



The 2011

Talent Management Strategies Conference

Innovative, Simple Solutions for a Complex World

February 9–10, 2011, Waldorf=Astoria, New York

March 2–3, 2011, Marriott Coronado Island Resort, San Diego

Pre-Conference Seminar: February 8, New York | March 1, San Diego

Post-Conference Workshop: February 10, New York | March 3, San Diego



- Learn about innovative, world class talent management approaches that can be customized and scaled to your organization
- Discover new talent management tools that can be used in your organization
- Network with talent management professionals and build your skills as a talent management practitioner

Sponsored by



Benefits of attending

- Join a discussion on how to simplify talent management strategies that address the needs of an increasingly complex, global environment
- Learn about innovative, world class talent management approaches that can be customized and scaled to your organization
- Discover new talent management tools that can be used in your organization
- Network with talent management professionals just like you and build your skills as a talent management practitioner

Who should attend

The conference is a must attend for Human Resources leaders, Talent Management professionals, and those responsible for talent acquisition, employee engagement, succession planning, learning and development, and leadership development.

Previous participants of the Talent Management Strategies Conference

3M Company
Abbott Laboratories
ADP
Aetna
American Express
AT&T Operations, Inc.
Baxter International Inc.
Bausch & Lomb Inc.
Campbell Soup Company
Central Intelligence Agency
Citigroup Inc.
Columbia University
Continental Airlines, Inc.
Dow Corning Corporation
Dr Pepper Snapple Group, Inc.
eBay Inc.
FedEx Corporation
Gap Inc.
General Mills, Inc.
Glad Manufacturing Company
Google, Inc.
Honeywell International Inc.

IBM
Johnson & Johnson
Johnson Controls, Inc.
Macy's Inc.
MasterCard Worldwide
Merck & Co., Inc.
Nike, Inc.
Oracle Corporation
PepsiCo, Inc.
Pitney Bowes Inc.
PricewaterhouseCoopers LLP
Raytheon Company
Sara Lee Corporation
S.C. Johnson & Son, Inc.
Staples, Inc.
Starwood Hotels & Resorts Worldwide, Inc
Synovate
The Boeing Company
The Clorox Company
The Gallup Organization
Toyota Motor North America
Wal Mart Stores, Inc.

Pre-Conference Seminar

Tuesday, February 8, 2011 – *New York*

Tuesday, March 1, 2011 – *San Diego*

REGISTRATION AND CONTINENTAL BREAKFAST 8:30–9 AM

How to Build a Strong Leadership Pipeline at ALL Levels

SEMINAR 9 AM–3 PM, INCLUDES A NETWORKING LUNCH AND 2 NETWORKING BREAKS

The world's changing. Your business is changing. What do your leaders need to change? Today's complex, dynamic, global organizations need to build a strong leadership pipeline at ALL levels. Many organizations have focused development on top levels of leadership but struggle to develop and deploy systems that deliver ready-now leaders at every level. Yet, any break in the pipeline can restrict strategy execution and operational efficiency. Different processes and tools can be used to develop pipeline talent at every level.

In this highly interactive session, we will examine best practices on leadership transition, identification of potential, accelerated development and talent deployment. Participants will assess their organization's current pipeline efforts at every level, apply tools to develop a leadership pipeline strategy and develop an execution plan.

By attending this pre-conference session, you will learn a three-prong strategic approach to operationalize your leadership pipeline.

- Talent: Link your pipeline strategy to your overall talent strategy
- Development: Deliver high-impact development at all levels
- Execution: Deploy systems and processes across the enterprise

This hands-on seminar will feature case studies of world-class organizations, diagnostic exercises and peer networking that will enable participants to gain insights and discover best-in-class solutions for developing a high-impact leadership pipeline strategy.

