

Leveraging Diversity

[Conferences/Events](#) • [Publications](#) • [Webcasts](#)

Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.

Conferences/Events

[22nd Annual Diversity and Inclusion Conference](#)

07 - 08 June, 2018 (New York, NY)

Respecting Differences and Standing on Common Ground

Publications

[25 Truths about Women's Leadership: Insights from the 2017 Women's Leadership Conference](#)

09 June, 2017 | Conference KeyNotes

It's normal for women to be ambitious—but it's not normal in our culture. Progress requires women to change not themselves and their unique capabilities, but the system that hinders them.

[Divergent Views/ Common Ground: The Leadership Perspectives of C-Suite Executives and Millennial Leaders— Executive Summary](#)

04 May, 2017 | Research Report

Millennials will be a significant percentage of the C-suite in the coming decade, so it is imperative to better understand their views and values to ensure existing C-suite leaders can appreciate areas of divergent thinking and common ground. This report outlines findings from interviews, surveys, and focus groups from 14 organizations.

[Divergent Views/Common Ground: The Leadership Perspectives of C-Suite Executives and Millennial Leaders](#)

09 January, 2017 | Research Report

This report sheds light on the leadership values and preferences of these two cohorts, and in light of the findings, outlines the steps organizations can take for enhanced performance.

[17 Truths about Women's Leadership: Insights from the 12th Annual Women's Leadership Conference](#)

01 August, 2016 | Conference KeyNotes

Companies and their employees need to shape cultural changes in both society and the workplace to improve the chances of women holding CEO and board member positions.

[25 Truths about Diversity & Inclusion: Insights from the 20th Annual Diversity & Inclusion Conference](#)

13 July, 2016 | Conference KeyNotes

The diversity and inclusion function is growing to encompass not only race and religion but also sexuality, ability, and thinking. Inclusion means understanding bias and disrupting old thought patterns.

[Better Together: Why a United Front Can Propel Diversity and Inclusion and Corporate Philanthropy in the United States](#)

11 January, 2016 | Council Perspectives

Now more than ever, the diversity and inclusion and corporate philanthropy functions should work together to deliver value to the business and to society.

[Moving to the Next Level: Insights from the 11th Annual Women's Leadership Conference](#)

25 September, 2015 | Conference KeyNotes

Women in business have come a long way, but moving to absolute parity with men requires continued planning and even consciousness raising on the part of both genders.

[Do Ask, Do Tell: Encouraging Employees with Disabilities to Self-Identify](#)

12 March, 2015 | Research Report

Employees with disabilities may be the largest "diversity" segment of the workforce, yet few identify themselves as such in the workplace, often because they fear being stigmatized or discriminated against.

[Diversity on Corporate Boards: How Much Difference Does "Difference" Make?](#)

30 January, 2015 | Director Notes

This report evaluates the case for diversity on corporate boards of directors in light of competing research findings and suggests strategies to promote more inclusive boards.

[On the Record with Kathy Mazzarella](#)

21 November, 2014 | Executive Action Report

Kathy Mazzarella is one of only 24 female CEOs in the Fortune 500 to date. The Conference Board spoke with Mazzarella about her unique trajectory to the top.

[Creating the Future by Re-creating the Workplace: Insights from the 2014 Women's Leadership Conference](#)

31 October, 2014 | Conference KeyNotes

There is no question women make great leaders. Both organizations and women can take actions to move women further up the corporate ladder.

[Second Acts in Prime Time: Helping Employees Transition to Post-retirement Careers](#)

29 October, 2014 | Executive Action Report

Innovative firms are rethinking their retirement models to hold on to baby boomer talent and engage employees as they transition to second act careers.

[Women on Boards: Beyond Quotas](#)

26 September, 2014 | Director Notes

Many countries are realizing that quotas may fail to address the root causes of the shortage of women on boards and are examining alternative approaches to creating true gender diversity.

[International Comparisons of Annual Labor Force Statistics](#)

16 September, 2014 | Research Report

The International Labor Comparisons (ILC) program prepares international comparisons of economic indicators across countries, pinpointing differences in labor market tightness, unemployment, and labor force participation in various population categories.

[The Global Leadership Forecast \(GLF\) 2014 | 2015, Ready-Now Leaders: Meeting Tomorrow's Business Challenges](#)

14 August, 2014 | Research Report

New research from DDI and The Conference Board spotlights a critical difference between the top and bottom corporate financial performers: companies with higher percentages of women in leadership roles perform better.

[Tapping Hidden Talent Pools: Recruiting, Developing, and Retaining Veterans and People with Disabilities](#)

05 June, 2014 | Research Report

This report provides in-depth explanation and interpretation of the changes in these regulations to provide businesses with the tools to employ veterans and people with disabilities in this new paradigm.

[Treat Your Employees Like Consumers: They don't all want the same things.](#)

28 April, 2014 | The Conference Board Review

With corporate workforce increasingly global and diverse, HR departments are recognizing the ineffectiveness of dealing with every employee in exactly the same way.

[The Link between Human Capital and Sustainability](#)

05 December, 2013 | Executive Action Report

A good understanding of the link between human capital and sustainability can help company directors identify how investing in the right sustainability programs can drive significant improvements in human capital.

