

ONBOARDING LABS

THE CONFERENCE BOARD
Trusted Insights for Business Worldwide



2014 ONBOARDING LABS

April 21, 2014

Millennial Workforce Strategy LABS

Attraction, Engagement and
Retention in an increasingly
Social Workplace

April 22-23, 2014

Onboarding LABS: The New Hire Experience

Highly Interactive LABS for
senior practitioners seeking:

- Actionable Insights to reinforce or redesign Onboarding or Millennial workforce strategies
- Development strategies for New Hires and New Leaders

The Conference Board
Conference Center
New York, NY

Save \$200
register by 3.17.14!

Benefits of attending the Millennial Strategies LABS

The 3 generation workforce has arrived at many large organizations; within this context Millennial employees are now growing in significance at firms with a stake in the future. This will require new tools and skills with which to attract, communicate and engage people going forward. You will learn from researchers and practitioners key skills in:

- Communication to the Millennial workforce
- Putting context to the 3 Generation Workplace
- Developing strategies for *Attraction/Engagement* and *Retention* of Millennial employees
- Deriving the maximum value from good Off-boarding

Benefits of attending the Onboarding LABS

Onboarding has moved well beyond provisioning at leading global firms; it is the new frontier for the minds and hearts of employees new to organizations. The Onboarding experience can simultaneously super charge talent acquisition and engagement strategies for firms where talent is crucial and competitive. The 2014 LABS will provide deep dive research and case studies from thought leaders and practitioners striving to move Onboarding forward in practice and impact, sessions include capability building on:

- Developing appropriately blended onboarding experiences including online learning, classroom learning, or social learning through peer to peer formats
- Methods to align onboarding and leadership development programs
- Practices to ensure the quality of new hire curricula, so knowledge and skills can begin on day one
- Leveraging technology to provide deeper new hire experiences
- Techniques to connect new employees and increase collaboration and productivity

Who should attend

Vice Presidents/Director/Manager/Senior Managers of:

- | | |
|---|-------------------------|
| ■ Onboarding | ■ Learning |
| ■ Talent Acquisition | ■ Organizational Design |
| ■ Retention | ■ Workforce Planning |
| ■ Engagement, Effectiveness,
Performance | ■ HR Strategy |
| | ■ People and Change |

Millennial Strategies LABS Pre-Conference Seminar

Monday, April 21, 2014

The Conference Board Conference Center, New York, NY

Millennial Strategies: Pre-hire, Onboarding, Engagement and Retention

REGISTRATION AND CONTINENTAL BREAKFAST 8-9 AM

WELCOME AND INTRODUCTION 9-9:15 AM

Omar Andrade

LAB A PART 1 9:15-10:15 AM

Millennial Insights: Research from the Front Lines

Part 2 of the LAB features deep cutting edge research on the key drivers behind millennial behaviors and aspirations in the workplace. Findings presented are based upon several years of programming and analysis of viewing habits and taste-making for millennial viewers from early childhood to young adult and beyond to young working professional conducted at the iconic powerhouse of programming for youth -Nickolodean.

Amy Friedman, CEO, **Redhead Consulting** and Senior Advisor to **MTV Scratch**

NETWORKING BREAK: 10:15- 10:30 AM

LAB A PART: 2 10:30-11:30 AM

Millennial Leadership Development Strategies

This LAB will feature a deep dive into leadership development strategies designed for millennial executive transition and Onboarding. We will examine the new paradigm unique to millennial workers and what this will mean for successful leadership development programs.

Kate Ebner, Director, **Institute for Transformational Leadership**
Georgetown University

Rachel Wold, Senior Consultant and Media Specialist, **Nebo Company**

GENERAL SESSION A 11:30 AM- 12:15 PM

"The Future of Work is Here: Re-think, Re-invent and Re-imagine the Workplace"

Organizations are being forced to create innovative solutions to address the challenges of the future workplace. Megatrends driving this shift include:
The session will cover insights and a socio-historical context on these trends and implications to businesses and inform HR and leadership development with specific examples of leveraging the shifting workplace paradigm to improve business performance.

