The 2007
Senior Human Resources Executive Conference
Transforming HR to Meet Tomorrow’s Business Demands

Conference: November 28 - 29, 2007
Pre-Conference Workshop: November 27, 2007
Westin New York at Times Square
New York, NY

This conference is a must-attend event for all senior HR executives responsible for talent management, succession planning, leadership, administration, outsourcing, and workforce planning. At this conference, senior HR executives will share their insights on strategic issues and best practices HR executives can implement going forward. Specifically, we will focus on four key ways HR can be a strategic player:

• Drive strategic HR initiatives such as talent management, leadership development and succession planning to achieve business goals
• Address globalization
• Meet the needs of a diverse workforce
• Streamline HR processes and keeping pace with developing HRIS

We hope you will join us in New York, November 28-29.
About The Conference Board
The Conference Board is the world’s leading business membership organization, with a global network of close to 2,000 enterprises in nearly 60 countries.

The Conference Board creates and disseminates knowledge about management and the marketplace to help businesses strengthen their performance and better serve society.

Working as a global, independent membership organization in the public interest, we conduct research, convene conferences, make forecasts, assess trends, publish information and analysis, and bring executives together to learn from one another.

The Conference Board is a not-for-profit organization and holds 501(c)(3) tax-exempt status in the United States

How Our Meetings Are Different
The Conference Board provides executives from around the world with opportunities to share practical business experience. This focus on actual business experience, rather than theory, primarily from senior executives from major organizations, along with a superior level of networking with peers are the distinguishing features of Conference Board meetings.

The Conference Board’s meetings are rated as one of America’s leading speaking platforms for top management. More than 150 CEOs address the Board’s 12,000 meeting participants each year.
Dear Colleague,

Business is changing at lightening speed. And many organizations are fighting to keep up – like changing from a holding to an operating company, moving to a “greener” profile, or softening their identities from “manufacturing company” to “industrial services provider”. As business changes, senior human resources executives are being called upon to change their strategies and operating procedures.

This new economic tide comes on top of existing workforce challenges: demographic changes, the retirement bubble, the war for talent, generational differences, global competition. Added to this, there are new developments in technology and an increase in client service demands, creating the perfect storm for today’s senior human resources executive.

These pressures all serve to increase the importance of the HR executive’s role as the primary architect of organizational and cultural transformation. Increasingly, we hear: What’s HR’s role in the midst of a major shift in business strategy? How should senior HR executives manage their responsibilities to give them time to focus on strategic issues? How can HR better align with business strategies that call for a major change and growth?

At this conference, we will discuss these questions and encourage an interactive knowledge-sharing experience.

I hope you will join us at this strategic, forward-looking conference on global challenges and solutions for businesses and HR organizations. I look forward to seeing you in New York in November.

Sincerely,

Christine Hess
Conference Program Director
The Conference Board
Pre-Conference Workshop

Tuesday, November 27, 2007

Pipeline or Pipe Dream? Priming Leaders for Successful Executive Transitions

Registration: 12:30 - 1 pm

Workshop: 1 - 5 pm

Today, the focus is cost control. Tomorrow it may be market share growth. Whatever priority your organization faces, you need the best leaders in place at every level, ready now to face new challenges under intense pressure. Profitable execution of these evolving priorities does not happen naturally. The right talent must be aligned to the most pressing challenges. It requires careful examination of the talent you currently have, and backfilling the pipeline with leaders who have the competencies and expertise to deliver on these priorities in the future.

During this session, we’ll discuss how to:

• Uncover high potential – from the front line to the senior level – who can step up to tackle your most pressing business demands

• Create a long-term plan to ensure that your leadership pipeline is primed with talent as your business changes

• Learn how to manage the critical transitions leaders face – in their roles, for themselves, and related to your business – as they move up the ladder

• Make the very best leadership, selection and promotion decisions

Matthew J. Paese, Ph.D.
Vice President, Executive Solutions
Development Dimensions International (DDI)
Wednesday, November 28, 2007

Registration and Breakfast: 8 - 8:45 am

Welcome and Introduction: 8:45 - 9 am

**HR’s Role in Corporate Transformation**

General Session A: 9 - 9:40 am

Companies that need to grow, innovate, manage post-acquisition integration, develop globally and compete in an increasingly competitive environment need a high-performing HR organization to succeed. How do world-class organizations choose policies and practices that shape employee behaviors in ways that build and reinforce the needs of the organization? This session will review the ways that the HR function can enable corporate transformation including:

- Driving strategic business alignment throughout the organization
- Taking the lead on talent management and ensuring that people and skills meet future requirements
- Promoting employee engagement and internal branding