[The Conference Board Human Capital in Review™: Focus on Diversity and Inclusion \(Vol. 3, No. 3, 2013\)](#)

11 November, 2013 | Human Capital in Review

There continues to be a strong interest in both the organizational barriers that hinder women's leadership development and strategies to effectively reduce the impact of those barriers.

[Vets Returning to the Workforce](#)

04 October, 2013 | Executive Action Report

Employers have a talent shortage, particularly in technical fields. Returning veterans are an often overlooked talent pool that offers a gold mine of applied and technical skills in these areas.

[The Pillars of Employee Resource Group Success](#)

23 August, 2013 | Council Perspectives

In theory, employee resource groups (ERGs) encourage diversity to ensure that a range of perspectives are used to achieve a company's goals. But what are the true benefits of ERGs?

[The Conference Board Human Capital in Review™: Focus on Diversity & Inclusion \(Vol. 3, No. 2, 2013\)](#)

20 August, 2013 | Human Capital in Review

This publication explores hot topics within diversity and inclusion research. This issue includes articles on: gender stereotypes and interviewing, the "third billion," and attracting mothers returning to the workforce.

[Can Four Generations Focus in One Place?](#)

19 July, 2013 | KnowlEdge Series Summaries

This overview is adapted from The Conference Board KnowlEdge Series® presentation, "How We Work: Developing the Right Environment to Enable Our Workforce," with concentrations on the multigenerational workplace and office design.

[Better Together: Advancing Diversity & Inclusion through Analytics and Strategic Workforce Planning](#)

20 June, 2013 | Executive Action Report

Combining human capital analytics and strategic workforce planning best practices can inform and improve diversity and inclusion initiatives.

[Managing Contractors and Ensuring Safety in Emerging Markets](#)

30 May, 2013 | Council Perspectives

Although emerging markets beckon with new business opportunities, they also present major health and safety challenges that foreign investors need to clearly understand.

[Helping Millennials Help You: Managing Your Young Workforce](#)

23 May, 2013 | Executive Action Report

By 2020, baby boomers and generation X will be far outnumbered by their millennial counterparts in the workplace, who will soon be in the same seats their managers now occupy. What are companies doing today to prepare these future leaders?

[The Conference Board Human Capital in Review™: Focus on Diversity & Inclusion \(Vol. 3, No. 1, 2013\)](#)

15 April, 2013 | Human Capital in Review

This publication explores hot topics within diversity and inclusion research. This issue includes articles on: perspective taking, cultural competency training, and Europe's plans for its aging work population.

[Leveling the Playing Field: Attracting, Engaging, and Advancing People with Disabilities](#)

07 February, 2013 | Research Report

The median income for people with disabilities is less than half that of people without disabilities, despite significant federal legislation. This report addresses how to overcome this disparity.

[Leveling the Playing Field: Attracting, Engaging, and Advancing People with Disabilities](#)

07 February, 2013 | Executive Summary

An Executive Summary report and a full Research Report are available, based on the work of The Conference Board Research Working Group on Improving Employment Outcomes for People with Disabilities

[The Conference Board Human Capital in Review™: Focus on Diversity & Inclusion \(Vol. 2, No. 4, 2012\)](#)

11 December, 2012 | Human Capital in Review

This publication is designed for the busy human capital executive who values selected and thoughtfully summarized article reviews of what is happening in the area of diversity and inclusion.

[Men Not at Work: Q&A with Hanna Rosin](#)

08 October, 2012 | The Conference Board Review

The modern economy is better suited to women, says Hanna Rosin, and men have so far been unable or unwilling to adjust.

[The Conference Board Human Capital in Review™: Focus on Diversity and Inclusion \(Vol. 2, No. 3, 2012\)](#)

20 September, 2012 | Human Capital in Review

This publication is designed for the busy human capital executive who values selected and thoughtfully summarized article reviews of what is happening in the area of diversity and inclusion.

[Women's Leadership Conference KeyNotes Report](#)

10 August, 2012 | Conference KeyNotes

Having more women in leadership roles is a competitive advantage, but much of the potential represented by women's talent remains unrealized.

[LGBT in the Workplace and Marketplace](#)

23 July, 2012 | KnowlEdge Series Summaries

The LGBT (lesbian, gay, bisexual, and transgender) population is no longer merely included in corporate strategy, but is a focus of that strategy, as companies try to attract both LGBT talent and market share.

[Nothing in Common: How to do business in a world of difference](#)

09 July, 2012 | The Conference Board Review

Understanding the ways and whys of people unlike yourself is key to winning and keeping customers, managing today's workforce, and relating to the activists who have an increasingly influential voice in where and how a company does business.

[The Supplier Diversity Value Proposition: What Every Organization's Important Stakeholders Need to Know about Supplier Diversity](#)

21 May, 2012 | Council Perspectives

In order to serve the needs of a changing customer base, companies should review and, if necessary, rejuvenate their supplier diversity programs.

[The Conference Board Human Capital in Review™: Focus on Diversity & Inclusion \(Vol. 2, No. 2, 2012\)](#)

09 May, 2012 | Human Capital in Review

The Human Capital in Review series is designed for the busy human capital executive who values filtered and thoughtfully summarized highlights of significant ideas, topics, research, and trends in diversity and inclusion.

