



THE 2011

## Executive Coaching Summit

The Presenters are Legendary; the Lessons are Leading-edge

September 22-23, 2011 | Harvard Club of New York City

**DOUGLAS CONANT**  
Retired President & CEO  
Campbell Soup Company

**TERESA RESSEL**  
CEO  
UBS Securities, LLC

**YOSHIYUKI SUZUKI**  
President  
COACH A Co., Ltd.

**YOLANDA CONYERS**  
Vice President  
Lenovo



**JACK PHILLIPS**  
Chairman  
The ROI Institute

**MARSHALL GOLDSMITH**  
Author and Leadership  
Expert

**THOMAS A. KOLDTIZ**  
Professor and Author

**GARY RANKER**  
The Global Senior  
Executive Coach

Presented with assistance from



## Benefits of attending

- Learn to use coaching to increase employee engagement and performance
- Learn how to apply metrics to your coaching program
- Learn how coaching can help you succeed in your global initiatives
- Hear about best practices and trends
- Network with your peers



Marc Effron



Candice Frankovelgia



Donny Huang



Vikram Cardozo



Dottie Brienza



Brian Underhill



Terry Hogan



David Powell



Peter Madonia



Colin Gautrey



J.P. Elliott

Marketing sponsors



## Day One – Thursday, September 22, 2011

REGISTRATION AND CONTINENTAL BREAKFAST 8–9 AM

WELCOME AND INTRODUCTION 9–9:15 AM

Dr. Gary Ranker, Global Senior Executive Coach and Conference Director  
**The Conference Board**

A 9:15–10:15 AM

### Keynote Coaching Presentation:

#### Leading Your Own Life: A New Approach to Employee Engagement

Dr. Marshall Goldsmith is recognized as one of the world's top executive coaches and leadership experts in the world. He is an authority in helping successful people achieve positive lasting change in behavior. In a recent global study by *The (London) Times* and *Forbes* he was recognized as one of the fifteen greatest business thinkers in the world. A recent session of the National Academy of Human Resources featured an excellent presentation on employee engagement. A thorough review of best practices was shared. While all of the suggestions were good ideas, all focused on what the organization could do to get the employees more engaged. No ideas were presented on what the employees could do to engage themselves.

In this fast-paced session, Dr. Marshall Goldsmith will discuss employee engagement from a different perspective. Dr. Goldsmith will outline strategies that individual employees can use to become more engaged and to measure their own increase in engagement. He will build upon the good work being done in companies and show how internally-driven engagement can support organizationally-driven engagement.

Dr. Marshall Goldsmith, Executive Coach and Author of *What Got You Here Won't Get You There* and *MOJO*

NETWORKING REFRESHMENT BREAK 10:15–10:30 AM

B 10:30–11:30 AM

### Using Executive Coaching and Team Coaching for Employee Engagement and Performance Improvement

Teresa Ressel, CEO of UBS Securities LLC since 2007, and former chief financial officer, U.S. Department of the Treasury, will share analytics and processes around how coaching directly improves employee engagement and retention. She will discuss coaching at the C-level, internal and external coaching, and the use of team coaching. Ms. Ressel will also discuss how timely investments in coaching can increase productivity, foster enhanced communications and drive higher employee satisfaction and customer service.

Teresa Ressel, CEO, UBS Securities LLC, **UBS Investment Bank**

C 11:30 AM–12:30 PM

### How to Measure the Impact and ROI of Coaching

Jack Phillips is considered by many to be one of the world's leading experts on Return on Investment (ROI). He has published many books on the ROI of Human Capital. In this session he will explore the perceived importance of measurement, both now and in the future, in showing the impact of coaching on the bottom line. He will use case study examples from his books, *The Value of Learning*, *Measuring for Success*, and *Show Me the Money*, to provide insights on the various ways organizations are going about measurement.