**Marcela Perez de Alonso**  
Executive Vice President, Human Resources  
Hewlett-Packard

**Driving the Transformation: HR and the High-Performance Organization**

General Session B: 9:40 – 10:30 am

When a company is in desperate need of corporate change, how can Human Resources not only support the necessary changes, but also drive them? In this session, you will hear how one senior HR executive addressed challenges ranging from helping to establish a global business model and dynamic corporate culture to building a people strategy that produces a high-performance team. The session includes insights on:

- Aligning worldwide business units around a matrixed, global functional model
- Establishing a strong “team at the top” and global talent pool
- Implementing compensation, benefit and performance management programs that help achieve corporate goals

Register Online

[www.conference-board.org/humanresources.htm](http://www.conference-board.org/humanresources.htm)
Transactions or Transformations? Getting Ahead of the Pack with a Fresh Approach to Talent Management

General Session C: 10:50 - 12 noon

Are you among the scant 10 percent of HR professionals who rate your organization’s succession management system as “highly effective?” The benefits of good talent management systems are well documented. Data demonstrates that good systems accelerate the development of leaders, ensuring that they are ready to ascend the leadership ranks sooner. However, many well-planned, heavily-resourced (and costly!) efforts have little impact on organizational capability. Endeavors aimed at producing talent transformations instead produce only talent transactions. Why are these failures occurring and what can be done to guarantee success? In this session, a panel of HR executives will explore why the best-laid leadership acceleration plans fail, and what can be done to reverse the trend of ineffectual efforts.

Moderator
Matthew J. Paese, Ph.D.
Vice President, Executive Solutions
Development Dimensions International (DDI)

Panelist
Jennifer Burnett, Ph.D. Rajeswari Murali
Senior Vice President Principal Consultant
Global Human Resources Infosys Leadership Institute
Bank of America Infosys Technologies Ltd.

Lunch and Keynote Address: Trust in a Hyper-Transparent World

Luncheon Session D: 12 noon - 1:30 pm

Sponsored by: HUMANA.
Bonnie C. Hathcock
Senior Vice President and Chief Human Resources Officer
Humana Inc.

To register today, call Customer Service at 212 339 0345
Improving Your Recruiting Programs

Concurrent Session E1: 1:30 - 2:30 pm

Talent acquisition is a critical element to the success of any organization. This session will give insights on Recruitment Process Outsourcing (RPO) as one option that can satisfy a wide spectrum of recruitment needs. It provides an ability to recruit talent across a diverse skill set in various industries. Specifically, RPO can: Increase effectiveness of their recruitment process; improve productivity and candidate quality; reduce cost per hire.

Patrick Beharelle
Senior Vice President
RPO Spherion

Employee Engagement: The Chairman’s Challenge

Concurrent Session E2: 1:30 – 2:30 pm

This session will feature a case study from Met Life who invited all employees globally to become knowledgeable about benefits. Through an intranet-based roadmap and tool employees were challenges to learn. The initiative was both educational and invited employees to think about themselves. This lead to higher employee engagement and a higher level of awareness of benefits.

Margery Brittain
Vice President of Global Benefits
MetLife, Inc.

Networking Refreshment Break: 2:30 - 2:45 pm

Leadership Development: Planning for the Future

Concurrent Session F1: 2:45 - 3:45 pm

On a strategic level, leadership development gives senior management powerful leverage to align executive behavior with business goals. This

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session will offer insights on: Leadership requirements for business executives in the 21st century; best practices in developing leaders; how world-class companies are implementing an integrated approach to leadership development.

Evidence-Based Human Resources

Concurrent Session F2: 2:45 - 3:45 pm
HR executives increasingly find themselves with the task of designing and driving human capital strategies that will largely determine their companies’ success or failure. Evidence-Based Human Resources (EBHR) has been developed by researchers at The Conference Board as a way of moving beyond the efficiency or ROI approaches to Human Resources metrics. Beginning with the notion that talent drives performance, EBHR looks to identify the measurable links between the strategic outcomes that determine overall business success and the human capital strategies that the company employs. This session will give an overview of EBHR and EBHR methodology.

John M. Gibbons
Senior Research Associate, Management Excellence
The Conference Board

Enabling Organizational Transformation Through Talent Management

General Session G: 3:45 - 4:30 pm
Talent is critical to the future of the organization. In this session, Adobe’s senior HR executive will give her insights on attracting and developing talent, developing an internal pipeline, talent management during a merger and how talent management can enable growth.

