



The 2010

# Succession Management Conference

## Viewing Succession from Different Angles – The Key to Innovative Practices that Get Results

October 19–20, 2010  
October 18, 2010

Marriott Marquis, New York  
Pre-Conference Seminar



- Stay ahead of the curve, understand what successors in the pipeline really want from organizations
- Diagnose the impact of SEC 14E on your CEO succession plan
- Identify and prepare leaders for pivotal roles

Presented with assistance from: **PDI Ninth House**  
GLOBAL LEADERSHIP SOLUTIONS

Marketing sponsor:



In collaboration with:



## Benefits of attending

- Stay ahead of the curve, understand what successors in the pipeline really want from organizations
- Diagnose the impact of SEC 14E on your CEO succession plan
- Identify and prepare leaders for pivotal roles
- Learn how to develop talent in emerging markets
- Reap the benefits of a talent on demand approach to SM
- Discover what neuroscience can teach you about engaging your top talent in their own development

## Who should attend

Senior vice presidents, vice presidents and directors responsible for Succession Management in their organizations with the majority coming from Human Resources, Leadership Development, Talent and Global Talent Management, Training and Development, Employee Development, and Diversity.

## Previous participants of The Succession Management Conference

Aetna Inc.	Kaiser Permanente
Agilent Technologies	Korn/Ferry International
Air Products & Chemicals, Inc.	McGraw-Hill
Allstate Insurance Co.	MetLife, Inc.
American Express Company	Merck & Company, Inc.
AmerisourceBergen Corporation	Microsoft Corporation
AT&T Inc.	Motorola, Inc.
AXA Equitable	NASA
B/E Aerospace, Inc.	Northrop Grumman Electric Systems
Barnes & Noble, Inc.	Oracle Corporation
Best Buy Co., Inc.	PDI Ninth House
Booz Allen Hamilton Inc.	PepsiAmericas, Inc.
Boys & Girls Clubs of America	Personnel Decisions International
Burlington Coat Factory	Prudential Financial Inc.
Canadian Tire Corporation Ltd.	QUALCOMM, Inc.
Cardinal Health	QVC, Inc.
Central Intelligence Agency	Shaw Group Inc.
CIT Group	T. Rowe Price Group, Inc.
Computer Sciences Corporation	The Children's Place
Daimler AG	The Dow Chemical Company
Dalichi Sankyo, Inc.	The World Bank Group
Dean Foods Company	Tiffany & Co.
Eli Lilly and Company	Time Warner Inc.
EMC Corporation	Towers Watson
Ernst & Young LLP	Toys 'R' Us
FedEx Ground	U.S. Federal Reserve System
HCA Inc.	U.S. State Department
Hillenbrand, Inc.	Verizon Communications, Inc.
Intel Corporation	Walton Construction Company
Intuit, Inc.	Wegmans Food Markets, Inc.



## Pre-Conference Seminar, Monday, October 18, 2010

REGISTRATION AND CONTINENTAL BREAKFAST 8:30–9 AM

SEMINAR 9 AM–4 PM

### High Potential Experience Cycles: Assessing, Developing and Deploying Key Talent

With resources constrained, organizations need to get much better at managing the total experience cycle of their high potential talent. This seminar offers practical guidelines for choosing appropriate assessments and developmental activities at each stage—from entry, to performing well, to ready to move on—and a chance to review and discuss best practices for addressing these questions:

- What are the best ways to assess, identify and develop high potential leaders?
- How can you target limited development resources to have the biggest impact?
- Where are you most likely to lose your top talent and what can you do to keep them?
- How can you support their social, business, intellectual, and engagement needs?

Take the guesswork out of managing your high potential talent!

Cori Hill, Director, Leadership Development Solutions, **PDI Ninth House**  
David Peterson Ph.D., Senior Vice President, Coaching Services, **PDI Ninth House**

## Tuesday, October 19, 2010

REGISTRATION AND CONTINENTAL BREAKFAST 8–8:45 AM

WELCOME AND INTRODUCTIONS 8:45–9 AM

Rene Carew, Conference Program Director, **The Conference Board**

KEYNOTE SESSION A 9–10 AM

### A Talent on Demand Approach to Succession Management

Professor Cappelli will examine the “state of succession management” in our organizations and the current trends that impact where we need to go from here. A central problem in any planning for succession is that the demands for talent change unexpectedly as businesses restructure and needs change. Professor Cappelli will describe how to address that volatility in a cost-effective manner. You will learn how to apply risk management approaches to talent and succession problems and to build a financial case for succession practices.

