experience from perks and tactics to a strategic system shaping performance, trust, and retention.

The changing workplace requires changing our strategies to engage and inspire employees. This session will focus on key approaches HR leaders are taking to increase employee engagement and improve the overall employee experience, while at the same time focus on strategies to set companies up for success in 2026 and beyond.

Key Takeaways to Highlight:

- Understand why new HR strategies are required in today's changing workplace
- Learn about new trends in HR and how to apply them in key HR strategies to improve employee and company success
- Learn approaches to leverage other leaders in the company to support and own employee engagement
- Gain insight into a model to drive better employee experience
- Learn to develop the right mindset, philosophy and approach towards driving organizational change.



4. 2026 Employee Listening Trends: From Survey Fatigue to Signal Intelligence

Format: Keynote/Session

Audience: HR Teams

Description:

Explores the evolution of employee listening beyond old pulse surveys toward *signal intelligence* — insights that meaningfully inform action without burning out employees or HR teams.

Forms of employee listening and measurement of employee engagement have been a part of organizations for over a century to improve the employee experience and curb attrition. Over the decades, approaches have been modernized and companies are implementing more holistic employee listening strategies. This has become a critical shift as the workplace has changed and modernized in the past few years, and this session will share combined experiences and learnings from hundreds of organizations that have upgraded their approach to employee listening.

Key Takeaways to Highlight:

- Learn why focusing on a better Employee Voice strategy is critical, especially during times of uncertainty
- Understand the evolution of Employee Voice, and why certain methods are outdated and no longer adequate on their own
- Hear proven effective methods and practical solutions to supporting an inspirational future of Employee Voice
- Hear real stories about companies doing it right

5. 2026 Employee Recognition Trends in the Workplace

Format: Keynote/Session

Audience: HR Teams

Description:

Looks at why recognition programs often fade, and how top organizations breathe life into appreciation as a *performance engine, not a hollow perk*.

Forms of employee recognition and rewards have been a part of organizations for over a century to improve employee engagement and retention. Over the decades, approaches have been modernized



and companies are implementing more holistic recognition strategies to improve the overall employee experience. This session will share combined experiences and learnings from hundreds of organizations that have upgraded their recognition and reward strategy.

Key Takeaways to Highlight:

- Why focusing on a Recognition strategy is critical in today's workplaces
 - The evolution of Employee Recognition, and why certain methods are outdated and no longer adequate on their own
 - A framework and proven effective methods and practical solutions to creating a culture of appreciation
 - Examples of companies that are doing it well
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6. Leaders Are Tools: Multipliers or Kill Switches

Format: Keynote or Workshop

Audience: HR Teams

Description:

Explores how leaders *either amplify culture, performance, and engagement or silently shut it all down*. A high-impact session that makes leadership behaviors visible and actionable.

Managers have the largest impact on employee engagement and the old adage is true: employees leave managers, not companies. This session focuses companies on what needs to be done in companies to leverage managers to offer employee and company success. In this session, you will learn:

Key Takeaways to Highlight:

- Research to confirm how managers have a large impact on employee engagement and why focusing on them is important
- Key strategies on how to approach your leadership development initiatives and enable them to be successful
- Three things to STOP doing to your managers and leaders
- Key examples of companies that are doing it right