Donna Morris
Senior Vice President, Human Resources
Adobe Systems

A Global Perspective: Organizational Restructuring, Talent Management and Succession Planning

General Session H: 4:30 – 5:15pm
Continuing with the theme of the conference, Avon’s senior HR executive will give his perspective on corporate transformation, focusing on
organizational restructuring and aligning talent management and succession planning to the overall business strategy.

Lucien Alziari  
Senior Vice President, Human Resources  
Avon

Networking Reception: 5:15 - 6:30 pm

Hosted by:  

Thursday, November 29, 2007

Continental Breakfast: 8 - 9 am

**Extending Your Brand to Employees**

**General Session I: 9 - 9:45 am**

Many companies are moving from measuring employee satisfaction to measuring employee engagement. To use employee engagement as a driver of corporate strategy, companies must know their employees’ key drivers, measure employee engagement accurately and then implement changes to increase engagement. Employee branding also helps to increase employee engagement. By aligning employees with your brand and brand values and communicating to employees how they can deliver on the brand promise, you can further engage your employees as well as drive business goals and results. The speaker, an authority and thought-leader on employee engagement will give her insights on this critically important topic.

**Libby Sartain**  
Chief People Officer  
Yahoo!

Networking Break: 9:45 - 10:15 am

**Strategic Workforce Planning**

**General Session J: 10:15 - 11:45 am**

The basic elements of strategic workforce planning include: projecting future workforce demand, assessing future supply, defining the gap and

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developing a plan to close the gap. In this session, a senior researcher at The Conference Board will present research findings and give recommendations for the implementation of a strategic workforce plan.

- Alignment with the organization’s strategic plan
- Areas of the workforce that have the greatest strategic impact
- A decision tool that enables senior management to weigh alternatives, guide business decisions and advance strategic planning

Dr. Mary B. Young
Senior Researcher
The Conference Board

Managing HR in the 21st Century Workplace

General Session K: 11:45 am - 12:45 pm

Corporations are looking less and less like the traditional workplaces of the 1970s. Many companies are now matrixed organizations with multiple reporting lines. Large, global corporations are spread out across 2-3 regions worldwide. And, technology has enabled remote workers and the virtual workplace. In addition, the workforce is changing. The talent pool is shrinking and becoming more diverse. Globalization has resulted in a mixture of cultures in organizations. Some companies are now managing a four-generation workforce of retirees, baby boomers, Generation X and Generation Y all with different expectations, requirements and career aspirations. In this session, a panel of senior HR executives will give their views of what HR executives must do to prepare for the 21st century workplace.

Panelist:

Johnna G. Torsone
Senior Vice President and Chief Human Resources Officer
Pitney Bowes

Steve Kerr
Senior Advisor
Goldman Sachs

Libby Sartain
Chief People Officer
Yahoo!

Conference Adjourns: 12:45 pm

To register today, call Customer Service at 212 339 0345
Registration Information

The 2007 Senior Human Resources Executive Conference

Online
www.conference-board.org/humanresources.htm

By Phone
Call Customer Service at 212 339 0345
8:30 am to 6 pm ET Monday through Friday

By Fax
Complete the registration form on the back and fax to:
212 836 9740

By Mail
Complete the registration form on the back and mail to:
The Conference Board, Inc.
P.O. Box 4026, Church Street Station
New York, NY 10261-4026

Cancellation Policy
Full refund until three weeks before the meeting. $500 administration fee thereafter. 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 two or more registering from the same company at the same time, take $100 off each person’s registration.

Hotel Accommodations
Fees do not include hotel accommodations. For reservations, contact the hotel directly no later than the cut-off date and mention The Conference Board’s Senior Human Resources Executive Conference.

Westin New York at Times Square
270 West 43rd Street
New York, NY 10036
Tel: 212 201 2700
Fax: 212 201 2701
Reservations: 866 837 4183

Hotel Reservations Cut-off Date: Monday, November 5, 2007

Unconditional Guarantee
For more than 90 years, The Conference Board has been providing senior executives worldwide with opportunities to share practical business experience. If for any reason you are not satisfied with this conference, please let us know. We will immediately credit your attendance to another conference of your choice, or, if you prefer, promptly refund 100% of your registration fee.
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Please print or attach a business card; for additional registrants, duplicate this form.

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Please select your preferred Concurrent Sessions.

Wednesday, November 28, 2007
□ E1 or □ E2 choose one
□ F1 or □ F2 choose one

Registration Fees payable in advance in U.S. dollars.
□ Pre-Conference Workshop (926008-3)
Conference Board Associates ...............................................................$495
Non-Associates .................................................................$595
□ Conference (911008-3)
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Program subject to change.
October 2007