



18th Annual **Talent**
Management
Strategies
CONFERENCE

Perform Into the Future

February 6–7, 2018
Andaz San Diego
San Diego, CA

Associate Sponsor

Avature
Get Engaged to Talent

Agenda

Day 1

Tuesday, February 6, 2018

8:00 – 9:00 am

Registration and Continental Breakfast

9:00 – 9:15 am

Opening

Dr. John Gillis, Jr., Program Director,
The Conference Board

9:15 – 10:00 am

General Session A

Human Capital Analytics

Human capital analytics are changing the role of Talent Management. See how a complex, Fortune 30 company has done groundbreaking work in this area by building infrastructure, developing the "analytic muscle" in HR and especially in HRBPs, and by delivering value-added analysis to impact business results. A key part of this story is linking the data/technology with other parts of Talent Management, and to the HR Business Partner teams, to drive value to the business. Also, hear some critical learning about overcoming organizational resistance to HR's emerging role.

Joe Kalkman, CHRO, **CentraCare Health**

10:00 – 10:15 am

Program Highlights

Dr. John Gillis, Jr., Program Director,
The Conference Board

10:15 – 10:30 am

Networking Refreshment Break

10:30 – 11:15 am

General Session B

Reinvigorating Your Leadership Model

There is a significant M&A impact on organizations. After completing one acquisition and in the midst of another acquisition, BD has reinvigorated their leadership model to support this business activity. In addition, the complementary talent management functions around the leadership model have also been optimized: 360 assessments, succession planning and more. This is establishing the desired culture for the integrated companies during the time of transition, as well as they "Perform Into the Future."

Thomas Ruddy, VP Human Resources World Wide
Businesses, **Becton Dickinson**

11:15 am – 12:15 pm

General Session C

Moving to Integrated Development

The Business climate is full of disruption. Change is taking place faster; industry lines are blurring, and business models are challenged. These conditions test leaders in new and varying ways. To support leaders and provide

meaningful development, we must approach this reality not as discreet functions and roles, but in an integrated fashion focused on them.

Chris Trout, VP Learning & Development,
The Walt Disney Company

12:15 – 1:15 pm

Lunch

1:15 – 2:00 pm

Concurrent Sessions D1 and D2 (Choose one)

Concurrent Session D1

Accelerating a High-Performance Culture

Boston Scientific began a multi-year journey to accelerate our high performing culture. Employee Engagement results fell short of global high performing norms and we know that manager quality is the single biggest impact in driving performance. This is about much more than forms and processes. It's about creating an environment and accountability for rich, ongoing feedback and coaching. BSC is evolving its approach to performance management in a very real way, with a laser focus is on coaching, development and engagement. It is critical that we make this change now to ensure we continue to grow our employees, who in turn will grow our business.

Dr. Jenna Rubenstein, Head of Talent Development, West
Region & LATAM, **Boston Scientific Corporation**

Concurrent Session D2

Performance Management: A High Touch Approach

Suffolk's vision is to "transform the construction experience by building smart. The organization empowers its people to think differently, work collaboratively and executive flawlessly on the most complex and sophisticated building construction projects in the country. The firm's "build smart" approach to planning and constructing projects is revolutionizing the construction industry and redefining what it means to be a builder. Learn how Suffolk's People & Culture team led an extensive change management effort to evolve its performance management culture into a modern, mature model that was more structured, consistent and aligned to Suffolk's business strategy and long-term objectives.

Dr. David J. DeFilippo, Chief People & Learning Officer,
Suffolk, Inc.
Steve Pratt, Director, Learning & Development, **Suffolk, Inc.**

2:00 – 2:45 pm

Concurrent Sessions E1 and E2 (Choose one)

Concurrent Session E1

Lifting the Veil of Secrecy in Leadership Assessment

In our pursuit to develop leaders we often focus on the skills and abilities of the leader instead of the dynamics of the exchange between a leader and an employee. Our tools to provide leaders with feedback typically hold information confidential and show small impact or sticky change. At Intuitive Surgical we decided the power of the exchange was

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paramount so we created a tool that did not dissect characteristics of the leader but instead provided employees with a blueprint to advocate for what they needed to thrive. This new paradigm is focused on building trust in leader-employee dyads through honest inputs and high stakes follow through.

Stacey Porter, Head of Global Talent Development,
Intuitive Surgical

Concurrent Session E2

HR Strategies in the “Concept to Commercialization” Scientific Development

At Kairos Ventures “we make science come alive.” Partnering with academic institutions, we source scientific concepts that have commercial applicability and develop them into viable companies. Partnership between HR and each portfolio company from the very beginning is key, and this session will detail this process to better align HR with business strategy.

Andreea Boier, Chief Talent Officer, **Kairos Ventures**

2:45 – 3:30 pm

Concurrent Sessions F1 and F2 (Choose one)

Concurrent Session F1

Implementing Development Strategies for a Changing Workforce

Rapid changes in demographics and learner expectations have triggered an evolution in corporate training. Many organizations are struggling to make sense of a new lexicon that include terms such as: “mobile learning,” “virtual reality,” “micro- learning,” “content curation,” “machine learning,” “social learning,” “simulation,” “gamification,” “digital twining,” etc. Which of these trends has application in your business? We’ll share our view of the top trends that are making a direct impact today in addressing the critical need for developing future leaders as well as the new generation entering the workplace.

