



## Agenda at a Glance

The 2014

# Succession Management Seminar

Identifying Your Company's Leadership DNA

May 12, 2014 | Westin Times Square | New York, NY

## Monday, May 12, 2014

Registration and Breakfast: 8:00-8:45 am  
Palace Room Foyer, 9<sup>th</sup> Floor

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### Leadership by the Numbers: Big Data Meets Succession Management

Session A: 9:00- 9:45 am

What if you could identify the “data signature” of natural leaders in your organization, using a rapidly growing sea of data newly available to companies? Sophisticated tools are being developed that measure complex capabilities crucial to senior leadership, such as ability to innovate, empathy and extroversion. Learn how Knack, the company that invented “Wasabi Waiter”, one of the new games that is getting a lot of attention, is helping shift our ideas about how we assess talent and predict management performance. How will this rapidly evolving capability change succession management in your organization?

Guy Halfteck  
Founder and CEO  
**Knack**

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### Senior Executive Succession: Not Ready for Prime Time?

Session B: 9:45- 10:45 am

All organizations recognize the critical importance of C-suite succession and yet all want their organizations to do a better job with their top management succession. Based on recent research from IED and Stanford University, this panel will explore as a group the barriers to more effective succession and which practices actually do not have positive impact.

#### Panelists

Michelle Blieberg  
Senior Vice President of Global Organizational and Leadership Development  
**Time Warner**

Courtney Intersimone  
Managing Director, Leadership Strategies, Human Resources Strategy and Talent Solutions  
**BNY Mellon**

Matthew Kleinman  
Corporate Vice President, Learning and Organization Development  
**New York Life Insurance Company**

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Networking Refreshment Break: 10:45-11:00 am  
Palace Room Foyer, 9<sup>th</sup> Floor

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### Advancing Succession Management: Practices for Sustained Success – Part 1

Session C: 11:00 am-12:00 pm

How an organization handles succession says a lot about how it runs its business. There is nothing more critical than to benchmark your talent against what's needed in order to identify, prepare, and deploy the next generation of leaders. Korn Ferry will provide a practical and research-based perspective on succession management, highlighting best practices from work with global clients.

Carolyn Wilson  
Senior Consultant and Practice Manager for Board and C-Suite Services  
**Korn Ferry**

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Networking Luncheon: 12:00-1:00 pm  
Royal Room, 9<sup>th</sup> Floor

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**Advancing Succession Management: Practices for Sustained Success – Part 2**

General Session D: 1:00- 2:00 pm

Carolyn Wilson  
Senior Consultant and Practice Manager for Board and C-Suite Services  
**Korn Ferry**

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**Assessing, Developing and Retaining Effective Global Leaders**

Session E: 2:00- 3:15 pm

Are you having trouble identifying and retaining global leadership talent? In this interactive session, you will receive a one of a kind assessment to test your own global acumen and those you are placing in global roles. You'll learn where your organization is on the global maturity curve and how to put in place a global succession plan that aligns with your organization's global growth strategy.

Linda D. Sharkey, PhD  
Global Managing Partner and Director  
**AchieveBlue Corp**

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Networking Refreshment Break: 3:15-3:30 pm  
Palace Room Foyer, 9<sup>th</sup> Floor

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**Talent in Motion: The Complex Puzzle of Managing Mobility**

Session F: 3:30-4:30 pm

Managing mobility is an important factor in building your leadership pipeline. What are the strategic and tactical considerations when making this considerable investment? How are companies making it work and how do they measure results?

Laura Rodriguez  
Global Director Talent Mobility Specialist Group  
**Johnson & Johnson**

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**Closing Remarks:** 4:30 pm  
Palace Room, 9<sup>th</sup> Floor

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**Representing The Conference Board:**

**Meg Gottemoeller**, Executive Director  
**Anika Thompson**, Senior Meeting Planner  
**Alice Wang**, Meeting Administrator

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