



15<sup>th</sup> Annual

# Talent Management Strategies Conference

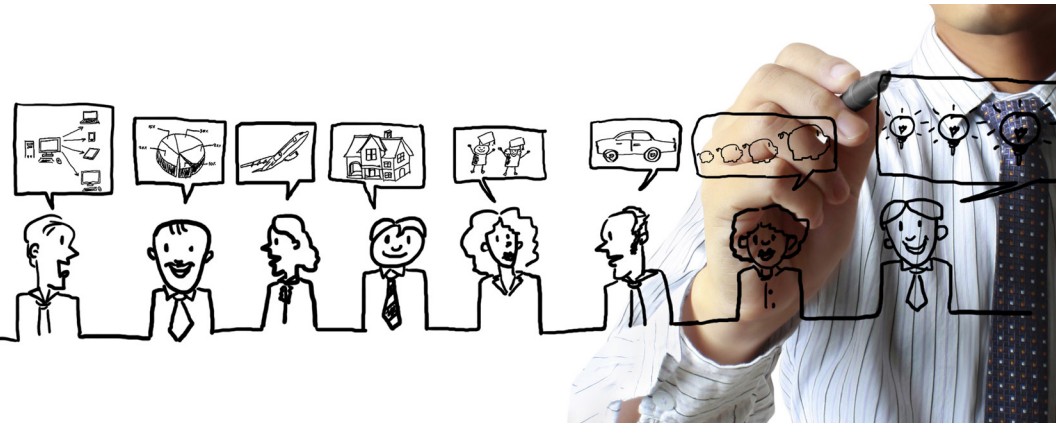
## Best Practices and Processes for Maximizing the Impact of Talent Decisions

February 3-4, 2015      New York Marriott Downtown

February 24-25, 2015      Andaz San Diego

Pre-Conference Seminar

February 2, New York • February 23, San Diego



### Benefits of attending:

During this this conference, participants will:

- Learn about labor markets and shortages from a labor economist
- Hear the latest research on how to manage talent supply and demand
- Know what top companies are doing to assess their future leaders
- Understand how executive presence impacts talent
- Learn to align your business and engagement strategy
- Challenge current uses of predictive data and implement new talent analytics
- Learn about the multi-generational and global talent pools
- Network with talent management professionals
- Build your skills as a talent management practitioner

Supporting Sponsor: **bates**



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**New Talent  
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Center for  
Creative  
Leadership

## Who Should Attend:

C-Level executives; Vice Presidents and Directors of Talent Management; Human Resources and professionals with responsibility for: talent acquisition, leadership development, employee engagement, learning and succession planning.

## Previous participants of Talent Management Strategies Conference

- Corning Inc. • DIRECTV • Eli Lilly and Company • Equinix • ESPN • GE • Hewlett-Packard
- Highmark Health • Ingersoll-Rand Company • McDonald's • Pfizer Inc • Pinnacle Foods Inc.
- Royal Philips Electronics • Texas Instruments Inc. • The Coca-Cola Company
- The Hershey Company • USAA • Walt Disney Company • Wells Fargo • Zurich North America

## Pre-Conference Seminars

**Monday, February 2, 2015 – New York**

**Monday, February 23, 2015 – San Diego**

### Using Technology and Human Capital Analytics to Make Better Talent Decisions

REGISTRATION AND CONTINENTAL BREAKFAST: 8-9 AM

SEMINAR BEGINS: 9 AM

#### Using Technology for Strategic Talent Management

Technology enabled human capital management can foster business growth and add value throughout the organization. Existing and emerging talent management technology will enable organizations to better identify, recruit, retain, assess, train and develop their employees. How will technology change the way organizations recruit, manage and develop their talent assets? Learn how your organization can benefit by using technology as a driver and enabler in your human capital management strategy. Some of the topics included in this seminar are:

- E-recruiting strategies: identifying and attracting employees
- Using technology to identify high potentials
- Technology as the key to talent optimization
- Using technology for performance measurement and management

LUNCH FOR SEMINAR ATTENDEES 12-1 PM

#### Using Data and Analytics for Talent Management Decision Making

This session is a must attend for talent management executives hoping to reap the benefits of using analytics for their human capital decision making.

