

In Collaboration with



Center for  
Creative  
Leadership®

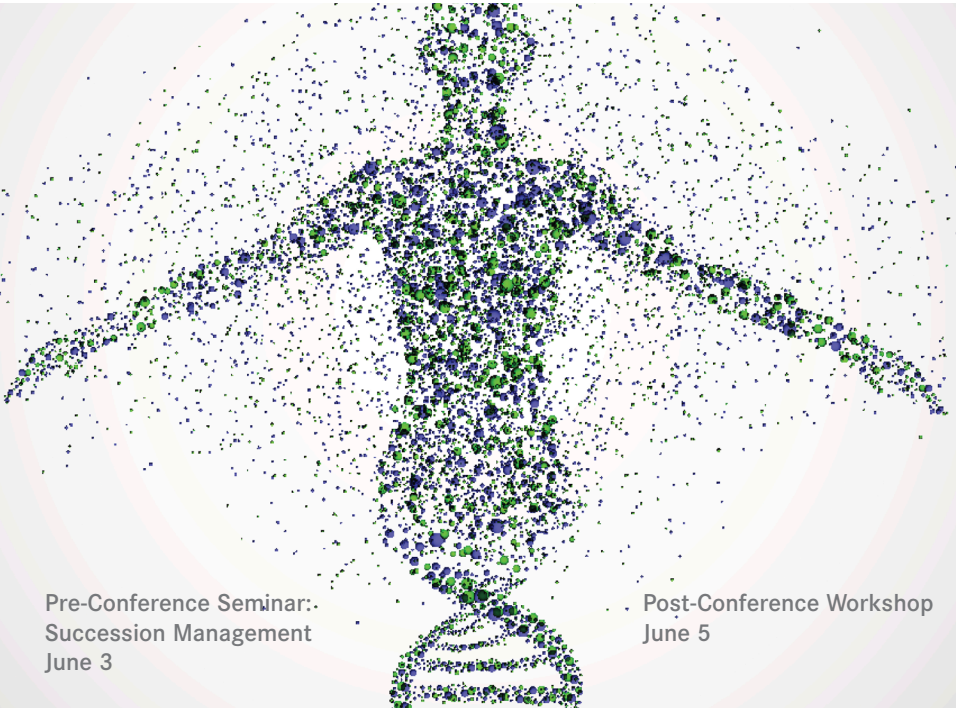
**THE CONFERENCE BOARD**  
Trusted Insights for Business Worldwide



20th ANNUAL

# Leadership Development Conference Identifying Your Company's Leadership DNA

June 4 – 5, 2014 The Coronado Island Marriott, San Diego



Pre-Conference Seminar:  
Succession Management  
June 3

Post-Conference Workshop  
June 5

- Join speakers from eBay, Chevron, Google, HP, Johnson & Johnson, McDonald's, Oakley, Inc., SunTrust, and other companies that are creating sustainable, high performance leadership organizations
- Use new data and the right metrics to add power to your organization's LD strategy and succession management
- Explore how neuroscience can help build greater emotional intelligence in senior leaders

Presented with assistance from

bates



KORN FERRY



Continuing Education Credits  
HRCI re-certification credits applied for  
No partial credits issued.

## Post-Conference Workshop

Thursday, June 5, 2014

### Learning by the Numbers: Using Strategic Analytics and Metrics to Add Power and Reach to Your Development Programs

Using data appropriately to garner true insights is both an art and a skill. The keys to being able to develop meaningful insight to drive effective lasting change lie in these areas:

- Being able to frame the significant business questions to be answered through your development initiatives
- Understanding the data you will need to answer a these questions
- Having the right data to answer the questions and
- Being able to conduct research required and identify the appropriate analytics

This workshop is a hands on, step-by-step program for Leadership Development professionals that will help you use data to predict future talent and learning trends, formulate key business questions and determine the data needed to answer them, and effectively tie your learning interventions to key business strategies.