Jack Phillips, Chairman, **The ROI Institute**

**Call Customer Service at 212 339 0345**

D 1:45-2:45 PM

### Using Coaching to Develop a Global Mindset

Donny Huang is an internationally recognized expert on cross-cultural coaching based in Beijing, China. Gary Ranker is considered to be one of *Forbes* top 5 executive coaches and cited by the *Financial Times* as one of top 50 thought leaders. Vikram Cardozo is the head of human resources at GE Capital in Asia Pacific. Understanding the impact of cultural differences on corporate strategy is a crucial element in business success. Learn how companies are using coaching as part of their human resource strategy to gain the competitive edge in global markets. The presentation will include a discussion of coaching for global cultural awareness to achieve better business results and will address: best practices; case studies, tools and methodologies that can be used to create a more global and culturally savvy workforce.

Donny Huang, Managing Partner, **4stones Cross Cultural Coaching**  
Gary Ranker, **The Global Senior Executive Coach**  
Vikram Cardozo, Head of Human Resources, **GE Capital Asia Pacific**

NETWORKING REFRESHMENT BREAK 2:45-3 PM

E 3-4 PM

### Use of Executive Coaching in Japan by Johnson & Johnson K.K. Medical Company to Accelerate Growth

David Powell has led Johnson & Johnson's medical device business in Japan as its president since 2008, has over 14 years of experience as a business president or GM and 18 years of direct multi-national responsibility. David has spoken on leadership and business ethics for institutions in Japan and been interviewed on diversity and leadership by Japanese media. A strong supporter of leadership development and effective executive coaching, David will share his experience implementing executive coaching for his senior management team in Japan, and, how working together with Coach A, they maximized the impact of this successful program.

David Powell, President, **Johnson & Johnson K.K.**  
Yoshiyuki Suzuki, President, **COACH A Co., Ltd.**

F 4-5 PM

### Hilton Worldwide and their Global Approach to Executive Coaching

Dottie Brienza is the Senior Vice President, Global Talent Management at Hilton Worldwide where she is responsible for Leadership Development including Executive Development and Coaching, Learning and Development, Performance Management, Succession Planning, Diversity & Inclusion, and Talent Acquisition. Dottie will discuss how in today's competitive marketplace, Hilton Worldwide's investment in executive coaching helps them effectively transition, develop and retain leaders. She will share how coaching is integrated into HWW's overall Leadership Development strategy, as well as how coaching is deployed via a variety of both individual and group programs and approaches including development of General Managers.

Dottie Brienza, Senior Vice President, Global Talent Management, **Hilton Worldwide**

NETWORKING RECEPTION 5-6:30 PM

## Day Two – Friday, September 23, 2011

CONTINENTAL BREAKFAST AND SPEED COACHING 7:30–8:30 AM

OPENING REMARKS AND INTRODUCTIONS 8:30–8:45 AM

Dr. Gary Ranker, Global Senior Executive Coach and Conference Director  
**The Conference Board**

G 8:45–9:45 AM

### **Keynote: TouchPoints: Creating Powerful Leadership and Coaching Connections in the Smallest of Moments**

Doug Conant is the recently retired president and CEO of Campbell Soup Company where he was the champion of many of their leadership development initiatives. In today's "interruption age" the pace is fast, the meetings back to back, and the information flow never-ending. Doug Conant argues that most of us overlook powerful leadership moments as a matter of habit. We are so focused on delivering "hard" results that we rush through "the soft stuff". Our ability to achieve long-term results depends on how we shape relationships and influence through continuous chains of "TouchPoints". He will demonstrate how coaches can help leaders adapt their style to succeed on today's stage.