- Human capital analytics to identify high potentials and high performers
- Using human capital analytics for succession planning
- Using analytics to identify and reduce employee churn
- Using analytics to develop your engagement and retention strategy
- Increase ROI of human capital initiatives

Gene Pease, Founder & CEO, **Vestrics**

Amit Mohindra, VP Workforce Intelligence, **McKesson Corporation** (New York)

Patti Phillips, PhD, President & CEO, ROI Institute Distinguished Principal Research Fellow, **The Conference Board**

CLOSE OF SEMINAR 4 PM

**Day One Tuesday, February 3, 2015 – New York**  
**Tuesday, February 24, 2015 – San Diego**

REGISTRATION AND CONTINENTAL BREAKFAST: 7:30–8:30 AM

WELCOME AND INTRODUCTION: 8:30–8:45 AM

Denise Sinuk, Conference Program Director, **The Conference Board**

James O’Hern, Conference Chair,

Executive Director, Member Engagement, **The Conference Board**

GENERAL SESSION A: 8:45–9:45 AM

**What Top Companies Are Doing to Identify and Assess their Future Leaders: Key Insights from Talent Management Benchmark Research**

The ability to accurately identify and accelerate the development of future leaders is critical for ensuring sustained business performance and growth. Whether the focus is on identifying high-potentials (ie. diamonds in the rough) or grooming senior executives closer to c-suite succession readiness, having the right assessment processes in place is a key component to an effective talent management strategy. While there are many perspectives on the ideal approach, there has been little data available to date on what companies actually do in the area of high-potential and senior executive assessment. This session will present highlights from two independently conducted benchmark studies of executive assessment of over 80 well known and respected “top development companies” on how they approach high-potential and senior executive assessment efforts. Specifically, the session will cover:

- Who is most commonly assessed and for what purposes?
- What tools are included in the assessment process?
- What criteria are used to identify high-potentials?
- What dimensions are typically assessed?
- What percent of companies share high-potential labels?
- How do employees feel about assessment programs?
- What has been the impact of assessments on performance?

Dr. Allan Church, Vice President Organizational Development Global Groups and Executive Assessment and Development, **PepsiCo, Inc**

GENERAL SESSION B: 9:45–10:15 AM

**Labor Shortages in Mature Economies–Implications for the Future of Talent Management**

For years, you have been hearing about the looming labor shortages that will occur as a result of the retirement of baby boomers. But while you may have seen the retirements, you likely have not noticed shortages. This leads to the obvious question: Has the risk of labor shortages been exaggerated? We do not think so. Attend and learn why.

Gad Levanon, Director, Macroeconomic & Labor Markets, **The Conference Board**

NETWORKING REFRESHMENT BREAK: 10:15–10:30 AM

GENERAL SESSION C: 10:30–11:15 AM

### **Closing the Global Talent Gap: Build, Buy, Borrow, or None of the Above?**

The talent gap will become increasingly important as mature economies face a growing shortage of workers, according to recent research The Conference Board (*From Not Enough Jobs to Not Enough Workers*). This new report will present a framework to help companies choose the best option(s) for addressing future talent demand—buy, build, borrow, redeploy, or none of the above—and present innovative practices in each of these categories.

Mary B. Young, D.B.A., Principal Researcher, Human Capital Research,  
**The Conference Board**

GENERAL SESSION D: 11:15 AM–12:15 PM

### **The New Executive Presence: Measuring and Developing the Influence Factor in Future Leaders**

Talent management leaders know that executive presence is a critical factor in a leader's ability to inspire people, align teams, and drive results. However, the definition of "EP" has often been mysterious and elusive, and some leaders negate it as gravitas or charisma - soft skills that aren't critical to the business strategy. When you're assessing and developing the talent pipeline, how can you change the conversation and help future leaders understand the connection between presence and business results?