Clare D. Marsch, Senior Vice President, Training & Development, **American Bankers Association**

Concurrent Session F2

Change Enablement Toolkit

Ingredion needed a holistic, people-focused approach to transitioning individuals, teams, and organizations from where they are to where they need to be in order to drive enduring business success– (i.e. “Perform Into the Future.”) Learn from their journey to address an accelerating pace of change, while navigating around a potentially costly failed change effort. Finally, address the alignment and clarity within the business on what “change management” means and involves for all stakeholders.

Henry Artalejo, VP Talent Management, **Ingredion**

3:30 - 3:45 pm

Networking Refreshment Break

3:45 – 4:30 pm

General Session G

The Future of Performance Management is Not One-Size-Fits-All

When talent was plentiful, performance management was focused on who to keep, and who to let go. And for those purposes, the traditional once a year, individual accountability model worked well. Now that talent is more fluid and in short supply, organizations are seeking improved performance models. Holding people accountable for past behavior at the expense of current performance and nurturing talent of the future is a risk to organizations taking a long-term view on talent.

Join David as he explores how models for performance management are constantly changing. While some elements always ring true, what we identify as success factors today are very much likely to change tomorrow. He will dig into how SaaS technology is influencing strategy and process, as well as the key benefits that are enabling organizations to move away from a one-size-fits-all model, to an agile philosophy that can be optimized and adapted in real time, honing in on employee engagement rather than alienating or demotivating employees.

David Pumpelly, VP of Enterprise Talent Solutions, **Avature**

4:30 – 5:15 pm

General Session H

Changes in the Talent Development Profession

Over the last couple decades, there have been some rather dramatic changes to the talent development profession, particularly within corporations. The economic collapse of 2008 drove several organizations to reduce their talent development investments. Although the economic recovery has resulted in an upsurge in these investments, senior executives are pursuing their development spending with increasing care, scrutiny and sophistication. As companies large and small develop and execute their future strategies, talent development professionals – both internal and external – need to be prepared to “Perform Into the Future.”

Mike Thompson, Senior Director, Corporate Talent & Organizational Development, **Grifols**

5:15 – 6:15 pm

Networking Reception

Day Two

Wednesday, February 7, 2018

8:45 – 9:00 am

Opening

Dr. John Gillis, Jr., Program Director,
The Conference Board

9:00 – 9:45 am

General Session I

What's Next for 21st Century HR? Continuous Strategic Transformation: Executive Discussion

The digitization and innovative changes occurring within businesses are demanding the rest of the organization evolve as well, most notably, the HR function. Little has been examined about the process of transformation for the whole HR function itself, and how HR organizations can align strategically with the current and future priorities of the business. How can HR take on business objectives and bring value to the business? What are the steps the HR function needs to take to transform? This new research attempts to bridge a critical gap in our understanding of how HR organizations are transforming and examines the question, "What's next for HR? Leading companies undergoing the transformation process will be highlighted.

Amy Lui Abel, Ph.D., Managing Director, Human Capital, **The Conference Board**

Dr. Rebekka Gordon, Director Human Resources, Infineon

9:45 – 10:00 am

Networking Refreshment Break

10:00 – 10:45 am

General Session J

Roundtable Discussion / Application

This is your opportunity to select your favorite topic from the conference. Join fellow attendees to reflect and share on better practices in how you apply what you learned, as well as what other leading companies are doing. You will choose which roundtable to join, with the conference's speakers at each table for a deeper dive into the specific presentations that you have heard. As an output of the conversation, you will create one "application question" for our next session – a panel with experts on future challenges and opportunities for your company to perform into the future!

10:45 am – 12:00 pm

General Session K

Future Challenges and Opportunities

As a follow-up to the previous hour's Roundtable Discussion/Application, this session will help your organization Perform into the Future! This will be a lively Q&A panel discussion about the challenges and opportunities that leaders will face in the future. Some solutions exist today – others need to be created. The topics will be from all the previous session of the conference, so this truly is a capstone experience!

Henry Artalejo, VP Talent Management, **Ingredion**
Steinar Hjelle, VP Global Talent Management, **Micron**

Tracey Jenkins, VP Talent Management, **Sodexo**
Andrew Melissinos, Director, Executive Talent, **Raytheon**
Debbie Tucker, VP, Talent and Organizational Development,
Hubbell Incorporated

12:00 – 12:15 pm

Closing Remarks

Dr. John Gillis, Jr., Program Director, **The Conference Board**

REGISTRATION INFORMATION

Online www.conferenceboard.org/talentmgmt2018

Email customer.service@conferenceboard.org

Phone **212.339.0345**

8:30am – 5:30pm ET, Monday – Friday

18th Annual Talent Management Strategies Conference February 6-7, 2018

Pricing:	
Members	\$2,295
Non-Members	\$2,895

Fees do not include hotel accommodations.

Location and Hotel Accommodation

Andaz San Diego

600 F Street

San Diego, CA 92101

Tel: **(619) 849-1234**

Hotel cut-off date: January 15, 2018

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.