Speakers

Tacy Byham, Manager, Executive Solutions

DDI (Development Dimensions International)

Jim Concelman, Vice President, Leadership Development

DDI (Development Dimensions International)

New York

Barbara A. Keen, Ph.D., Executive Director, Head Global Learning and Development
Bristol-Myers Squibb

San Diego

Karen M. Bick, Director, Global Leadership and Management Development
Bristol-Myers Squibb

Seminar sponsor **DDI** 
DEVELOPMENT DIMENSIONS INTERNATIONAL

Wednesday, February 9, 2011 – New York

Wednesday, March 2, 2011 – San Diego

REGISTRATION AND CONTINENTAL BREAKFAST 7:45–8:45 AM

WELCOME AND INTRODUCTIONS 8:45–9 AM

Jean McNulty, Conference Program Director, **The Conference Board**

A 9–10 AM

Leading in an Increasingly Complex Business Environment

Complexity is driven by global marketplaces, changing technology, competition from emerging markets, regulation and talent challenges. With complexity comes the opportunity to create innovative business solutions that are relevant to localized markets and customers. Hear insights on the:

- Levels of complexity that drive business strategy
- Impact globalization has on all organizations
- Evolving role of technology
- Innovative cultures that support diversified strategies
- Management of talent to drive business success

New York

Ray Peloso, Executive Vice President, Consumer Finance - Debt Management

RBS Citizens

San Diego

Rossann J. Williams, Senior Vice President, U.S. Stores - Sunbelt Division

Starbucks Coffee Company

NETWORKING AND REFRESHMENT BREAK 10–10:15 AM

B 10:15–11:15 AM

Translating Talent Strategy into Business Success

Join talent leaders with extensive experience managing the complexities of talent operations in market leading companies during a panel discussion about the challenges and best practices driving talent management today. Hear insights addressing key challenges in the areas of:

- Talent strategy and planning
- Adoption of technology solutions
- Talent management in a global environment
- Business growth in an uncertain economic climate

Panelists

Scot McCarthy, Director of Workforce Development, **CENTRA Health**

New York

Ed Colbert, Director of Talent Management, **Dow Corning**

San Diego

Grant Bassett, Vice President of Talent Acquisition, **Yahoo!**

NETWORKING AND REFRESHMENT BREAK 11:15–11:30 AM

Conference KeyNotes

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

C 11:30 AM–12:30 PM

Executing Integrated Talent Management Processes

Designing simple, relevant and integrated talent management processes can help accelerate the placement of talent to grow and sustain your business. Executing the processes in a simple way can empower business leaders to own and drive talent discussions in your organization.

- Integrate talent acquisition, leadership development, performance management and succession planning
- Simplify processes and make them relevant for business leaders
- Establish accountability for delivering talent management results

New York

Beth McCarty, Senior Director, HR Business Excellence, **Darden Restaurants**
Ron Lawrence, Vice President, Organization Development, **VF Corporation**

San Diego

Paula Manchester, Senior Vice President, Learning & Talent Management
Darden Restaurants

Gloria Stinson, Vice President, Learning & Organization Development
Adobe Systems

Daniel Sonsino, Vice President, Talent Management, Learning and Development, **HP**

NETWORKING LUNCHEON 12:30–1:30 PM

D 1:30–2:30 PM

The Middle Matters: Leverage Mid-level Leaders to Drive Performance

Mid-level leaders drive performance, manage horizontal integration, lead and develop talent, and make tough decisions. Yet research studies show that many don't have the skills to achieve all that is being expected of them. In this case study, learn how to launch a mid-level leadership development program linked to business success.

- The profile of the future mid-level leader and the changing definition of potential
- Critical issues facing middle managers
- Proven approaches for developing middle managers

Speakers

Kris Routch, Executive Consultant, **DDI (Development Dimensions International)**
William Shepherd, Ph.D., Senior Vice President - Human Resources, Director Recruitment and Development, **Huntington Bancshares Incorporated**

NETWORKING AND REFRESHMENT BREAK 2:30–2:45 PM

CONCURRENT SESSION E1 2:45–3:45 PM

Engaging the Whole Employee: The Wisdom 2.0 Architecture

Drawing from elements and measurements in sports psychology, neuroscience and mindfulness-based medicine, hear how this organization created and implemented programs, processes and tools to engage and develop employees to innovate and lead. The Wisdom 2.0 Architecture engages the mind, body and spirit of employees by:

Presentations

Available online in advance of the conference

- Using strength-based personal, team and organizational development
- Focusing on cognitive fitness, creative capacity and collaborative innovation using practice elements derived from neuroplasticity research and mindfulness practice
- Developing authentic leadership and communication skills, such as active listening and storytelling, to inspire and engage team members
- Integrating learning from speakers, social media and peer development
- Linking results to bottom line measures

Speaker

Rich Fernandez, Ph.D., Global Head of Learning & Organizational Development
eBay Inc.