[Women on Boards: Review and Outlook](#)

02 May, 2012 | Director Notes

This report examines the prevalence of women directors in the Fortune 1000 and an additional 1,000 midcap companies and offers recommendations for boards looking to recruit women directors and for women interested in serving on boards.

[HR: You're Doing It Wrong: Criminal, Past](#)

02 April, 2012 | The Conference Board Review

TCB Review columnist Laurie Ruettimann observes that as many as a third of young workers have low-level criminal records—and she urges HR people to overlook those transgressions.

[“Zionist Jews Need to Be Run Out of This Country!” When an employee makes this remark outside of the office, what should a company do?](#)

02 January, 2012 | The Conference Board Review

YouTube, cable news, and Internet message boards are making it easy for proudly ignorant people to go public with conspiracy theories and racist rants—and they are making life difficult for corporate HR reps who just want everyone to get along.

[Revisiting Justifications for Board Diversity](#)

10 November, 2011 | Director Notes

This report examines empirical data on board diversity and finds that reliance on the business case has not translated into appreciable gains. As such, it suggests that moral and social rationales be reincorporated into strategies for advancing diversity.

[The Conference Board Human Capital in Review: Focus on Diversity & Inclusion \(Vol. 1, No. 1, 2011\)](#)

27 October, 2011 | Human Capital in Review

The Human Capital in Review series is designed for the busy human capital executive who values filtered and thoughtfully summarized highlights of significant ideas, topics, research, and trends in diversity and inclusion.

[Are You Too Young—or Too Old—to Be a CEO?](#)

03 October, 2011 | The Conference Board Review

When looking for a new top executive, the assumption that direct prior experience in a comparable role is a prerequisite to success is just that—an assumption. It's natural to first look for the obvious candidate, but evidence shows no advantage.

[Supplier Diversity: Helping to Enhance the Corporate Brand](#)

28 April, 2011 | Council Perspectives

This Council Perspectives points out how supplier diversity can create a competitive advantage for an organization and encourages leaders to think beyond the function's traditional role.

[Closing the Gender Gap: A European Perspective on New Approaches to Women's Leadership](#)

24 September, 2010 | Executive Action Report

Women account for only about 10 percent of board directors in Europe's top 300 companies and more than two-thirds of the 101 largest firms have no women on their executive committees. With voluntary measures to close the gender gap making little progress,

[Mind the Gap: Overcoming Organisational Barriers to Develop Inclusive Leaders](#)

23 August, 2010 | Council Perspectives

This report looks at the challenges Diversity and Inclusion (D&I), Talent Management, and Leadership Development professionals face in creating a corporate culture that embraces D&I as a core leadership trait, one that permeates functions and business unit

[Fitting the Work to the Worker: Recruiting, Engaging, and Retaining Employees with Disabilities](#)

19 August, 2010 | Executive Action Report

This year is the 20th anniversary of the Americans with Disabilities Act. What are the barriers to and benefits of hiring and retaining people with disabilities?

[Is Age Really Just a Number? Investigating Approaches to Employee Engagement](#)

15 July, 2010 | Research Report

Regardless of whether there are too few people or too few jobs, one thing doesn't change: the need to recruit and retain talent that distinguishes an organization.

[Is Age Really Just a Number? Investigating Approaches to Employee Engagement](#)

15 July, 2010 | Key Findings

To be any good at all, an employee engagement strategy has to capture the real concerns of employees.

[Diversity and Inclusion: Global Challenges and Opportunities](#)

01 January, 2010 | Council Perspectives

This report, which is based on a joint meeting of The Conference Board Diversity and Inclusion Councils, offers insights into both the external and internal hurdles companies face when they try to implement a global diversity program.

[The Role of the Board in Turbulent Times... CEO Succession Planning](#)

12 August, 2009 | Executive Action Report

Management succession is one of the most critical strategic risks a corporation faces and a favorite topic of discussion on the role of the board in business crises.

[The Role of the Board in Turbulent Times: Avoiding Shareholder Activism](#)

15 April, 2009 | Executive Action Report

This report provides board members with a checklist of issues they should consider addressing in their relations with shareholders and, in particular, how to avoid a costly and disruptive battle with an activist investor.

[Corporate Governance Handbook 2007: Legal Standards and Board Practices](#)

06 July, 2007 | Book

This handbook is intended to be an easy-to-use compendium of rapidly evolving laws and rules and the best practices adopted by leading companies.

[Defining Corporate Governance Best Practices to Add Firm Value](#)

20 September, 2005 | Executive Action Report

European family-controlled public companies tend to perform less well in the stock market than their American counterparts. Would best practices followed by family firms in the United States be helpful examples for similar enterprises in Europe?

Webcasts

[Who is accountable for gender balance within organizations?](#)

30 May, 2018 | Special Webcast

This webcast will explore the question of gender balance and the idea of who holds responsibility for this within an organization. HRCI, SHRM, and CPE credit available

[Book Discussion: Earning It](#)

03 April, 2018 | Special Webcast

How have women such as Mary Barra, chairman and CEO of General Motors, been able to make their way to the top? And when they get there, what impact do they have on corporate governance? Join Joann Lublin from the *Wall Street Journal* as she discusses these issues and her new book, *Earning It*.