- | | |
|-------------------------|-----------------------------|
| 1 Globalization | 4 Social leadership |
| 2 Shifting demographics | 5 Environment/space changes |
| 3 Technology disruption | |

Christopher Bishop, Strategic Partner, **Future Workplace Consulting**

LUNCH 12:15 -1:30 PM

Call Customer Service at 212 339 0345

Millennial Strategies LABS Pre-Conference Seminar Monday, April 21, 2014 (cont'd)

GENERAL SESSION B: 1:30-2:15 PM

Harvard University's Institute of Politics Survey of Young Americans' Attitudes toward Politics and Public Service

The Millennial generation is becoming a force in politics with each subsequent election-most recently seen as a key constituency to a two time Obama presidency. The session will offer insights into the political and public policy views of 18-29 year olds drawn from 25 surveys of this generation since 2000. We will discuss the most recent findings, as well as longer-term trends and as a group draw implication

Trey Grayson, Director, Harvard Institute of Politics, **Harvard University**

GENERAL SESSION C: 2:15 PM - 3:15 PM

Onboarding for Leadership Development, Success and Retention

PwC has concluded the world's largest study dedicated to millennial workers. During this LAB they will share deep data on the trends and new strategies they have identified to better select, engage and retain new joiners and future leaders.

Anne Donovan, HR Transformation Leader, **PwC**

NETWORKING BREAK 3:15-3:40 PM

GENERAL SESSION D: 3:40 PM - 4:30 PM

Overcoming the Communication Gap: Millennial Leadership Development

The session discusses the large disconnects between millennial workers and employers on such key themes as the meaning of leadership, how to leverage collaboration and perhaps the greatest peril lost opportunity.

Emily Huston, Diversity Analyst, **NBCUniversal**

Onboarding LABS: The New Hire Experience

Tuesday, April 22, 2014

The Conference Board Conference Center, New York, NY

REGISTRATION AND CONTINENTAL BREAKFAST 8-9 AM

WELCOME AND INTRODUCTION 9-9:15 AM

Omar Andrade

LAB A: 9:15- 11:30 AM

Onboarding: It's in the Eye of the Beholder!

It is critical to have a clear destination in mind for your onboarding program if you strive to;

- gain ongoing support of key stakeholders and
- have a meaningful positive impact on your new employees and your organization
- achieve the next level of impact

Cisco is beginning its journey to establish a more common foundation for all new employees in all business units and in all geographies. We examine challenges faced and strategic directional decisions made as well as early outcomes they are seeing.

www.conferenceboard.org/OnBoardingLABS

The LAB is designed to inform the vision and mission of your Onboarding program and better enable your organization's capabilities by leveraging insights from Cisco's journey and fellow seminar participants to examine: *What does onboarding mean, What are the trends, When does it start, When does it end, Why should we care? Can just one team in the company "own" onboarding?*

Michael Cannon, Director, Talent Management, Global Professional Professional Development, Cisco Systems, Inc.

REFRESHMENT AND NETWORKING BREAK 10:30-10:50 AM

MINI-LAB B: 11:30 AM-NOON

Onboarding Maturity Curve Assessment

Facilitated by their multi-year survey and as a pre-cursor to the Mini-LAB B Kaiser Associates and the group as a whole will devise and fine tune a quick and easy tool to help participants identify and benchmark their organization's Onboarding processes.

Lilith Christiansen, Vice President, Kaiser Associates

NETWORKING LUNCHEON NOON-1:15 PM

GENERAL SESSION A: 1:15- 2 PM

Onboarding that Yields Innovation

At IBM, new employees are seen as primed to advance the organization in social technologies and drive innovation to new levels. IBM uses onboarding practices with social enterprise techniques. Leveraging social learning and networking in both pre-hire and new hire mode, IBM conveys culture and understanding of what it means to be part of IBM. This in turn increases performance, engagement and relevance.

Phee Vania, IBM New Hire Global Program Manager, IBM Canada Ltd.

GENERAL SESSION B: 2-3 PM

Leveraging Globalization to Move Onboarding Forward

Bechtel has embarked on a global redesign of content delivery and onboarding program. They have identified an opportunity to capture innovation and emerging best practices strategies learned from their extensive work in global emerging markets; this then informs the onboarding and learning content of the business at home.

Patrick J Martin, Manager of Content and Curriculum Development, Bechtel Corporation
Laura Hastings, Onboarding Project Lead, Bechtel Corporation

NETWORKING BREAK 3-3:30 PM

GENERAL SESSION C: 3:30-4:30 PM

Onboarding and the Knowledge Economy

Professional services firms and other knowledge economy businesses hold among the most expensive and difficult workforces to replace. They are bound together by strong culture, functioning across geographies in complex and highly matrixed organizations. When people truly are your most valuable asset no touch point can be neglected. In this instance a focus on speed to contribution and relevance are examined.

