

In Collaboration with



THE CONFERENCE BOARD
Trusted Insights for Business Worldwide



The 2013

Leadership Development Conference

Developing Leaders Who Can Innovate For Growth

May 9–10, 2013 Conrad – New York

June 6–7, 2013 Coronado Island Marriott – San Diego

Pre-Conference Seminar on Succession Management

May 8, 2013 – New York/June 5, 2013 – San Diego

Post-Conference Workshop May 10 – New York/June 7 – San Diego



- Develop leaders who can foster innovation and collaborate across boundaries
- Build a C-suite talent pipeline needed for an increasingly complex world
- Social Media: transforming how we develop future leaders
- Learn how the Neuroscience of Leadership is providing new roadmaps for development
- Reframe the leadership agenda for new business opportunities/challenges

Presented in association with



KORN/FERRY INTERNATIONAL

Greatness Cultivated

Earn up to 9 (General) HRCI recertification credits

Benefits of attending

- Learning to innovate: develop leaders who can foster a climate of innovation
- Unleash the power of your mid-level leaders, where strategy meets execution
- Harness the systematic use of experiences to develop global leaders
- Social Media: transforming how we develop future leaders
- Reframe the leadership agenda for new business opportunities and challenges
- Help leaders balance the ambiguity in gaining cost efficiencies while generating new business opportunities
- Build organizational cultures that can harvest innovative ideas across the organization
- Explore change: developing leaders for the new reality
- Network with speakers, many from *Best Companies for Leaders*, and other Leadership Development professionals

Who should attend

This conference is a “must attend” for executives charged with leadership development, talent management, human resources, organizational effectiveness, learning and development, succession management and engagement. Line leaders and C-suite executives will also benefit from learning how to identify, develop and coach their future leaders.

Previous participants of the Leadership Development Conference

Department of Defense	PetSmart
Deutsche Bank	Pfizer Inc.
EmblemHealth	Prudential Financial Inc.
Hallmark Cards, Inc.	Raytheon Company
Health Care Service Corporation	Rolls-Royce plc
HM Insurance Group	Schindler Elevator Corporation
HSBC North America Holdings Inc.	Starwood Hotels & Resorts Worldwide, Inc.
InterContinental Hotels Group	SunTrust Banks, Inc.
Invensys, plc	Sysco Corporation
Johnson & Johnson	Textron Defense Systems
Jones Apparel Group	Textron Inc.
Kaiser Permanente	The Coca-Cola Company
Kimberly-Clark Corporation	The Procter & Gamble Company
Kohl's	UnitedHealth Group Inc.
Lowe's Companies, Inc.	Vangent, Inc.
Mayo Clinic	VF Jeanswear
Merck	W.L. Gore & Associates
Munich Re America	Walmart
Novartis Corporation	

Pre-Conference Seminar Succession Management
Wednesday, May 8, 2013 – New York
Wednesday, June 5, 2013 – San Diego

REGISTRATION AND CONTINENTAL BREAKFAST 8–8:45 AM

MORNING INTRODUCTIONS 8:45–9 AM

Jean McNulty, Program Director, **The Conference Board**

A 9–10 AM

Exploring Succession Management as a Pathway for Transforming an Organization's Leadership Culture

Selecting, developing and promoting the right leadership is essential to achieving the strategies and ambitions of your company. Understanding how Aetna's business strategies translate into critical leadership capabilities informs the nucleus of their succession management initiatives. This session will focus on:

- Moving from developing one leader at a time to organization-wide leadership development that prepares waves of leaders at all levels
- Creating two integrated frameworks that advance traditional succession pipeline systems by focusing leadership culture and leadership strategy

New York and San Diego

Deanna Fidler, Senior Vice President, Human Resources, **Aetna**

NETWORKING REFRESHMENT BREAK 10–10:15 AM

B 10:15–11:15 AM

Using Assessment Tools to Identify Future Potential

When facing critical decisions about identifying the next great leaders, businesses tend to focus heavily on the past. Today, there are scientifically-designed, objective assessment tools that provide great insights into leaders' potential. They not only help with talent identification but also provide feedback for development in leaders' future roles. Explore:

- How and where to apply assessments during the talent planning process
- Navigating the politics of assessments
- Overcoming obstacles to successful implementation
- Moving from leader identification to development

New York

Allan Church, Vice President Organization Development Global Groups and Executive Assessment and Development, **PepsiCo, Inc.**

San Diego

Christopher T. Rotolo, Ph.D., Senior Director, Organization Assessment & Measurement Organization and Management Development, **PepsiCo**

NETWORKING REFRESHMENT BREAK 11:15–11:30 AM

Pre-Conference Seminar Succession Management (cont'd)

Wednesday, May 8, 2013 – New York

Wednesday, June 5, 2013 – San Diego

C 11:30 AM–12:30 PM

Creating a Top Talent Playbook

HCSC created a Top Talent Playbook to ensure the engagement and retention of their most valued talent by building and sustaining capabilities in specific bands of the workforce not traditionally viewed in a singular grouping. The Playbook is comprised of a unique blend of high potential leaders, those in critical roles, subject matter experts at any level of the organization and high level/officer successor candidates who, in concert, make up the most critical talent pool. Co-mingling this group for the purposes of engagement, retention and development creates a whole that is greater than its parts. By moving away from a focus on high potential identification, succession, or SME knowledge management/transfer as a discrete talent approach, HCSC is able to make a more impactful grouping of talent that can move with more agility through the myriad of current business challenges.

New York

Joe Knytych, Director, Leadership & Professional Development

HCSC (Health Care Service Corporation)

Carolyn Lind, Director, Talent Management, Human Resources

HCSC (Health Care Service Corporation)

San Diego

Mary Jo Burfeind, Vice President Human Resources, Talent Development and Engagement, **HCSC (Health Care Service Corporation)**

NETWORKING LUNCHEON 12:30–1:15 PM

D 1:15–2:15 PM

Developing Strong Bench Strength for the Future

Succession management is a key talent process that delivers greater business value if followed consistently. To create buy-in and business impact for the adoption of a consistent approach to talent assessment, leadership development and succession management, these organizations have focused on:

- A consistent process endorsed by senior leaders to identify talent potential and leadership gaps in the organization
- Enabling globally aligned talent processes in an organization that is geographically dispersed and serves multiple markets
- Developing global bench strength through an integrated high-potential leadership development process

New York

Barbara N. Rodriguez, Senior Director, Executive Talent Planning and Development, Global Talent Management, **Johnson & Johnson**

Call Customer Service at 212 339 0345

San Diego

Jennifer Large, Executive Director, Talent Development, **Fluor Corporation**

NETWORKING REFRESHMENT BREAK 2:15–2:30 PM

E 2:30–3:30 PM

Supporting Leaders in Managing Succession Conversations

One of the most challenging elements of an effective succession process is leaders' ability to have transparent conversations with the individuals who are and are not a part of critical succession programs. Lack of awareness in process elements such as selection criteria and career implications may inhibit those important conversations. Learn how to help leaders communicate with confidence by increasing their knowledge in critical succession process steps, allowing them to focus on career coaching and development. Highlights include:

- Providing the information and resources that give leaders confidence in their communications
- Clarifying the criticality of both high-potentials and high-performers in organizational success
- Preparing leaders for the coaching and development aspect of the discussion

New York

Rob Lauber, Vice President, YUM! University, **Yum! Brands, Inc.**

San Diego

Dawn L. Baker, Director, High Potential & Executive Development Programs
The Dow Chemical Company

NETWORKING REFRESHMENT BREAK 3:30–3:45 PM

F 3:45–4:45 PM

Making an Impact with Innovative Talent Pools that Marry High Potential and Real World Business Drivers

Identifying and managing the high potential pool is one of the most challenging elements of any Talent Management strategy. The task becomes even more complex when trying to marry functional excellence with broader leadership characteristics. In this session we will review how to:

- Tie “high potential” characteristics to real world business drivers
- Map true performance differentiators to goals and behaviors
- Create a workflow to attract, assess and develop your best performers, while not losing sight of the core