[Why Leaders Are So Critical in Stopping Abusive Behavior](#)

20 March, 2018 | Special Webcast

Join our expert panel to discuss actions industry leaders are taking to build professional, inclusive, “speak-up” cultures and prevent cultural failures from leading to abuses of power, harassment, other misconduct, and organizational crisis.

[Why Organizational Culture Is So Critical In Stopping Abusive Workplace Behavior](#)

05 March, 2018 | Special Webcast

The Conference Board President & CEO Jon Spector, along with an expert panel from ELI Inc., discuss the issue of abuse of power in the workplace. Learn how to analyze an organization’s operations to determine if it is set up to resist or suffer a workplace cultural failure and public crisis

[Millennial Leaders: A New Breed or More of the Same](#)

15 February, 2018 | Special Webcast

Millennials are moving into the C-suite at Fortune 500 companies as boomers retire and gen Xers struggles to fill demand. Is this generation distinctive and should it be developed differently from the past? Join this webcast to find out.

[Strengthening Organizations through Diversity & Collaboration](#)

06 February, 2018 | Conference KeyNotes

Highlighting some of the top insights from our 21st Annual Diversity & Inclusion conference, join our expert D&I panel as they share highlights and key takeaways from our June 2017 conference and what knowledge D&I leaders need to make a difference in their organizations.

[Advancing Women's Leadership](#)

20 November, 2017 | Special Webcast

Women now earn more degrees than men and make up half the workforce. Despite their economic and educational punch, women hold far fewer leadership positions than men. This webcast will cover solutions for placing more women at the top company echelons. HRCI, SHRM, and CPE credit available.

[Conscious Leadership](#)

26 October, 2017 | Special Webcast

Join this webcast to learn what it means to be a leader who uses the framework of Me + We + The World.

[How Women Leaders Can Leverage Their Unique Executive Presence](#)

07 December, 2016 | Special Webcast

What is executive presence, and how do women leverage it to make an impact? Author Suzanne Bates will discuss how to elevate your executive presence and redefine it. HRCI, SHRM, and CCE Coaching credits available

[Human Capital Watch™](#)

16 November, 2016 | Human Capital Watch™

What does rising job satisfaction mean for employees and what is the connection to employee engagement? Attendees will be able to learn the latest trends of job satisfaction and how organizations can enhance employee engagement through future-skilling your workforce. CPE credit available

[Book Discussion: Breaking Through Bias](#)

09 November, 2016 | Special Webcast

If a woman is in a "male-dominated" career, her career is at risk due to pervasive gender stereotypes. Authors Andrea Kramer and Alton Harris present advice on how women can break through gender bias. HRCI and SHRM credit available.

[Inclusive Talent Management - How Business can Thrive in an Age of Diversity](#)

04 October, 2016 | Special Webcast

Join our guest authors Stephen Frost and Danny Kalman as they argue that companies need to align talent management with diversity and inclusion if they want to gain competitive advantage. HRCI & SHRM credit available

[Human Capital Watch™: CEO and Executive Compensation](#)

21 September, 2016 | Human Capital Watch™

This webcast will cover key findings from our compensation analysis regarding the CEO and the five highest-paid executives across the Russell 3000 and the S&P 500. CPE credit available

[LGBT Inclusion: Strategy and Practice in a Divided World](#)

20 September, 2016 | Special Webcast

Join this webcast to learn how to effectively build a global LGBT strategy that promotes corporate values of inclusion, while acknowledging different laws and cultural attitudes. HRCI and SHRM credit available

[Human Capital Watch™: Driving Talent Management Through High-Impact Coaching](#)

17 August, 2016 | Human Capital Watch™

How is coaching used in organizations today to prepare leaders? What leadership skills are organizations most focused on? Viewers will learn highlights from our 2016 Executive Coaching report as well as insights from practitioners and our Executive Coaching Council. CPE credit available

[The Conference Board Economics Watch®](#)

09 August, 2016 | Economics Watch

This webcast will focus on the varying economic conditions across states. Learn more about other key indicators like income, consumption, and housing. CPE credit available

[Human Capital Watch™: What's Next for Diversity & Inclusion](#)

20 July, 2016 | Human Capital Watch™

How can D&I practitioners align their workforce and strategies to foster continued innovation? Hear experts discuss highlights and key themes from our latest D&I research and conference. CPE credit available

[The Conference Board Economics Watch®](#)

12 July, 2016 | Economics Watch

What role can expanding immigrant hiring play in helping businesses plug talent gaps? Foreign-born workers in the US are spread unevenly across occupations and locations. CPE credit available

[CEO Challenge 2016: Focus on Human Capital](#)

23 June, 2016 | KnowEdge Series

Co-author of **The Conference Board CEO Challenge®** 2016 report Rebecca Ray will be joined by leading human resources and diversity & inclusion practitioners to discuss human capital as one of six key challenges CEOs are facing this year. HRCI and SHRM credit available

[Human Capital Watch™: Looming Productivity Crisis: Future-Skill Your Workforce Now](#)

15 June, 2016 | Human Capital Watch™

A focus on recent research by TCB and the Committee for Economic Development focusing on the state of productivity globally and offer recommendations to support HR reskill employees. CPE credit available

[Liberating Innovation Teams for Scale & Creativity](#)

24 May, 2016 | Special Webcast

Leaders and team members must inclusively tap a variety of perspectives to tackle growth or improvement, innovatively. Learn tangible ways to get input and viewpoints from large teams. These simple approaches will shift your thinking! HRCI and SHRM credit available

[Why Inclusive Companies Are Better at Innovation](#)

25 February, 2016 | Special Webcast

Building a diverse workforce is one thing; cultivating an inclusive culture in which “diversity of thought” consistently sparks innovation is far more challenging. Join us as our guest, Vincent Monziols, general manager of Saint-Gobain Performance Plastics’ (SGPPL) bearings business, describes the company’s journey to achieve double-digit annual growth by making innovation part of every job.

