

May 5 -7, 2026

# Foundation HR Alliance Summit



Middleburg, VA

## Agenda: At-a-Glance

*Get a sneak peek of this year's topics!*

### The Friction Tax: Moving from "Clean Up" Crew to Architects of Excellence

**Diane Headley** – Ford Foundation  
**Chris Grygo** – Ford Foundation

In a fast-changing landscape, the gap between strategy and execution is often filled by a hidden "Internal Tax." This tax is paid in wasted time, resource guarding, and the "Unfair Ask" – which is the unproductive friction of demanding high-level performance from individuals and teams stuck in complex lagging systems they are unprepared to navigate.

During this session, we will stress-test a prototype being built at Ford Foundation to help solve systemic friction. We will also explore how to bake strategic lenses into our institutional DNA so they become instinctive reflexes rather than elective behaviors.

### Rethinking Performance Management: Reflection and Discussion

**Maureen Rayhill** – Helmsley Charitable Trust

This interactive session explores how performance management processes can either support or undermine an organization's performance management goals and objectives. We'll share our experience exploring different evaluation approaches and why they worked – or didn't.

Participants will work in small groups to examine current evaluation practices, identify pain points, and brainstorm solutions using a structured framework.

## Tuesday, May 5:

5pm - 7:30pm

New Member & Steering Committee Meetup

Cocktails and Welcome Dinner

## Wednesday, May 6

9am – 5pm

Summit Sessions

Lunch

6pm – 8pm

Cocktails and Canapes

Dinner

## Thursday, May 7:

7am – 1pm

Yoga

Summit Sessions

Closing Remarks

*Stay tuned for full agenda!*

## The Future-Ready Foundation Leader

**Erica Grant** – Lotis Blue Consulting, a SullivanCotter company

The future of philanthropy demands a new kind of foundation leader, starting with the CEO, and a more intentional approach to developing leaders for what lies ahead. C3 Nonprofit Consulting Group and Lotis Blue, in partnership with Hogan Leadership Assessments, will debut new research defining the competencies, behaviors, and values that distinguish future-ready leaders and predict success in an increasingly complex philanthropic landscape.

## Beyond the Ladder: Clarity and Candor in Career Conversations

**Desy Osunsade** – Imaginable Futures | **Elaine Perez** – Overdeck Foundation

When traditional career ladders no longer reflect how people grow, organizations face increased disengagement, stalled development, and higher levels of regrettable attrition. This session explores how leaders can enable more honest and transparent career conversations that surface where individual aspirations and organizational priorities align – and where they don't. Topics include equipping managers to lead meaningful growth discussions, expanding talent pathways, and supporting employees whose development may lead in new directions.

## Charting AI Usage

**Francesca Vollaro** – Ford Foundation

**Christina Jordan** – Omidyar Network

**Aiha Nguyen** – Data & Society

This interactive session is designed to foster discussion and benchmarking about how we plan for and integrate the spectrum of Artificial Intelligence (AI) tools – from generative to agentic and beyond – into our talent management lifecycle and our organization as a whole. We'll focus on practical applications and ethical considerations for the short- and long-term.

## 2026 Outlook

**Nanci Hibschan** – C3 Nonprofit Consulting Group

**Amanda Wethington** – C3 Nonprofit Consulting Group

Explore the latest trends and future outlook on people and culture topics with a focus on executive compensation and governance, pay transparency, and recognition and rewards. The session will include a presentation followed by an interactive discussion and opportunities to share insights with the broader group.

## Spotlight

### FHRA Book Library

**Share a story,  
spark a connection.**

Bring a book you enjoyed  
and swap it for something  
new with your peers!

## Yoga

Join us on the morning of  
**Thursday, May 7**



**Hosted by Abby Saloma**  
Charles & Lynn Schusterman  
Family Philanthropies