New York and San Diego

Tim Toterhi, Head of HR Functional Excellence, **Quintiles**

CLOSING REMARKS 4:45 PM

Jean McNulty, Program Director, **The Conference Board**

SEMINAR ADJOURNED 5 PM

Thursday, May 9, 2013 – New York

Thursday, June 6, 2013 – San Diego

REGISTRATION AND CONTINENTAL BREAKFAST 7:30–8:45 AM

WELCOME AND INTRODUCTIONS 8:45–9 AM

Jean McNulty, Program Director, **The Conference Board**

A 9–10 AM

Learning to Innovate: Developing Leaders Who Can Foster Innovation

Given accelerated industry transformation, shrinking product life cycles, unorthodox competition, and the transparency of information, there remains only one true source of sustainable competitive advantage: Innovation. Innovation is no longer just the domain of reinventing what companies produce. Those who will own the future will win by reimagining what is possible in the form of new business models, new customer experiences and new ways of doing business. This session will use research and real world stories of CEOs to shed new light on why innovation enables some leaders to succeed while others fail.

New York and San Diego

Professor Andrew Razeghi, Kellogg School of Management, **Northwestern University** and author of *The Riddle: Where Ideas Come From and How to Have Better Ones and Innovating through Recession*

NETWORKING REFRESHMENT BREAK 10–10:15 AM

B 10:15–11:15 AM

Making Innovation a Reality: What Leaders Need to Know/Do

Organizations are facing the daunting challenge of how to make innovation a reality. What are the cultural and structural barriers that need to be removed to enable out-of-the-box thinking, collaboration beyond conventional forms, risk taking, rewarding failure and learning from mistakes for the next iteration or idea? How are organizations rethinking the way they select and develop leaders to make sure that creativity and innovation are encouraged from all levels of the organization? Learn what these top-notch executives are doing differently and the impressive results they are reaping. Highlights include:

- How have changes to the business landscape required rethinking your leadership skills and competencies?
- What are the cultural, structural and leadership levers/derailers of effective innovation and what is being done to address them?
- How has selection and development of leaders changed and what are the results?

New York and San Diego

Moderator

Jean McNulty, Program Director, **The Conference Board**

Conference KeyNotes

Registration includes this summary of conference highlights
and a post-conference interactive webcast

New York

Panelists

Gail Baity, Director, Workforce Development and Learning, **Corning Incorporated**
Cassandra Frangos, Director Center for Collaborative Leadership, **Cisco Systems**
Allan Church, Vice President Organization Development Global Groups and Executive Assessment and Development, **PepsiCo, Inc.**

San Diego

Panelists

Matt Tabor, Director Corporate Talent Strategy, **Cisco Systems**
Jennifer Large, Executive Director Talent Development, **Fluor Corporation**
Annmarie Neal, Ph.D, Founder, **Center for Leadership Innovation** and
Author, *Leading from the Edge*

NETWORKING REFRESHMENT BREAK 11:15–11:30 AM

C 11:30 AM–12:30 PM

Social Media: Transforming How We Develop Future Leaders

Today's social savvy leaders are tapping into new tools and practices that leverage emerging social technologies to engage and lead their organizations such as gaming, crowd sourcing, mobile devices and play. Social media is causing a major shift in how we understand work and how we develop our future leaders. Learn:

- Ten ways IBM engages socially across a dispersed, global organization
- Five building blocks of the socially connected workplace

New York and San Diego

Chuck Hamilton, Global Mentoring, Social Learning & Smart Play Leader IBM Center for Advanced Learning, **IBM**

LUNCHEON 12:30–1:30 PM

CONCURRENT SESSION D1 1:30–2:30 PM

Exploring Change: Developing Leaders for the New Reality

SESSION SPONSOR



To get ahead of the changing business environment, organizations must ensure the next generation of leaders is equipped with the global mindset, leadership skills and cross-boundary thought processes needed for business growth. In this session we will discuss using visceral experiences to promote success in collaboration, increase organizational agility and teach participants the importance of influencing the enterprise by thinking beyond one's own business.