Peter Cappelli, George W. Taylor Professor of Management, Director, **Center for Human Resources at The Wharton School**, and Professor of Education **University of Pennsylvania**

NETWORKING REFRESHMENT BREAK 10–10:15 AM

Call Customer Service at 212 339 0345

B 10:15–11:15 AM

## View From the Pipe

Have you ever wondered what your talent is thinking? If so, in this session CCL will share the results of their new research focusing on the thoughts of 199 hi-pos and what they want from their respective organizations. By looking at talent management and succession through the eyes of the talent, leaders will be in a better position to leverage human capital investment and increase the engagement of top talent. The session will explore these questions:

- Who are they, what are they getting, what do they want?
- How engaged are they really?
- How transparent do you need to be?
- What are the critical roles and expectations relative to top talent development?
- What are the five mistakes you may be making with your top talent?

Roland Smith, Senior Research Faculty, **Center for Creative Leadership**

NETWORKING REFRESHMENT BREAK 11:15–11:30 AM

CONCURRENT SESSION CI 11:30 AM–12:30 PM

SESSION SPONSORED BY:  **KORN/FERRY**  
**INTERNATIONAL**

## How are SEC Regulations – Both Domestically and Internationally – Affecting Succession Management Practices?

The SEC announced that, starting in the 2010 proxy season, companies will no longer be able to exclude detailed information about CEO succession policies from their governance practices, including the board's involvement in the process. The impact of this change in the SEC's position puts more pressure on directors to ensure the company has a robust management succession plan. In this session, learn what impact the SEC Bulletin 14E will have on succession practices in your organization:

- Nine essential considerations in preparation for SEC Bulletin 14E
- A comprehensive succession criteria for the CEO position
- Strategic succession planning in compliance with Bulletin 14E

Jim Peters, Senior Partner, Korn Ferry Leadership & Talent Consulting

**Korn/Ferry International**

Nels B. Olson, Managing Director, Eastern Region, Board and CEO Services,

**Korn/Ferry International**

CONCURRENT SESSION C2 11:30 AM–12:30 PM

## Buy In – Involving Senior Leaders in Developing Top Tier Talent

This session will highlight the role of senior leaders in developing their top talent through a variety of program elements—including thought leadership and action learning, project assignments and feedback, and mentoring. The role of HR in fostering and supporting senior level buy-in to succession management will be explored.

Jane McNair, Vice President, Organization Development & Learning

**Honeywell Aerospace**

NETWORKING LUNCHEON 12:30–1:30 PM

D 1:30–2:30 PM

## Identifying and Preparing Leaders for Pivotal Roles

Not all leadership roles at the same level or even with the same title have the same impact on organizational performance. Special consideration should be given to

succession strategies for your most pivotal leadership roles, as it is here that poor performance poses the greatest risk to the organization's mission, objectives and results, and high performance creates the greatest benefit or competitive advantage. PDI Ninth House and a client organization will share insights to identifying these roles and the right leaders, and how to prepare them to be successful in these high-stakes positions.

Stuart Crandell Ph.D., Senior Vice President, Solutions Portfolio Group,

**PDI Ninth House**

Raoul J. Buron, Vice President & Chief Learning Officer, **Prudential Financial**

Sharon M. Wright, Vice President, Human Resources International Division,

**Prudential Financial**

NETWORKING REFRESHMENT BREAK 2:30–2:45 AM

CONCURRENT SESSION E1 2:45–3:45 PM

### Talent Differentiation and Metrics

We all know the importance of using metrics in our talent management efforts to assess, bench and differentiate, but what type of metrics really move the executive committee and leadership team to action? Join us for robust discussion of how to identify the metrics that matter and learn about what works and what doesn't.

Corey Munoz, Ph.D, Director, Talent Management, **BAE Systems**

Laura Mattimore, Director, Leadership Development, **The Procter & Gamble Company**

CONCURRENT SESSION E2 2:45–3:45 PM

### The Basics of Succession Management

This session is designed for organizations that are new to SM and want to get an overview of tangible, practical approaches to creating a viable succession management strategy. Three organizations will provide insights into how they put their SM strategy in place—successes and pitfalls to avoid. Speakers will offer tips for facilitating meaningful talent conversations, creating a viable succession plan, and following up with developing and motivating people.