[Book Discussion: The Rise of the Female Executive](#)

23 February, 2016 | Special Webcast

Join us for this webcast as our guest, Peninah Thomson, chief executive of The Mentoring Foundation and coauthor of *The Rise of the Female Executive*, gives us insights into some of the central themes of her new book such as cross-company mentoring programs and keeping women in the executive pipeline.

[Building Cross-Cultural Strengths in Virtual Teams](#)

02 February, 2016 | Special Webcast

This webcast will present insights from three global experts, based in India, the United Kingdom, and the United States, about ways to build on cross-cultural differences as a source of strength.

[Using Storytelling to Get to the Heart of Business Strategy](#)

28 January, 2016 | Special Webcast

Hear how Nationwide Children’s Hospital, the fourth largest children’s hospital in the country, implemented a new business strategy by engaging every facet of their business to create an emotional connection to the organization. HRCI, SHRM, and CPE credit available.

[Advancing Women as Leaders](#)

08 October, 2015 | Special Webcast

This webcast will highlight examples of strategies, benchmarks, and programmes that businesses are adopting to improve their gender balance and appoint women into leadership positions.

[Book Discussion: The Confidence Myth: Why Women Undervalue Their Skills And How To Get Over It](#)

05 October, 2015 | Special Webcast

At a time when more female leaders in the highest positions are needed, why do many women still continue to undervalue their leadership skills? Author Helene Lerner will redefine confidence to help viewers reach their next career goal.

[Enhancing Your Global Career as a Senior Female Business Leader](#)

08 September, 2015 | Special Webcast

Join us for this webcast, when our guest speakers will give real-life examples of their career highlights and challenges as senior female business leaders.

[Book Discussion: Diversity Managers: Angels of Mercy or Barbarians at the Gate](#)

16 July, 2015 | Special Webcast

Shelton Goode will guide human resource professionals in locating the strengths and weaknesses of their organization’s diversity strategies, while helping them discover best practices to better meet specific business goals.

[Engaging Men in the Charge of Advancing the Women’s Leadership Agenda](#)

14 May, 2015 | Conference KeyNotes

This talk describes the key factors that influence men’s participation--positively or negatively--in D&I programs and campaigns. It will also cover if training really works and strategies that individual men and women can use to drive equality.

[Third Way of Leadership: Beyond Gender Archetypes](#)

23 April, 2015 | Conference KeyNotes

Hear how men and women can join forces to create the workplace of the future by integrating their distinct strengths into a more effective style of leadership.

[Book Discussion: Flex: The New Playbook for Managing Across Differences](#)

20 April, 2015 | Special Webcast

Renowned executive coaches and global leadership strategists offer lessons on the vital skill of “flexing”--the art of switching between leadership styles to more effectively work with people who are different from you.

[Human Capital Watchâ„¢: Q&A: New OFCCP Disability Regulations](#)

15 April, 2015 | Human Capital Watch™

The Office of Federal Contractor Compliance Programs issued a mandate for federal contractors requiring a goal for persons with disabilities. We'll explore how companies are progressing toward compliance and how they encourage self-identification

[Global Compensation, Equal Pay Ahead](#)

19 March, 2015 | Conference KeyNotes

Join us for a webcast featuring one of the best-rated presentations from The Women's Leadership Conference. Margery Brittain, SVP, Global Comp & Benefits, MetLife will delve into the past, present, and future of global compensation for women.

[Build Your Relationship Action Plan for Career & Org Success](#)

02 March, 2015 | Conference KeyNotes

Best-selling author Keith Ferrazzi, who has coached top CEOs and presidential candidates, will deliver this high-energy, high-impact webcast that will help you refuel personally and professionally

[Human Capital Watchâ„¢: The Evolution of D&I Management](#)

18 February, 2015 | Human Capital Watch™

Experts will elaborate on the evolution of the D&I field to provide historical context for our findings and frame practitioners' views on what the D&I function will look like in the future.

[Minimising Unconscious Bias in Performance Management](#)

09 February, 2015 | Special Webcast

Many organizations struggle to achieve a strong mix in their leadership ranks. Appraisal provides an opportunity to work on this. This webcast explores four biases prevalent in the performance review process, and how to mitigate them.

[The Subtle Impact of Exclusion: Overcoming Unconscious Bias](#)

12 January, 2015 | Special Webcast

Subtle behaviors in the workplace can hinder collaboration and undermine diversity efforts. Maximize business impact by focusing on inclusion, using daily practices that allow your workforce to contribute all their talents.

[Mitigating Unconscious Bias in Performance Management](#)

18 November, 2014 | Conference KeyNotes

Explore four biases prevalent in the performance review process and how to mitigate them. Learn how to ensure a robust talent pipeline by understanding the mechanisms of bias and its manifestation in the decisions of the daily workplace.