Douglas R. Conant, Co-Author of the bestselling *TouchPoints: Creating Powerful Leadership Connections in the Smallest of Moments*, Retired President & CEO  
**Campbell Soup Company**

NETWORKING REFRESHMENT BREAK 9:45–10 AM

H 10–11 AM

### **Panel Discussion – Best Practices and Trends in Executive Coaching**

The panelists will discuss:

- Best practices to consider in executive coaching
- Team building and coaching
- Building the coaching culture within organizations
- Aligning coaching to your talent management strategy

**Moderator**

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

**Panelists**

Brian O. Underhill, Ph.D., Founder & CEO, **CoachSource, LLC**  
Terry Hogan, Global Director Executive Development, **Citibank**  
Yoshiyuki Suzuki, President, **COACH A Co., Ltd.**

I 11 AM–NOON

### **Lenovo's Coaching Program and How they Are Growing Global, Chinese and Other Emerging Market Leaders**

Lenovo is a next generation global company that is building on its dominant position in China to grow globally. This requires that Lenovo identifies, develops, and retains the leadership talent it needs to win in both China and across the globe. This presentation will detail how Lenovo has established a Global Executive Coaching program that is results-based, mixes high-touch with high tech, and designed to transform local Chinese and Western leaders into global leaders.

JP Elliott, Ph.D., Director, Global Leadership Development, **Lenovo**  
Yolanda Conyers, Vice President of People & Organizational Capability, **Lenovo**

## **Conference KeyNotes**

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

LUNCHEON NOON-1 PM

HOSTED BY  **CoachSource**  
WORLD'S MOST EXPERIENCED LEADERSHIP COACHING COMPANY

J 1-2 PM

## Applying Coaching Lessons from Dangerous Contexts to Everyday Leadership Practices

More than ever before, leaders need guidance for meeting the challenges of today's complex organizations in order to thrive in the future. Colonel Tom Kolditz, who most recently published *In Extremis Leadership: Leading as if Your Life Depended on It* will share his insights on how principles outlined in his book can be applied beyond the context of crisis to every day leadership practices.

Colonel Thomas A. Kolditz, Ph.D., Professor and Author, *In Extremis Leadership*

NETWORKING REFRESHMENT BREAK 2-2:15 PM

K 2:15-3 PM

## A Journey Toward a Coaching Culture

The Rockefeller Foundation is a century-old global philanthropy that expands opportunities for vulnerable people, addresses complex social problems and promotes the well-being of humanity. The Foundation's pre-eminent legacy ranks it among the most impactful and influential NGOs in the world. The Rockefeller Foundation has partnered with the Center for Creative Leadership since 2008, using a fluid combination of team and individual coaching and leadership programs, to foster alignment around their vision and strategic goals. In this session you will learn about:

- The "peaks and potholes" of the ongoing leadership journey at The Rockefeller Foundation
- Senior Leadership Team choice points along the way
- Practical tips about weaving coaching into organizational culture

Peter Madonia, Chief Operating Officer, **The Rockefeller Foundation**

Candice Frankovelgia, Senior Faculty, **Center for Creative Leadership**

L 3-4:15 PM

## Panel Discussion: Issues in Executive Coaching and The Future of Coaching

Colin Gautrey, Founder of the Gautrey Group, **The Influence Strategists, UK**

Keiko Hirano, COACH A Co., Ltd., **Tokyo**

Donny Huang, Managing Partner, **4stones Cross Cultural Coaching**

Vikram Cardozo, Head of Human Resources, **GE Capital Asia Pacific**

JP Elliott, Ph.D., Director, Global Leadership Development, **Lenovo**

CONCLUSION AND CLOSING REMARKS 4:15 PM

# Presentations

Available online in advance of the conference

# Registration Information

**Online** [www.conferenceboard.org/coachingseminars2](http://www.conferenceboard.org/coachingseminars2)

**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 2011 Executive Coaching Summit

Harvard Club of New York City

**Summit (958012-2)**

September 22-23, 2011

Associates \$1,895

Non-Associates \$2,095

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### Location

Harvard Club of New York City  
35 West 44th Street  
New York, NY 10036  
Tel 212 840 6600

Please call Customer Service for a list of local hotels.

### 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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