CONCURRENT SESSION E2 2:45–3:45 PM

Succession Management: Filling the Pipeline

Rapid changes in the business world require proactive, innovative approaches to identify and develop leadership talent to meet future business challenges. In this session, hear how this organization:

- Defines and identifies high potential leadership talent
- Assesses potential and defines readiness prior to making development investments
- Uses a blended learning approach to accelerate leadership development
- Communicates with pipeline talent to increase engagement, career development and retention

Speakers

New York

Bob Brotherton, Director, Succession Management, **Lowe's Companies, Inc.**

San Diego

Joan Sato-Hernandez, Director - Talent Management, Corporate

The Boeing Company

Terri Drayer, Director - Talent Management, Boeing Commercial Airplanes

The Boeing Company

CONCURRENT SESSION E3 2:45–3:45 PM

How Social Media and New Ways of Working Impact Talent Management

The changing dynamics of work include mobile workers, social media, generational differences and increasing competition for talent. Traditional talent management systems that require 'face time' no longer meet the needs of an evolving workforce. Hear how this organization:

- Uses technology and innovation to identify, develop and leverage talent across the enterprise
- Builds employee engagement through flexible, technology-driven work arrangements
- Engages talent to drive innovation

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Speakers

Lane Hopkins, Vice President, Capital One University, **Capital One Financial**
Vicki Mirandah, Senior Director, HR - Diversity, **Capital One Financial**

NETWORKING AND REFRESHMENT BREAK 3:45-4 PM

CONCURRENT SESSION F1 4-5 PM

Development Actions that Matter for Key Leadership Talent

Identifying talent to fill critical leadership needs must be followed up with action plans that move and prepare them in practical ways. Increase impact by:

- Using targeted assessments to uncover holistic and specific development needs
- Blending simple development elements and targeted assignments into action plans
- Tracking results and reinforcing accountability

Speakers

Mark Hamilton, Chief Learning Officer, **SPX Corporation**
Sheila Pierfelice, Director, Talent Management & Organization Development
SPX Corporation

CONCURRENT SESSION F2 4-5 PM

Key Retention Factors for High Performing Talent

Surveys indicate that as many as 25% of high potential employees will be working at another organization within one year. Hear how one organization uses a risk management approach to engage and retain critical talent.

- Determine who is 'at risk'
- Re-engage talent before they leave
- Plan to fill gaps caused by vacancies

Speaker

Suzanne M. Danielle, Director, Talent Management and Leadership Development
Lockheed Martin Corporation

CONCURRENT SESSION F3 4-5 PM

Talent Management in a Decentralized Business

Large or mid-sized organizations that operate in a decentralized way often do not have the integration, resources or desire to develop sophisticated, high technology talent management solutions. However, no matter the size of the organization, simple talent management solutions can be leveraged to develop a robust talent pipeline that meets business needs.

- Establish a culture of development through ongoing dialogue
- Create consistent processes and dialogues across business units
- Execute talent management with limited technology

Speakers

Audrey Williams-Lee, Senior Director, U.S. Talent Management, **McDonald's USA**
Denise Broz, Senior Director, Global Talent Management and Leadership Institute
McDonald's Corporation

NETWORKING RECEPTION 5-6:30 PM

HOSTED BY



Thursday, February 10, 2011 – New York

Thursday, March 3, 2011 – San Diego

OPTIONAL BREAKFAST SESSION G 7:30-8:15 AM

Building Better Talent, Faster

Keeping talent management aligned to the business and simple for leaders is the challenge of all talent management professionals. During this facilitated conversation, participants will:

- Learn how simplicity, accountability and transparency can boost talent process effectiveness
- Discover capabilities that make great talent management leaders
- Explore directions in the talent management field

Speaker

Marc Effron, Author, *One Page Talent Management* and Founder
New Talent Management Network

CONTINENTAL BREAKFAST 7:30-8:15 AM

MORNING INTRODUCTIONS 8:15-8:30 AM

Joanne Loce, Program Director, **The Conference Board**

H 8:30-9:30 AM

Real-World HR Lessons:

Recruitment, Engagement and Retention Practices

In the current economy, with unemployment levels so high, we don't have to worry about good selection, engagement or retention practices, right? Of course not, but many employers seem to be buying into this myth. This presentation will show how this award-winning organization, by understanding the importance of getting and keeping the right people:

- Strategically measured engagement and support
- Took proactive steps to enhance retention
- Increased performance even in the midst of a difficult economic environment

The presentation will illustrate how the best employers are focusing—now more than ever—on talent management.