Lucia Erwin, Principle Consultant, **Talent Planning Solutions, Inc.**

Marketing Partner



**New Talent  
Management  
Network**

### Why attend

Learn from top Leadership Development executives how to:

- Prepare the resilient, agile and culturally adept leaders who can guide your organization to continued success
- Build discipline and rigor into the strategic alignment of all segments of your LD programs
- Increase the reach, speed and quality of your existing programs

### Who should attend

This conference is a “must attend” for Chief Learning Officers, heads of learning and development and leadership development at all levels in the organization – especially those accountable for C-Suite, senior leader and hi-potential programs. Also, directors, VPs and above responsible for talent management processes, including succession management, performance management, onboarding and transition management.

## **Pre-Conference Seminar – Succession Management**

**Tuesday, June 3, 2014**

REGISTRATION AND CONTINENTAL BREAKFAST 8 AM

WELCOME AND INTRODUCTIONS 8:45 AM

A 9 AM

### **Leadership by the Numbers: Big Data Meets Succession Management**

What if you could identify the “data signature” of natural leaders in your organization, using a rapidly growing sea of data newly available to companies? Sophisticated tools are being developed that measure complex capabilities crucial to senior leadership, such as ability to innovate, empathy and extroversion. Learn how Knack, the company that invented “Wasabi Waiter”, one of the new games that is getting a lot of attention, is helping shift our ideas about how we assess talent and predict management performance. How will this rapidly evolving capability change succession management in your organization?

Guy Halfteck, Founder and CEO, **Knack**

B 9:45–10:45 AM

### **Senior Executive Succession: Not Ready for Prime Time?**

All organizations recognize the critical importance of C-suite succession and yet all want their organizations to do a better job with their top management succession. Based on recent research from IED and Stanford University, this panel will explore as a group the barriers to more effective succession and which practices actually do not have positive impact.

**Moderator**

Scott Saslow, Founder & CEO, **IED – The Institute of Executive Development**

Chris Pollino, Executive Talent Development, **Genentech**

Catriona Wiley, Vice President, Human Resources and Development, **QuickLogic Corp.**

NETWORKING BREAK 10:45–11 AM

C 11 AM–12 PM

### **Advancing Succession Management: Practices for Sustained Success – Part 1**

How an organization handles succession says a lot about how it runs its business. There is nothing more critical than to benchmark your talent against what’s needed in order to identify, prepare, and deploy the next generation of leaders. Korn Ferry will provide a practical and research-based perspective on succession management, highlighting best practices from work with global clients.

Dan Plunkett, Senior Partner, **Korn Ferry**

NETWORKING LUNCH 12–1 PM

D 1–2 PM

### **Advancing Succession Management – Part 2**

**Call Customer Service at 212 339 0345**

E 2-2:45 PM

### **Building Diversity into your Leadership Pipeline**

Learn how a variety of companies are using human capital analytics to define and achieve goals for increased leadership diversity. The right metrics provide both focus and accountability in your succession management plan.

Shariq Yosufzai, Vice President, Global Diversity, Ombuds and University Partnerships, **Chevron Corporation**

NETWORKING BREAK 2:45-3 PM

F 3-3:45 PM

### **Assessing, Developing and Retaining Effective Global Leaders**

Are you having trouble identifying and retaining global leadership talent? In this interactive session, you will learn where your organization is on the global maturity curve and how to put in place a succession plan that aligns with your organization's growth strategy.

Liza Schon, Former Vice President, HR, **Hewlett Packard**, Speaker and HR Consultant, **Executive HR Coach, LLC**.

G 3:45-4:30 PM

### **Talent in Motion: The Complex Puzzle of Managing Mobility**

Managing mobility is an important factor in building your leadership pipeline. What are the strategic and tactical considerations when making this considerable investment? How are companies making it work and how do they measure results?