Elizabeth Hall, Succession Planning Program Manager, **Microsoft Corporation**

Anika Gakovic, Corporate Vice President, **New York Life Insurance Company**

Joseph S. Garbus, Director, Organization Capability, **The New York Times Company**

NETWORKING REFRESHMENT BREAK 3:45–4 PM

F 4–5 PM

### Succession Planning 2010-2020: Accelerating Development of Different Generations at Work

Our organizations are facing a talent shortage, along with push back on some of the traditional development strategies being used. Organizations are also dealing with issues of knowledge transfer among Boomers and the Millennials, length of service of GenX and GenY high potentials, and an older generation who may be creating a "gray ceiling" as they choose not to retire, but "rewire." This session will highlight generational preferences, succession planning challenges and development strategies, and when and how each generation may be willing to consider various development opportunities.

Margaret Regan, President & Chief Executive Officer, **The FutureWork Institute**

Kito Huggins, Consultant, **The FutureWork Institute**

NETWORKING COCKTAIL RECEPTION 5:15–6:15 PM

HOSTED BY: **KORN/FERRY**  
**INTERNATIONAL**

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## Conference KeyNotes

Registration includes a two-part post-conference experience:  
a summary of conference highlights and a post-conference interactive webcast

## Wednesday, October 20, 2010

CONTINENTAL BREAKFAST 7:30–8:30 AM

G 8:30–9:45 AM

### Succession Management from the CEO's Point of View

Every organization would like their CEO and Senior Team to be committed to Succession Management. But, what does that mean? You will have the opportunity in this session to hear one CEO define what commitment means at the top level and concrete actions that are required to build a solid and relevant pipe line. Ask the questions you have always wanted answered from the CEO perspective!

Michael J. Critelli, Former Executive Chairman, **Pitney Bowes, Inc.**

NETWORKING REFRESHMENT BREAK 9:45–10 AM

CONCURRENT SESSION H1 10–11 AM

### What Does the Brain Have to Say About Engaging Our Top Talent?

This session provides the underpinning biological explanation as to why we produce our best work when we feel that we are acting out of our own desire and volition. In this session, David Rock, author of *Quiet Leadership: Help People Think Better – Don't Tell Them What to Do!* and *Your Brain at Work* will make the connection between what we have learned about the brain and how important it is to engage the thinking of top talent—to ensure motivation and commitment to performance and development goals and pathways.

David Rock, Co-Founder, The NeuroLeadership Institute and CEO

### Results Coaching Systems

CONCURRENT SESSION H2 10–11 AM

### Developing Successors in our Emerging Markets—What's Different? What Works?

As the global business landscape continues to take shape, companies recognize the wealth of potential talent in emerging markets, but realize that they must pay attention to the development of this talent and recognize that there is a lack of depth in the high potential leadership that is available. This panel will look at best practices in developing emerging talent and address the cultural and generational needs of this talent.

Nicole Kahny, Senior Director, Talent Management and Senior Leader Capability, Worldwide Talent & Organization Capability, **Pfizer Inc.**

Niall M. de Lacy, Associate Director, Human Resources—North America Customer Business Development, **The Procter & Gamble Company**

NETWORKING REFRESHMENT BREAK 11–11:15 AM

I 11:15 AM–12:15 PM

### How Technology Promotes an Integrated Talent and Succession Management System Strategy

In order for Talent Management to become an everyday activity and be associated with the culture of the organization, there is a need for stakeholders to input data, access data to make decisions, analyze data and measure the effectiveness of the Talent Management System. The ways in which different companies use technology to address these issues will be discussed.

Kim Hartnett, Managing Director, Organization Development & Design, **FedEx Office**

## Presentations

Available online in advance to help you prepare for the conference

# Registration Information

**Online** [www.conferenceboard.org/succession2](http://www.conferenceboard.org/succession2)

**Email** [customer.service@conferenceboard.org](mailto:customer.service@conferenceboard.org)

**Phone** 212 339 0345

*8:30 am to 5:30 pm ET Monday through Friday*

## The 2010 Succession Management Conference

Viewing Succession from Different Angles –  
The Key to Innovative Practices that Get Results

**Conference** (937011-2)

Dates: October 19–20, 2010

Location: Marriott Marquis, New York

Associates \$2,195      Non-Associates \$2,495

**Pre-Conference Seminar** (942011-2)

Date: October 18, 2010

Location: Marriott Marquis, New York

Associates and Non-Associates \$995

### Hotel Accommodations

Fees do not include hotel accommodations. For discounted reservations, contact the hotel directly no later than the cut-off date and mention The Conference Board Succession Management Conference.

New York Marriott Marquis

1535 Broadway

New York, NY 10036-4077

Tel 212 398 1900

Hotel accommodations cut-off date

Friday, September 24, 2010

### 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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