[Book Discussion: Make your people before you make your product](#)

04 November, 2014 | Special Webcast

During this discussion, Danny Kalman, former Global Director of Talent at Panasonic, will describe how organizations can gain a global competitive edge through better management of talent resources.

[Supplier Relationship Management - 6 Pillars for Success](#)

29 October, 2014 | Special Webcast

This webcast will cover the key findings on Supplier Relationship Management from an annual survey of more than 500 companies conducted by State of Flux.

[Supporting Transition to Post-Retirement Careers](#)

08 October, 2014 | Special Webcast

Webcast participants will discuss how companies can support the transition of retirees to "second act" careers through paid fellowships and other programs.

[Achieving Results with the Disability Employment Tracker](#)

24 September, 2014 | Special Webcast

Gain insight into how to leverage the Disability Employment Tracker to initiate or enhance disability and veterans' hiring initiatives by confidentially benchmarking against leading practices.

[Do Ask, Do Tell: Encouraging Disability Self-ID in an Inclusive Workplace](#)

22 September, 2014 | Special Webcast

New regulations require that government contractors ask U.S. job applicants and employees to self-identify if they have a disability. How can employers build an inclusive workplace where people feel safe answering “yes” to this question?

[Post-Placement Workplace Support for Wounded Warriors](#)

18 September, 2014 | Special Webcast

Veterans with serious disabilities bring significant talent and experience to the workplace, but often require assistance to make a successful transition to work. We will discuss the considerations for developing programs to support these veterans.

[From Application to Onboarding: Accommodations Make a Difference](#)

04 September, 2014 | Special Webcast

Participants will learn the pitfalls that can occur with standardized recruiting processes when recruiting individuals with disabilities, causing employers to inadvertently screen out the very talent they seek, and learn strategies to overcome them.

[Book Discussion: You Raised Us - Now Work With Us](#)

21 August, 2014 | Special Webcast

Lauren Rikleen provides a comprehensive view of the millennial generation and offers insight and strategies for corporate executives, human resource specialists, and managers to better oversee this new and growing generation of workers.

[Diversity Leadership: Activating Change and Transformation](#)

10 July, 2014 | Conference KeyNotes

Learn how to assess your diversity process, discuss the knowledge and skills needed to execute effective leadership, reframe existing diversity infrastructure, build accountability systems, and address legal risks to implementation.

[Hidden Talent Pools and OFCCP Regulations](#)

17 June, 2014 | Special Webcast

This webcast explores actions taken by some employers in response to the OFCCP regulatory changes, including planned improvements, areas of focus, and challenges, as well as recommendations and case studies.

[Recognizing and Managing Unconscious Bias](#)

10 June, 2014 | Conference KeyNotes

The new frontier in making a difference in filling our pipelines with diverse talent, is trying to manage unconscious bias. This webcast will examine innovative ways to mitigate unconscious bias.

[How Diverse-By-Design Teams Can Achieve Breakthrough Results](#)

27 May, 2014 | Conference KeyNotes

We will discuss how to assess multiple dimensions of diversity to expand the pool of “go-to” performers, building team and organizational capacity that support achieving and sustaining competitive advantage.

[Human Capital Watch™: The Evolution of D&I: From Compliance to Culture and Beyond](#)

21 May, 2014 | Human Capital Watch™

This webcast will highlight details concerning the evolution of Diversity and Inclusion (D&I), and feature key findings from interviews conducted with Chief Diversity Officers regarding future D&I trends.

[Book Discussion: The Board Game](#)

13 May, 2014 | Special Webcast

Focusing on examples of female board directors featured in her book, Betsy Berkhemer-Credaire will provide advancement strategies for women to position themselves to be recommended for board positions.

[Global Dexterity](#)

24 April, 2014 | Hot Off The Press

In his new book, *Global Dexterity*, Andy Molinsky offers the tools needed to simultaneously adapt behavior to new cultural contexts while staying authentic and grounded in one’s own natural style.

[Opening the Doors of Small Business to People with Disabilities. Part 2](#)

22 April, 2014 | Special Webcast

Keeping the Doors Wide Open offers strategies that help small businesses create inclusive workplaces and retain employees with disabilities (EWDs). A small-business leader from AQUAS Inc. shares insights on the benefits of creating an inclusive culture.

[Diversity & Inclusion Breakthroughs: An Innovation Lab Approach to Results that Matter](#)

16 April, 2014 | Special Webcast

Amid a rapidly changing landscape, stakeholders say that the field of D&I is stagnant. To ensure meaningful results for their diversity programs, forward-thinking organizations are embracing new ways of working.

[Opening the Doors of Small Business to People with Disabilities, Part 1](#)

11 April, 2014 | Special Webcast

Moving Up the Ramp is an overview of the importance of small business to open the doors to employing people with disabilities (PWDs). It explores the benefits and costs of hiring and employing PWDs.

[Emerging Lessons from the Disability Employment Tracker](#)

21 March, 2014 | Special Webcast

See how corporate America is measuring up against leading disability and veteran employment practices, what leading practices are emerging, and how HR leaders can improve their company's practices.

