THE 2020 SUCCESSION MANAGEMENT CONFERENCE

VIRTUAL EVENT
September 16 & 22, 2020

BUILDING A TALENT PIPELINE FOR A DRAMATICALLY NEW WORLD

www.conferenceboard.org/succession
Day One
Wednesday, September 16, 2020

11:00 – 11:05 am
Welcome, Introductions
Audrey McGuckin, Conference Program Director,
The Conference Board

11:05 – 11:35 am
A Call to Action: Eight Disruptive Ways to Transform Succession Management
How can organizations build a succession plan that works now and keeps pace with the continually changing world of work? They start by evaluating the current plan, and go from there:

- Learn if your organization’s current succession practices are maintained, evolved, refreshed, or disruptive on our Succession Management Continuum.
- Explore how top organizations are reshaping talent management processes to prepare continual disruption.
- Discover eight disruptive ideas that will align your organization’s approach with today’s needs.

11:35 am – 12:05 pm
Succession Management in Times of Crisis
From multiple US crises to economic discontent in Europe and election turmoil in Thailand, public attitudes toward elected leaders have never been more negative. But there may be an equally risky situation developing among corporate leadership ranks. According to a recent analysis, only 15 percent of leaders are seen as having what it takes to navigate today’s business environment, and more than half are seen as inadequate to the task of leading the organization of the future.

Patrick Gaston, Former Chairman of the Board, Bed, Bath & Beyond

12:05 – 12:25 pm
1on1 with Patrick Gaston
Moderator:
Audrey McGuckin, Program Director, Human Capital, The Conference Board

Panel members:
Patrick Gaston, former Chairman of the Board, Bed, Bath & Beyond

Break: 12:25 – 12:45 pm

12:45 – 1:10 pm
How Bristol-Myers Squibb Managed an Acquisition and a Pandemic at the Same Time
After last fall’s acquisition of Celgene, big pharma company Bristol-Myers Squibb navigated integration of the two companies while responding to the demands of the COVID-19 pandemic. How did they succeed? With a deliberate approach to succession planning that made BMS’ supply chain and technical operations leadership the most diverse in the industry.

Chantal Veillon-Berteloot, VP HR - Global Product Development & Supply, Bristol-Myers Squibb

1:10 – 1:35 pm
Trends that Complicate Talent Mobility
Three intersecting trends demand attention: the emergence of new business models, starkly new ways of working, and the consumerization of the employee value proposition, which means employees are demanding personalized experiences.

We unpack the most recent research and dive into the purposes behind and barriers to talent mobility.

Amy Lui Abel, PhD, Vice President, Human Capital, The Conference Board
Doreen Coles, PHR, Sr. Director, Career Growth & Development, Global Talent & Performance Acceleration, ADP

1:35 – 2:00 pm
Building a Diverse Talent Culture at Unilever
Global consumer goods company Unilever is gender balanced at the manager level and above and was named the #1 company for working mothers by Working Mother Media in 2018. Unilever’s head of D&I discusses unconscious bias, talent reviews, and other topics at the juncture of diversity and culture, and details Unilever innovations in the field.

Moderator:
Audrey McGuckin, Program Director, Human Capital, The Conference Board
Mita Mallick, Head of Diversity and Cross-Cultural Marketing, Unilever

Break: 2:00 – 2:30 pm

2:30 – 3:10 pm
Succession Management at Sanofi
Christine Vaccola has led talent management at global pharmaceutical company Sanofi, creating high potential programs for the top leaders. She will share her approach to succession management, including how it translates to talent reviews and business impact.

Christine Vaccola, Head, Global Leadership Development Curriculum and Transversal skills, Sanofi

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
Day Two
Tuesday, September 22, 2020

11:00 – 11:05 am
Welcome, Introductions
Audrey McGuckin, Conference Program Director, The Conference Board

11:05 – 11:35 am
Future of Work: Optimizing the Succession and Talent Pipeline
The scope and pace of technological innovation is fast transforming the nature of work. The skills and preparation that employers need in succession and talent pools are shifting. Workers must be not only technically proficient but also exceptionally agile in their capacity to think and act creatively and to quickly learn new skills. Leadership, teamwork, and communications are paramount.
Dr. Jason Wingard, Dean, Columbia University School of Professional Studies

11:35 am – 12:05 pm
Succession Management: Best Practices and Battle Scars
Succession planning is both a fiduciary board responsibility and a vital role of the CHRO and the talent management function. Using lessons learned from real-life applications, this session will focus on the process of succession planning, the human drama that accompanies its implementation, and its implications for the organization, including what works and doesn’t from past implementations and strategies that lead to powerful business outcomes.
Raghu Krishnamoorthy, Former Chief Human Resources Officer, General Electric

12:05 – 12:25 pm
Fireside Chat: Succession 2020
Moderator:
Audrey McGuckin, Program Director, Human Capital, The Conference Board
Panelists:
Dr. Jason Wingard, Dean, Columbia University School of Professional Studies.
Raghu Krishnamoorthy, Former Chief Human Resources Officer, General Electric

Break: 12:25 – 1:10 pm

1:10 – 1:35 pm
What Should the Next Generation of Leaders Look Like?
Enabling future leaders is always important but will be critical post-COVID19. A leading researcher shares insight on what skills matter more now than ever before and how those skills can be embedded into organizations.
Nabeel Ahad, Principle Researcher, Human Capital, The Conference Board

1:35 pm – 2:00 pm
Panel: Diversity & Inclusion and Its Effect on Succession Management
Today’s organizations understand that diverse leadership is more than a mere public relations or morale boost. Executive teams with varied backgrounds, experiences, and styles offer critical advantages to businesses.

But such dynamic teams don’t build themselves, particularly in today’s high-turnover labor market. Diverse teams are built through intentional and strategic succession planning. Leaders from Moody’s and Unilever discuss how they have built D&I into their processes.
Moderator:
DK Bartley, Global Head, Diversity & Inclusion, Moody’s Corporation
Panelist:
Mita Mallika, Head of Diversity and Cross-Cultural Marketing, Unilever

Break: 2:00 – 2:45 pm

2:45 – 3:10 pm
Succession Management at CVS
Jennifer Gima of CVS discusses her experience of leading the talent review practice for the global health company’s succession planning function through personalized and tailored experiences.

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Jennifer Gima, Head of Executive Development and Leadership Succession, CVS

3:10 – 3:15 pm

**Closing Remarks**
Audrey McGuckin, Conference Program Director, The Conference Board

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
## REGISTRATION INFORMATION

**Online**  www.conferenceboard.org/succession  
**Email**  customer.service@conferenceboard.org  
**Phone**  212.339.0345  
   8:30am –5:30pm ET, Monday – Friday  

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