Tiffany Adams, Executive Sponsor, Strategic Accounts, **Kenexa**
Keith Wiedenkiller, Senior Vice President & Chief People Officer
AMC Entertainment Inc.

Conference KeyNotes

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NETWORKING AND REFRESHMENT BREAK 9:30–9:45 AM

I 9:45–10:45 AM

ROI: Managing Critical Talent Pipelines to Drive Business Growth

Most organizations rely on a few critical positions to drive business growth. Often, however, they lack intelligence about the depth and quality of these pipelines. Learn how DaVita, the leader in kidney dialysis services:

- Created a metrics driven culture to measure talent acquisition effectiveness
- Drove accountability and changed behavior through the application of metrics
- Improved quality of hires through pre-employment assessments
- Created alignment between HR and Operations by linking HR Strategy to tangible business outcomes

Introduction

Lisa Hartley, Director, Corporate Communications, **Taleo**

Speaker

Shannon Sisler, Vice President, Talent & Diversity, **DaVita Inc.**

NETWORKING AND REFRESHMENT BREAK 10:45–11 AM

J 11 AM–12:30 PM

Innovative Talent Management Practices

Simple, innovative approaches to managing talent will develop leaders with business skills and provide competitive advantage. In this roundtable, interactive session, participants will rotate between stations to learn innovative practices, share insights and ask questions on:

- Retaining knowledge through creative ways, including the use of retiring employees
- Methods to sustain effective talent management throughout the year
- Talent Management from an employee's point of view

Speakers

Christine Dolan, Senior Director - Talent Development, **Pepsi Beverages Company**

Anne Nagy, Vice President, Human Resources Enterprise Talent Management

Nationwide Insurance

New York

Bill Kaplan, CPCM, **Working Knowledge CSP**

San Diego

Kent Greenes, Program Director, **The Conference Board**

CLOSING REMARKS 12:30 PM

Presentations

Available online in advance of the conference

Post-Conference Workshop

Thursday, February 10, 2011 – *New York*

Thursday, March 3, 2011 – *San Diego*

Integrated Talent Management: Best Practices to Optimize the Return on Your Talent Strategy

WORKSHOP 1:15-4:15 PM

The promises of integrated talent management are great, but the devil is in the details. We all know disconnected processes can present great costs to the business, and talent management is no exception. What does it take to connect key functions like recruiting, learning and development, performance management, and succession planning—and how do you provide a “common language” for meaningful interactions between them?

In this interactive session, we will introduce a practical analysis method for creating an effective integrated talent management framework. Using succession planning as an example, participants will practice applying “Black Box” integrated talent management analysis to identify key objectives, activities and touch points with other functions. This is a great way to learn what it takes to achieve the benefits of integrated talent management.

By participating in this post-conference session, attendees will learn the principles necessary for building an integrated talent management framework, including:

- The Black Box integrated talent management analysis process (Analyzing objectives, activities, inputs, outputs, and assumptions)
- The role of a competency framework in integrated talent management strategy
- Creating a prioritized integrated talent management road map

Speakers

Andy Rice, Principal Consultant, Korn/Ferry The Newman Group Division

Craig Sneltjes, Managing Principal, Korn/Ferry Leadership and Talent Consulting

Marketing Sponsor



Call Customer Service at 212 339 0345

Registration Information

Online www.conferenceboard.org/talent3

Email customer.service@conferenceboard.org

Phone 212 339 0345

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

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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 Talent Management Strategies Conference.

Conference

New York (998011-3) -or- San Diego (956011-3)

Associates \$2,195

Non-Associates \$2,495

Pre-Conference Seminar

New York (961011-3) -or- San Diego (B58011-3)

Associates \$1,445

Non-Associates \$1,645

Post-Conference Workshop

New York (B33011-3) -or- San Diego (B45011-3)

Associates \$595

Non-Associates \$695

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2000 Second Street
Coronado, CA 92118
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Hotel reservations cut-off date
Monday, January 10, 2011

Hotel reservations cut-off date
Monday, February 4, 2011

For team discounts and cancellation policy, visit our website.



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