[2014 Corporate Governance Trends: Diversity/ Risk/ Compensation](#)

04 March, 2014 | Special Webcast

This webcast highlights important corporate governance trends affecting public companies, including board composition and diversity, board oversight of political contributions, risk oversight, and pressures on compensation committees.

[Millennial Dilemma – Social Media Strategies for Onboarding](#)

26 February, 2014 | Conference KeyNotes

In this session, attendees will get a behind-the-scenes view of how onboarding programs leverage new technologies and use gamification to increase communication and engagement with new hires or transitioning talent.

[Ageing Workforce: Friend or Foe?](#)

26 February, 2014 | Special Webcast

Life expectancy is increasing across Europe and pension ages are rising. How can we motivate and engage older workers to meet changing business needs?

[Cultural Fluency: Identifying Leaders in China](#)

07 January, 2014 | Special Webcast

Are there ways for talent and D&I teams to partner with China-based business units to better identify and develop emerging leaders in the new Chinese marketplace?

[Understanding and Managing Unconscious Bias](#)

27 November, 2013 | Special Webcast

Many leading companies now recognize unconscious bias as a factor that can derail efforts to attract, retain, and promote diverse talent.

[Beyond Law & Compliance: Achieving a Civil Workplace](#)

20 November, 2013 | Special Webcast

What are the benefits of moving beyond a purely legal compliance corporate culture to a civil, respectful, and inclusive workplace that focuses on organizational values, behavior, and cultural change?

[Wounded Warrior Careers: Post-Placement Support](#)

29 October, 2013 | Special Webcast

While corporate America has made strides in hiring veterans, many employment initiatives do not provide support once the veteran is on the job to make the work experience successful.

[Human Capital Watch™: Global Diversity & Inclusion](#)

16 October, 2013 | Human Capital Watch™

Chief Diversity Officer Toni Riccardi explores strategies D&I executives (and their partners) can use to manage an increasingly global and diverse workforce.

[Tapping the Power of The Female Vision](#)

03 October, 2013 | Conference KeyNotes

Sally Helgesen, a global leadership expert, will show how women can strengthen their leadership brand and benefit their organizations by articulating and acting on their vision.

[Book Discussion: Employment and Work](#)

10 September, 2013 | Special Webcast

Susanne M. Bruyère, Ph.D., director of the Employment and Disability Institute, will discuss her latest book, *Employment and Work – Disability Key issues and Future Directions*.

[New OFCCP Regulations on Employing People with Disabilities](#)

29 August, 2013 | Special Webcast

What do the new regulations on employment of people with disabilities from the Office of Federal Contract Compliance Programs (OFCCP) mean for your company?

[Diversifying the Workplace by Employing People with Disabilities](#)

18 July, 2013 | Special Webcast

This webcast promises to share innovative and impactful approaches to diversifying your workplace through recruiting employees with disabilities. The panel will be comprised of accomplished employers so this discussion is one not to be missed!

[Mitigating Bias in Talent Management Decisions: A Case Study](#)

14 June, 2013 | Conference KeyNotes

Bias is a core function of the human mind. It keeps us safe, is the source of the thousands of decisions we make every day, and yet is the cause of insularity and the source of favoritism. BAE Systems will serve as a case study for mitigating bias.

[D&I Analytics: Demonstrating Success, Overcoming Challenges](#)

13 June, 2013 | Special Webcast

We will discuss and explore real-life cases involving the discipline of measuring D&I, the diversity scorecard process, the impact on performance, the potential pushback/reluctance to pursue ROI for D&I, and how to overcome roadblocks and pushback.

[The Age of Ageing](#)

14 May, 2013 | Special Webcast

George Magnus, author of 'The Age of Ageing', joins us to explore a unique demographic phenomenon for mankind and, therefore, one that takes us into uncharted territory.

[Unconscious Bias in Talent Decisions](#)

19 February, 2013 | Conference KeyNotes

This session will look at innovative ways on how to mitigate unconscious bias in talent decisions by providing targeted intervention to talent management decision makers.

[Advancing Diversity and Inclusion Through White Male Leadership](#)

31 January, 2013 | Special Webcast

Globally, 32 million white men hold positions of leadership. The percentage of white men in leadership roles increases dramatically at the most senior levels. Savvy executives do not lead without regard for gender, race, and other points of identity.

[Your 2013 Must-Do List: Connecting with Millennials](#)

19 December, 2012 | Special Webcast

Discover what measures corporate leaders are taking to ensure strong and positive connections with the next generation from a generational strategy expert. Build your own 2013 "must-do" list for engaging millennials in the workforce.

[Diversity & Inclusion: Driving Innovation and Boosting the Bottom Line](#)

26 November, 2012 | Special Webcast

Managing D&I has become central to success of a company's business strategy. D&I practitioners as well as others— business unit leaders, talent management and human resource professionals, need a set of skills that lead the way to organizational change.

[Bias-Free Leadership: Your Competitive Advantage](#)

26 September, 2012 | Conference KeyNotes

Through a focus on how conscious and unconscious bias interferes with the decision-making process, you will learn how to minimize the impact of bias on your ability to lead effectively.

[Centered Leadership: How Talented Women Thrive](#)

25 June, 2012 | Conference KeyNotes

Based on more than five years of research with McKinsey & Company's Centered Leadership Project, Joanna Barsh will introduce you to the five capabilities of Centered Leadership that she sees in effective leaders.