In this session, led by Bates, you'll learn about a refreshed approach and new research on the proven qualities of presence and influence. This research and model takes EP to a deeper level, and reveals the 15 unique facets that allow leaders to sustain goal-directed action in an organization. You'll discover:

- Why those who say executive presence isn't tied to organizational performance are wrong
- The reasons it's almost impossible to get people around the table to agree on what EP is
- How measuring executive presence could transform the leadership development conversation
- Strategies for assessing, measuring, and developing EP in leaders as part of your talent management plans

David Casullo, President, **Bates** (*New York and San Diego*)  
Bill Macaux, PhD, Senior Vice President of Executive Development, **Bates**  
(*New York and San Diego*)

NETWORKING LUNCHEON: 12:15–1:15 PM

CONCURRENT SESSIONS E1: 1:15–2:15 PM

## **Social Media: Engaging and Retaining Talent in New and Different Ways** *(New York)*

Never has the need for providing proactive employee communications been greater. New technologies and ever changing ways of working all drive the need to get information around your business more effectively. In addition, employees are demanding more and more involvement. Are you prepared? During this session, we will cover:

- Developing a cross-functional communication strategy
- Creating open and credible communication strategies
- Engage employees using new tactics that deliver results

Melissa Liguori, Total Rewards Specialist, **BASF Corporation**

Bernadette Palumbo, Director Talent Acquisition, University, Relations and Workforce Planning, **BASF Corporation**

## **Talent Management and The Three Generation Workplace** *(San Diego)*

The three generation workforce has arrived at many large organizations. Millennial employees are now growing in significance with firms with a stake in the future. This will require new tools and skills with which to attract, communicate and engage people going forward. Learn how to succeed in attracting, engaging, developing and retaining the best talent from each generation.

CONCURRENT SESSIONS E2: 1:15–2:15 PM

## **DNA of Highly Engaged Cultures: How Organizations Create and Sustain them** *(New York)*

The Conference Board together with corporate practitioners will share the results of the first annual study conducted by The Engagement Institute, the results of which will assist Human Capital Practitioners in creating a platform for enterprise-wide action and impact. You will also learn the key practices leading companies use for talent management to achieve high levels of employee engagement.

Rebecca L Ray, Ph.D., Executive Vice President, Knowledge Org Human Capital Lead, **The Conference Board**

## **How PeoplesBank Built a High-Performance Culture Through Employee Engagement** *(San Diego)*

Highly engaged employees are critical for organizational success and long-term sustainability. Over the past five years, PeoplesBank, a 129 year-old community bank in Western Massachusetts, has built a high-performance culture with significant results, including increases in profitability and higher levels of employee engagement. From internal metrics to external validation by being named a Top Place to Work by The Boston Globe and an Employer of Choice by the Massachusetts Chamber of Commerce, PeoplesBank has created a culture where engaged employee perform at a high level. During this session, attendees will learn what PeoplesBank has identified as key drivers for employee engagement and how engaged employees can transform an organization's culture.

**Presenter:**

Janice Mazzallo, EVP and Chief Human Resources Officer, **PeoplesBank (San Diego)**

GENERAL SESSION F: 2:15-3 PM

### **Enhancing Your Pipeline Strategy**

Built on a strong foundation of a performance-based culture, General Electric (GE) has experienced success in hiring, developing, and promoting leaders who deliver business results. Hear how GE continues to evolve, building global capabilities to drive growth.

- Leveraged its strong, people-centric culture and talent processes
- Expanded its early-career leadership curriculum, anticipating the development needs of emerging leaders
- Enhanced global functional learning and leadership programs to support the global talent pipeline

Julie Grzeda, Director, Global Leadership Programs, **General Electric Company**

NETWORKING BREAK: 3-3:15 PM

GENERAL SESSION G: 3:15-4:15 PM

### **The “War for Talent” is over. The “War for Fit” is Raging!**

The talent war of the late 1990s and 2000s was a chase powered by a lack of talent supply. Today’s war is a *discovery*, finding and growing talent with the right *Fit*. The *War for Fit* is a shift in your talent management strategy and changes the way leaders think and act about talent development, quantitatively and qualitatively. It is an alignment between your talent’s aspirations for personal fulfillment and your organization’s goals. The *War for Fit* has a clearly defined intent to retain your valuable employees, expand your leadership bench, and develop employees with the right skills your enterprise needs now.