New York

Valerie Grillo, Chief Diversity Officer, **American Express**
Leah Houde, Regional Managing Director, **Duke Corporate Education**

San Diego

Kim Gacso, Executive Director, Global Leadership Development, **Boehringer Ingelheim**
Pete Gerend, Regional Managing Director, **Duke Corporate Education**

Presentations

Available online in advance of the conference

CONCURRENT SESSION D2 1:30–2:30 PM

Reframing the Leadership Agenda to Meet New Business Opportunities/Challenges

More often than not, companies are changing their business strategies to compete and win in the new economy. This has served as a call to action to reinvent not only the leadership growth strategies for the company but, in some cases, how HR delivers value in the future. Learn how these organizations are employing innovative development approaches that enable its leaders to keep pace with the demands of new business opportunities.

Highlights in New York include:

- Connecting business priorities to learning and development vehicles
- How innovative learning and development approaches create better engagement
- Making bold changes that have valuable application for other businesses and industries

Highlights in San Diego include:

- Connecting learning strategies to the company's brand personality
- How Juniper is re-imaging HR
- Innovative learning and development approaches to create better engagement

New York

Julius James, Executive Director, Head of Executive Development, **Time Warner, Inc.**

San Diego

Steven Rice, Executive Vice President, Human Resources, **Juniper Networks**

NETWORKING REFRESHMENT BREAK 2:30–2:45 PM

CONCURRENT SESSION E1 2:45–3:45 PM

How to Build a C-Suite Talent Pipeline

This *Theory to Practice* workshop will show you how to cultivate the pipeline of C-suite talent needed to thrive in a world of complexity. You will receive practical answers, grounded in the lessons of a longstanding partnership between the Center for Creative Leadership and global information services group Experian, to the two questions that are most crucial when filling C-suite roles:

- What are the most critical skills and qualities companies look for in filling C-suite positions?
- What indicators suggest that high-potential candidates will be able to successfully display those skills and qualities in the C-suite level?

New York and San Diego

Lori Bober, Director, Leadership Development, **Experian**

New York

Bruce Byington, Vice President, Americas Region, **Center for Creative Leadership**

San Diego

Rich Been, Senior Faculty, **Center for Creative Leadership**

Call Customer Service at 212 339 0345

CONCURRENT SESSION E2 2:45-3:45 PM

Mid-Level Leaders: Where Strategy Meets Execution

SESSION SPONSOR **PDI Ninth House**
A KORN/FERRY COMPANY

How do you gain and maintain alignment to drive execution and deliver profits in a volatile, complex world? Research shows it's the mid-level leaders who must translate strategy into execution, and their success depends greatly on their ability to lead through others. In this session, you'll hear what global research is saying about mid-level leader success factors, and learn from a leading healthcare organization how they developed a High Impact Leadership Program.

New York and San Diego

Michael de Vihil, Ph.D., Senior Consultant, **PDI Ninth House**

New York

Tynesha J. Frazier, Senior Leadership Development Consultant

Highmark Blue Cross Blue Shield

San Diego

Brenda Besket, Senior Leadership Development Consultant

Highmark Blue Cross Blue Shield

NETWORKING REFRESHMENT BREAK 3:45-4 PM

CONCURRENT SESSION F1 4-5 PM

Applying Predictive Analytics to Leadership Development

How do you know investments in emerging and established leaders are delivering the desired return? Among the options available (class-room training, coaching, experiential learning, collaborative learning, etc.) which ones work best? How are we measuring leader development; that is, individuals' improvement over time? Barbara Kellerman in *The End of Leadership* contends most organizations are simply approaching leadership development the wrong way. What then is right? This session will explore innovative ways that high performing companies have reframed leadership development and associated metrics. The new frameworks and approaches have laid the foundation to better predict future leadership pools, as well as deliver insight to make focused adjustments so programs deliver optimal return. In the end, organizations can reduce risk and increase the likelihood that leaders develop in the desired ways, and at the right time.

San Diego

Al Adamsen, Chief Executive Officer, **People Centered Strategies**

CONCURRENT SESSION F2 4-5

Applying the Neuroscience of Leadership for Improved Human Performance

SESSION SPONSOR



NeuroLeadership Group

Transform thinking & performance

Leaders who understand the recent breakthroughs in Cognitive Science can lead and influence mindful change. Understand why organizational transformation needs to take into account the physiological nature of the brain and the ways in which it predisposes people to resist some forms of leadership while accepting others. Learn how you can use the neuroscience of leadership to help your leaders increase their performance as well as create an environment in which others wish to follow them.