[Improving Employment Outcomes for Employees with Disabilities](#)

23 May, 2012 | Special Webcast

Employers around the world are concerned about how to increase the pool of available, qualified talent. A soon to be released Conference Board report explores a variety of strategies and leading practices to help employers better leverage this population.

[Human Capital Watch™: 21st Century Talent Mobility](#)

16 May, 2012 | Human Capital Watch™

Throughout 2011, Mercer worked with the World Economic Forum to conduct extensive global research on the challenge of talent gaps, and how more effective talent mobility can work to spur economic growth.

[Employee Resource Groups Delivering Impact](#)

03 May, 2012 | Special Webcast

Diversity & Inclusion Leaders from AT&T, Campbell Soup Company, The McGraw-Hill Companies, and Microsoft will share examples of Employee Resource Groups that have delivered business impact.

[Women and Leadership \(Part 2\)](#)

25 April, 2012 | KnowlEdge Series

What's keeping women under the glass ceiling? High-performing women simply don't have the sponsorship they need to reach the top!

[Human Capital Watch™: Revisiting the Competencies for D&I Practitioners](#)

18 April, 2012 | Human Capital Watch™

In 2008, The Conference Board published *Creating a Competency Model for Diversity and Inclusion Practitioners*, which identified seven competencies for D&I professionals to succeed. Are these competencies still relevant?

[Women and Leadership \(Part 1\)](#)

20 March, 2012 | KnowlEdge Series

Dr. Valerie Young, leading expert on women and the impostor syndrome and the author of "The Secret Thoughts of Successful Women" will outline the key reasons why women are more susceptible to fraud fears, and how it hurts women and their organizations.

[The Link Between Diversity & Inclusion and Organization Development Processes: A Benchmark Study](#)

05 December, 2011 | Special Webcast

If organizations are to deliver on the promise of enhanced innovation and having a superior employment brand it is critical that they approach D&I from a culture change perspective; and that means applying and/or fully integrating the D&I agenda.

[Pairing Corporate Philanthropy with Diversity and Inclusion](#)

07 June, 2011 | Special Webcast

This webcast will discuss how companies are increasing the coordination between corporate philanthropy/community affairs departments and corporate initiatives around diversity and inclusion.

[Developing Leaders: An Advocacy Initiative led by Women](#)

19 May, 2011 | Conference KeyNotes

This is a two part Conference KeyNotes Webcast series to include video clips and live discussion of sessions delivered at The 2011 Women's Leadership Conference.

[Improving Employment Outcomes for Employees with Disabilities](#)

06 May, 2011 | Special Webcast

Please join this webcast to learn how a Conference Board Research Working group is structured, what kinds of companies join and what are the benefits for your organization and for you as a leader in this area.

[Integrating Returning Veterans into the Civilian Workforce: The Challenges and Opportunities](#)

20 October, 2010 | Special Webcast

This webcast will discuss the population of returning Veterans and the value and the scope of talent within this group.

[Diversity and Inclusion: Defining Success Beyond Representation](#)

19 October, 2010 | Conference KeyNotes

The recent global financial crisis has accelerated two trends: the shift in wealth to emerging nations and the need for collaboration.

[Women's Leadership Design](#)

30 June, 2010 | Conference KeyNotes

This Conference KeyNotes Webcast will provide highlights of The 2010 Women's Leadership Design Conference (April, 2010). Video footage of the conference will set context for live questions and answers with the presenter.

[Aligning with the Business: Diversity & Inclusion's Strategic Partners \(Part 1\)](#)

15 April, 2010 | KnowlEdge Series

Making the business case for D&I and connecting diversity and inclusion to the bottom line

[Aligning with the Business: Diversity & Inclusion's Strategic Partners \(Part 3\)](#)

11 March, 2010 | KnowlEdge Series

This session will explore how can R & D, Product Development, Innovation and other business partners can better utilize their D&I to access new talent, new ideas and new markets.

[Aligning with the Business: Diversity & Inclusion's Strategic Partners \(Part 2\)](#)

04 March, 2010 | KnowlEdge Series

Whether expanding into a new market, launching a new product or rebranding a core product, or communicating with old customers or attracting new ones, diversity & inclusion can and should play a key role in how an organization approaches this work

[Aligning with the Business: Diversity & Inclusion's Strategic Partners \(Part 1\)](#)

25 February, 2010 | KnowlEdge Series

In this session, we identify some of the barriers to full participation of D&I in the overall business strategy and speak with an organization that has overcome them to create a partnership between HR and D&I to benefit the business.

[Can They Take It? Productivity, Overtime and the Mature Worker](#)

21 July, 2009 | Special Webcast

This webcast will help participants to learn from The Conference Board's Mature Workforce Initiative how to assess, motivate, and monitor the productivity of their older workers.

[Maximizing Human Capital: Employees with Disabilities: Building Your Leadership Pipeline](#)

07 April, 2009 | Special Webcast

In this webcast, we investigate best practices for maximizing development and advancement strategies for one particular group of employees: those with disabilities.

[Managing Employee Engagement through a Generational Lens: What Has Changed?](#)

03 March, 2009 | Special Webcast

This webcast will use the lens of generational differences, and the common ground that brings the generations together, to help leaders create engaging, positive work environments that foster innovation in this economic downturn.