Mariam Hutchinson, Associate/Learning Strategist, Booz Allen Hamilton, Inc.
Kate Barbro, Director, Talent Management, Ernst & Young

Conference KeyNotes

Registration includes this summary of conference highlights
and a post-conference interactive webcast

Day Two, Wednesday, April 23, 2014

REGISTRATION AND CONTINENTAL BREAKFAST: 8:00–9:00 AM

GENERAL SESSION D: 9:00–10:00 AM

Global Onboarding 2014

JPMorgan Chase will share how it manages the quality of the new hire experience across HR, IT and other processes by developing, and executing its employee new hire portal in major markets and leveraging a global Onboarding survey. Speaker will address the challenges of staying current with regulatory and compliance challenges in various markets for all types of workers. Benefits include the streamlining of compliance, benefits, regulatory, orientation and transitions between types of worker engagement.

Judith Lannin Panagakos, Executive Director, Human Resources, JPMorgan Chase

GENERAL SESSION E: 10:00–11:00 AM

21st Century Onboarding: Social and ‘Gamified’

Learning has a meaningful role in Onboarding. While online learning provides significant benefits in terms of standardization, agility, cost-effectiveness and scale, it lacks the human touch. Leading organizations have successfully leveraged new age techniques such as social learning and gamification to create the engagement factor and a more personalized experience for the new.

REFRESHMENT AND NETWORKING BREAK: 11:00–11:30 AM

GENERAL SESSION F: 11:30 AM–12:15 PM

The Onboarding Journey

NCR recently embarked on an enterprise-wide global initiative to tackle the candidate/new hire experience from recruiting to the end of their first year of employment. NCR will share considerations on integrating Onboarding’s design with its business strategy, employee experience and company branding. Specifically we will examine the:

- Business case for investing in Onboarding
- Design team and approach
- Vision for the Onboarding journey
- Onboarding branding strategy

Wendy Smith, Strategic Onboard Manager, NCR Corp.

NETWORKING LUNCHEON: 12:15–1:30 PM

LAB C: 1:30 – 4:00 PM

Successful Onboarding

Participants will build or refine their existing Onboarding frameworks to achieve emerging best practices or move up to Onboarding leadership. The LAB is designed to provide specific skills in:

- A. Building and communicating the business case internally
- B. Developing a collaboratively built roadmap to an Onboarding platform by learning to:
 - conduct diagnostic assessment of existing Onboarding programs; and identifying jump start strategies including:
 - The Business Case and Future State of Onboarding
 - Customizing for your Workforce, Your Resources, Your Priorities
 - A Success Onboarding Case Study – 4 Pillars Framework

Lilith Christiansen, Vice-President, Kaiser Associates

Author, *Successful Onboarding: A Strategy to Unlock Hidden Value within Your Organization*

CLOSING REMARKS: 4:00– 4:10 PM

Omar Andrade, Program Director

Registration Information

Online www.conferenceboard.org/OnboardingLABS

Email customer.service@conferenceboard.org

Phone 212 339 0345 8:30 am to 5:30 pm ET Monday through Friday

The 2014 Onboarding LABS Seminar

The New Hire Experience

The Conference Board Conference Center, New York, NY

Conference (933014)-1)

April 22, 2014

Save \$200, register by 3.17.14

Associates **\$2,095** (after 3.17.14 **\$2,295**)

Non-associates **\$2,695** (after 3.17.14 **\$2,895**)

Pre-Conference Seminar (B97014-1)

April 21, 2014

Associates **\$1,035**

Non-associates **\$1,235**

Hotel Accommodations

Fees do not include hotel accommodations. A block of rooms has been established at the Marriott Courtyard New York Manhattan/Midtown East for a rate of \$324/night (single/double), excluding taxes & fees. To make reservations, please call 800-321-2211 and reference both the hotel name and **The Conference Board Onboarding Conference**.

Marriott Courtyard New York Manhattan/
Midtown East
866 Third Avenue
New York, NY 10022
Reservations: 800-321-2211

Hotel reservations cut-off date:
Monday, March 31, 2014

Cancellation Policy

Full refund until three weeks before the meeting. \$500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

Team Discounts per person

For a team of three or more registering from the same company at the same time, take \$300 off each person's registration.

One discount per registration. Multiple discounts may not be combined.



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Program subject to change. March 2014



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**The 2014
Onboarding LABS**
The New Hire Experience



Onboarding LABS
April 22 - April 23, 2014
The Conference Board Conference Center
New York, NY 10022

Millennial Workforce Strategies LABS
April 21, 2014

The Conference Board
845 Third Avenue, New York, NY 10022-6600

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