New York and San Diego

David Rock, Ph.D., Chief Executive Officer, **NeuroLeadership Group**

NETWORKING RECEPTION 5-6:30 PM

HOSTED BY



KORN/FERRY INTERNATIONAL

Greatness Cultivated

Friday, May 10, 2013 – New York

Friday, June 7, 2013 – San Diego

CONTINENTAL BREAKFAST 7:30-8:30 AM

G 7:30-8:30 AM

Breakfast Session: Leadership Development Dialogue and Application

Learn how Leadership Development is changing to meet 21st Century business demands from the latest research conducted by The Conference Board. Members of Conference Board Councils on Leadership, Learning and Development will answer your questions on how to apply learnings from earlier conference sessions as well as how to organize, structure, prioritize and deploy these initiatives.

New York

Moderator

Amy Abel, Director, Human Capital Research, **The Conference Board**

Panelists

Julius James, Executive Director, Head of Executive Development, **Time Warner, Inc.**

Moheet Nagrath, Former Global Human Resources Officer, **Procter & Gamble Co.**

Tom Ruddy Ph.D., Vice President, Human Resources Worldwide Businesses

BD (Becton Dickinson)

San Diego

Moderator

Rebecca Ray, Senior Vice President, Human Capital, **The Conference Board**

Panelists

Moheet Nagrath, Former Global Human Resources Officer, **Procter & Gamble Co.**

Tom Ruddy Ph.D., Vice President, Human resources Worldwide Businesses

BD (Becton Dickinson)

Laura DeBacker, Director, Global Leadership & Talent Development, **NetApp**

Conference KeyNotes

Registration includes [this summary of conference highlights](#)
and a [post-conference interactive webcast](#)

H 8:45-9:45 AM

Step Back to Lead Forward: Looking at Leadership Development through a New Lens

Experts predict that the next 12 years will remain challenging for organizations to drive growth. The key to delivering high performance in challenging times is to develop a rich concentration of leaders who are capable of operating in volatile, uncertain, complex and ambiguous environments - the VUCA world we have talked so much about. Now more than ever, leadership and the development of leaders is critical, yet, developing others is difficult.

Join Kathy Woods, to learn how to think differently about developing leaders. Based on lessons learned from the recently published *Pause Principle*, Ms. Woods will push us to focus on developing what leaders need to “be” rather than what they need to “do” to be successful. Attend this session, and learn to:

- Reframe your leadership development approach to help people shift from hyper-active and reactive behaviors into a purposeful and transformational behaviors
- Develop leadership authenticity and purpose, and to translate this into meaningful impact for the business
- Build the leadership capability to transform individuals, teams and ultimately your organization

Kathy Woods, Senior Partner, Leadership and Talent Consulting, Global Leader, Leadership Development, **Korn/Ferry International**
Lisa Simeon, Director, Global Talent Management & Diversity, **ITT Exelis**

NETWORKING REFRESHMENT BREAK 9:45-10 AM

I 10-11 AM

Systematic Use of Experiences to Develop Global Leaders

The world has become flatter, faster and increasingly interdependent. Leaders need to operate on a global stage that is riskier and full of more opportunity. Learn how to prepare leaders to engage with the global challenges that confront them by:

- Creating the demand and adoption of experiences in schools of learning within a business
- Increasing the supply of qualified, experienced and diverse talent to drive business growth
- Orchestrating different mechanisms, forums and processes to deliver the talent value proposition

New York and San Diego

Moheet Nagrath, Former Global Human Resources Officer, **Procter & Gamble Co.**

J 11:15 AM–12:15 PM

Building Organizational Cultures that Can Harvest Innovative Ideas from Across the Enterprise

Innovation is the key to business growth and leaders play a critical role in creating a climate that fosters or destroys early stage ideas. The session will explore the role of leaders in:

- Searching for ideas based on unmet customer needs
- Synthesizing ideas into business concepts
- Selecting ideas to pursue and fund

The session will share insights from BD's journey to drive growth and innovation using an organizational diagnostic that explored "a year in the life of an idea" within the company.