- Baby Boomers are retiring now at a level anticipated prior to the Great Recession. Are they retiring due to recently achieved financial independence or a lack of *Fit*?
- Enterprises are concerned about Intellectual Capital flight; should they also be concerned with flight due to lack of *Fit*?
- Which other employees are not seeing just how they *Fit* and contribute to their enterprise’s success, and are they leaving too?
- Enterprises are concerned if their bench is sufficient to sustain growth and competitive advantages.
- CEOs’ concerns about the availability of key skills to grow their enterprises exploded from 54% in 2013 to 70% in 2014, and during a high growth period of hiring.

In this session, you will hear about how to fight the new war, *The War for Fit*. You will learn:

- A practitioner’s insights based on her professional and personal journey in multiple F500 enterprises on the *War for Fit*.
- A new view for helping learning and talent leaders respond to their enterprises’ concerns on the availability of key skills, retaining valuable employees and expanding bench.
- How Higher Education can help enterprises to THINK and ACT *War for Fit*, not just *War for Talent*.

Bob Kelner, Enterprise Talent Development, **Laureate Online Education**  
Mary Slaughter, former Chief Talent Officer and Senior Vice President of  
Talent Management and Development, **Sun Trust**

GENERAL SESSION H: 4:15–5:30 PM

### **Panel Discussion: Issues and Challenges facing Talent and Executives and What to do About them**

A panel of talent management specialists participate in a moderated discussion focusing on current issues and challenges facing talent management professionals and offer their insights on how to meet these challenges.

#### **Moderators:**

Marc Effron, President, **Talent Management Group** (*New York*)  
Beverly Kaye, Founder, **Career Systems International** (*San Diego*)

#### **Panelists:**

Dina Coppola, Director of Talent Management, Assessment and Analytics,  
**CSX Transportation** (*San Diego*)  
Robert Grasty, Director of Talent Management and Diversity, **Pepco Holdings**  
(*New York and San Diego*)  
Barry Rogers, US Row Crops, Learning and Development Lead, **Monsanto** (*San Diego*)  
JP Elliott, Vice President, Talent Management, **The Brink's Company** (*New York*)  
Susan Hanold, Vice President, Talent and Change Management, **ADP** (*New York*)  
Andrea Elkin, Dean, Management Development Academy, **Bank of New York Mellon Corporation** (*New York*)  
Traci Spero, Director of Talent Strategies and Insights, **Macy's Inc.** (*New York*)  
Anika Gakovic, Vice President, Head of Organizational Development,  
**OppenheimerFunds Inc** (*New York*)

NETWORKING RECEPTION: 5:30–6:30 PM

## **Day Two** **Wednesday, February 4, 2015 – New York** **Wednesday, February 25, 2015 – San Diego**

BREAKFAST ROUNDTABLE DISCUSSIONS FEATURING SELECT SPEAKERS 7:30–8:30 AM

GENERAL SESSION I: 8:30–9:30 AM

### **How The Brink's Company is Utilizing Talent Management to Transform the Culture & Reignite Growth** (*New York*)

In this session you will hear about how The Brink's Company, a \$3.8B global leader in the secure logistics and secure solutions industry is transforming their culture and reigniting growth by utilizing a strategic approach to the assessment, development and management of their "Top 200" leaders. Specifically, this session will cover the following:

- How Brink's Senior Team developed a "Talent Philosophy" that provides the rules of the road for how talent is managed
- How Brink's ensures the Talent Review is not just a once a year conversation
- How Brink's is segmenting talent and focusing on critical roles
- How Brink's is tracking and holding their leaders accountable for their talent decisions
- How Brink's is using targeted assessment and development to build its leadership pipeline

