



## Business Perspectives Briefings Insights for Leaders

Mumbai



## Mission Critical Leadership: Rethinking How We Attract, Develop and Retain Our Leadership Talent

When? Wednesday, 7th March 2012 (Venue in Mumbai will be informed on acceptance of invitation)  
9.00-9:30am Registration | 9:30-10:30am Rebecca Ray | 10:30-11:00am Allen Sequeira | 11:00-11:30am Open Discussion

### Speakers



Rebecca L. Ray, Ph.D.  
Senior Vice President  
Human Capital  
The Conference Board



Allen Sequeira  
Executive Vice President  
Group HR & Leadership Dev  
Mahindra & Mahindra

Come join this interactive discussion about the most pressing challenge on the minds of Indian CEOs as reflected in the 2012 CEO Challenge study – **Human Capital** – which was ranked more highly than geo-political risk, innovation or cost optimization. And of the top-ranked strategies to address the human capital challenge, leadership development and growing talent internally topped the list. Learn more about what CEOs plan to do about leadership development and hear what practitioners can do to meet this leadership development challenge.

Rebecca Ray, Ph.D., Senior Vice President and the leader of the Human Capital Practice at The Conference Board, will share the findings from the study and begin the conversation about the implications for Human Capital Professionals who must design and deliver leadership development programs and initiatives.

Allen Sequeira, Executive Vice President, Group HR & Leadership Development, Mahindra & Mahindra and no stranger to the talent and leadership development challenges in India, will share his thoughts on the effective ways to insure strong leadership teams today and for the future.

Bring your ideas and passions about leadership development to this innovative session.

Presentation in Partnership with

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CEOs from India and China, who responded to the 2012 CEO Challenge survey, said that human capital is their number one challenge.

The criticality of human capital is not news to members of this profession. Those of us in human capital already know the difficulties of retaining top performers, raising engagement levels, developing leaders and finding skilled talent in far-flung and hot labor markets. These are the fields in which we have toiled for years. ***What is different now is that the view of the C-Suite is aligned with ours;*** no business strategy can be executed without the right talent; no innovation occurs without creative, inquisitive people; and no company survives without layers of strong, vibrant leaders who lead it confidently forward. CEOs were very clear about which strategies they felt critical to address the human capital challenge.

## **KEY ISSUES**

For companies to remain competitive, they will need to develop young leaders early in their careers. To plan for the future, companies need to build talent management into the business strategy, create a pipeline of job roles, hire and develop employees with future positions in mind even if such roles do not yet exist, and train the next generation of leaders to have a global mindset. If young leaders do not see a career path at your company, they will find a job elsewhere.

The Conference Board's annual study of CEO priorities, according to the CEOs themselves, will be hot off the presses and Rebecca Ray, Ph.D., Senior Vice President and the leader of the Human Capital Practice at The Conference Board, will share the findings from the study and begin the conversation about not only what is on the minds of our business leaders but also the implications for Human Capital Professionals.

## **REGISTRATION DETAILS**

This is an invitation only, limited seating event.  
***Registration is complimentary.***

**To register, or for more information:**

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