New York and San Diego

Tom Ruddy Ph.D, Vice President Human Resources Worldwide Businesses
BD (Becton Dickinson)

CLOSING REMARKS 12:15 PM

Jean McNulty, Program Director, The Conference Board

Marketing Sponsor



This program has been approved for 9 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

Conference KeyNotes

Registration includes this summary of conference highlights
and a post-conference interactive webcast

Post-Conference Workshop

Friday, May 10, 2013 – *New York*

Friday, June 7, 2013 – *San Diego*

LUNCHEON AND REGISTRATION 12 NOON–1 PM

WORKSHOP 1–4 PM

Future Proof Your Business – A New Lens on Leadership Development

Leadership Development can be the catalytic force that propels strategy out of the boardroom and into the field, but do we truly take advantage of it? For many years, leadership development has focused on what leaders need to “do”—the competencies they need to demonstrate to effectively lead a business to success. While this is important, Korn/Ferry International’s research and experience indicate an overwhelming need to develop what leaders need to “be”—the underlying characteristics that support the ability to lead with purpose and adapt to the VUCA world, where the scope of work is increasingly complex and specific competency requirements change rapidly.

Join this hands-on, post-conference workshop to learn practical approaches and tools for developing what leaders need to “be” to sustain high levels of business performance amidst changing business environments. Become familiar with Korn/Ferry Learning Agility research and principles from the recently published “Pause Principle,” while discovering a future-proofed leadership model you can apply to develop leaders that are:

- **Vital:** able to maintain focus longer, demonstrate clearer judgment, and make better decisions
- **Agile:** able to succeed in ambiguous, challenging, and first-time situations
- **Self-Aware:** able to understand and leverage individual strengths while managing weaknesses
- **Authentic:** able to demonstrate optimism, transparency, future-focus, resilience and ethical behavior

Participate in this engaging workshop and walk away with new approaches to develop your leaders and a new perspective on professional development.

Workshop Facilitators

Kathy Woods, Senior Partner and Global Leader of Leadership Development

Korn/Ferry Leadership and Talent Consulting

Noah Rabinowitz, Managing Principal, Korn/Ferry Leadership and Talent Consulting

Catherine McCarthy, Managing Principal, Korn/Ferry Leadership and Talent Consulting

Call Customer Service at 212 339 0345



Registration Information

Online www.conferenceboard.org/leadership2
Email customer.service@conferenceboard.org
Phone 212 339 0345 8:30 am to 5:30 pm ET Monday through Friday

The 2013 Leadership Development Conference

Developing Ambidextrous Leaders Who Can Innovate For Growth

Conference

May 9-10, 2013 (905013-2)	June 6-7, 2013 (957013-2)
Conrad, New York	Coronado Island Marriott, San Diego
Associates \$2,295	
Non-Associates \$2,595	

Pre-Conference Seminar

May 8, 2013 (B07013-2)	June 5, 2013 (B48013-2)
Conrad, New York	Coronado Island Marriott, San Diego
Associates \$1,015	Non-Associates \$1,115

Post-Conference Workshop

May 10, 2013 (B47013-2)	June 7, 2013 (B50013-2)
Conrad, New York	Coronado Island Marriott, San Diego
Associates \$605	Non-Associates \$705

Hotel Accommodations

Fees do not include hotel accommodations. For discounted reservations, contact the hotel directly no later than the cut-off date and mention **The Conference Board Leadership Development Conference**.

Conrad New York
 102 North End Avenue
 New York, NY 10282
 Tel 212 945 0100

Hotel reservations cut-off date:
 Monday, April 15, 2013

Coronado Island Marriott
 2000 Second Street, Coronado, CA 92118
 Tel 619 435 3000

Hotel reservations cut-off date:
 Monday, May 13, 2013

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.



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Developing Leaders Who Can Innovate for Growth



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The Conference Board
845 Third Avenue, New York, NY 10022-6600

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