JP Elliott, Vice President, Talent Management, **The Brink's Company** (*New York*)  
Holly Tyson, CHRO, **The Brink's Company**

## The Seven CEOs: The Essential Purpose of Succession Management (San Diego)

Succession today means far more than finding one person to step in and take over a particular position, especially at the top of the organization. What's needed is a robust succession management strategy that deepens the talent pipeline for the top level and other key roles. We call this talent pipeline "the seven CEOs"—the current senior leader and six others at various stages in their career development. During this session, you will hear how organizations can develop a high-potential program that identifies, evaluates, and develops a sustainable slate of candidates all the way down the leadership pipeline to support business strategy.

Scott Stevenson, Senior Partner, Korn Ferry

GENERAL SESSION J: 9:30–10:15 AM

## Integrated Talent Management at J&J

This session will feature a case study presentation of the integrated talent strategy in the Medical Device and Diagnostic Division at J&J. The JnJ Integrated Talent Management Strategy is focused on delivering business value through acquiring, developing, advancing and retaining a robust and diverse pipeline of leaders globally; high performing and engaged employees and culture; and business continuity and growth.

Amanda Wade, Senior Director, Talent Management, Johnson & Johnson

NETWORKING REFRESHMENT BREAK: 10:15–10:30 AM

GENERAL SESSION K: 10:30–11:30 AM

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Scott Stevenson, Senior Partner, Korn Ferry

## Optimizing Human Capital with Analytics (San Diego)

- Review what we mean when we say analytics and the analytics continuum
- Discuss why workforce analytics are important and why it's critical we get this right
- Walk through steps in the analytics process
- Talk about common challenges in HR around analytics

Patti Phillips, President and Chief Executive Officer, ROI Institute (San Diego)



GENERAL SESSION L: 11:30 AM–12:30 PM

## Panel Discussion: Future Directions for Talent Management

Panelists will discuss best practices, changes, trends and new directions in talent management. Included in the discussion:

- Evolution of talent management
- Identifying new talent management challenges and their implications for the future
- Global talent management

### Moderator:

Jennifer Martineau, Vice President of Research, Innovation and Product Development,  
**Center for Creative Leadership** (*New York & San Diego*)

### Panelists:

Mary Rose Wild, Senior Director Talent Management, **Stryker** (*New York*)

Lee WanVeer, Director Organization Development and Talent Management, **Amtrak**  
(*New York*)

Gene Pease, Founder & CEO, **Vestricks** (*New York and San Diego*)

Mike Pino, Digital Learning Leader, **GE Crotonville** (*San Diego*)

Holly Tyson, CHRO, **The Brink's Company** (*New York*)

Paul Maccaro, Global Head of Talent Management, **Integra**

CLOSE OF CONFERENCE 12:30 PM



## Registration Information

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

**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

## 15<sup>th</sup> Annual Talent Management Strategies Conference

Best Practices and Processes for Maximizing the Impact of Talent Decisions

February 3-4, 2015 – *New York*

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Associates **\$2,295** Non Associates **\$2,895**

Pre-Conference Seminar

February 2, 2015 – *New York*

February 23, 2015 – *San Diego*

Associates **\$1,015** Non-Associates **\$1,215**

### Get Involved!

For more info on sponsorship opportunities, please contact Michael Felden at [michael.felden@conferenceboard.org](mailto:michael.felden@conferenceboard.org)

#### 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 Talent Management Strategies Conference**.

New York Marriott Downtown  
85 West Street  
New York, NY 10006  
Tel 212 385 4900

**Hotel reservations cut-off date:**  
**Monday, January 12, 2015**

Andaz San Diego  
600 F Street  
San Diego, CA 92101  
Tel 619 849 1234

**Hotel reservations cut-off date:**  
**Monday, February 2, 2015**

#### 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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