Laura Rodriguez, Director, Talent Mobility Specialist Group, **Johnson & Johnson**

## **20<sup>th</sup> Annual Leadership Development Conference**

**DAY 1 Wednesday, June 4, 2014**

REGISTRATION AND CONTINENTAL BREAKFAST 8 AM

A 9 AM

### **Purpose Driven Leadership**

When leaders can articulate their purpose and find the courage to live it, it is a deeply transformative experience. It is the key leaders need to navigate the increasingly complex world they find themselves in. Learn why defining your leadership purpose is perhaps the single most developmental task you can accomplish.

Nick Craig, President, **Authentic Leadership Institute**

Co-Author of *Finding Your True North*

Co-Author of the Harvard Business Review May 2014 article *From Purpose to Impact*

B 9:45 AM

### **Identifying Your Organization's Leadership DNA**

In a fast-paced, interactive session, senior LD practitioners from leading companies share best practices, challenges, and pathways to success for their leadership

[www.conferenceboard.org/leadership2](http://www.conferenceboard.org/leadership2)

development programs. Featuring participants in The Conference Board's DNA of Leaders research study.

Melanie Tinto, Vice President, Executive Leadership and Organization Development, **Hewlett-Packard**

Kimberly Kavala, Director, Leadership Development, Global Talent and Skinner Institute of Leadership, **McDonalds**

Rebecca Ray, PhD, Executive Vice President, Knowledge Organization and Human Capital Lead, **The Conference Board**

C 11 AM

### **Leveraging Google Technology to Develop and Grow Talent Globally**

What if employees could get the right learning and development information at the right time, including real time feedback, advice, courses and internal jobs? By providing a simple, intuitive and personalized L&D platform, Google does just that!

Louise Welch, Head of People Development Learning Technologies, **Google**

D 11:45 AM

### **"One Small Step":**

#### **Embedding Agility in eBay's Leadership DNA Through Experiential Learning**

By focusing on learning agility and using powerful metaphors to highlight key enterprise issues, eBay has established a robust approach to preparing leaders who can get consistent, successful results across a large, matrixed organization.

Lou Sanchez, Vice President, **eBay, Inc.**

Jeff Jackson, Executive Director, Leadership & Experiential Programs  
**The Conference Board**

CONCURRENT SESSION E1 1:30 PM

### **Using Neuroscience to Develop Wisdom in Leaders**

We know the traits in senior executives that help them be more effective, but can we develop more reflective, empathetic, even humble leaders? Explore how current findings in neuroscience can be applied to help leaders develop their potential and optimal performance.

Grace Chang, Lead Professor, **NeuroLeadership Institute**, Researcher, **UCLA Center for Research, Evaluation, Standards and Student Testing**

Caroline Starner, Senior Vice President of HR, **Oakley, Inc.**

CONCURRENT SESSION E2 1:30 PM

### **Transform Managers into Leaders Globally with Scalable Solutions**

Essilor of America's 'Leadership EDGE' is an innovative, scalable, and practical blended leadership program focused on developing first-tier managers into the leaders needed for the organization's future success. Learn how to build a global leadership solution that moves beyond the traditional classroom delivery model and delivers consistent results.

Matthew Jones, Vice President, Organization Capability, **Essilor of America**

Mary M. Abraham, Director, Digital Learning Products, **Center for Creative Leadership**

## **Conference KeyNotes**

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

CONCURRENT SESSION F1 3 PM

## Help Them Grow or Watch Them Go

In order to reach new levels of performance, there must be a link between what the individual employee is passionate about and what the organization needs to grow its business. Boston Scientific has increased the effectiveness of its leadership development program and improved retention of high performers by holding leaders at all levels accountable for having solid development discussions with their teams.

Beverly Kaye, Founder / Co-CEO, **Career Systems International**

Jenna Rubenstein, Senior Manager of Talent Development, **Boston Scientific**

CONCURRENT SESSION F2 3 PM

## Developing a Global Talent Pipeline Using Social and Mobil Learning

The requirements of global talent development are driving the search for more engaging and effective channels to complement formal program delivery. Qualcomm is using its expertise in creating innovative technical solutions as an important differentiator with young high potentials globally.

Jennifer Tsoulos, Director, Management and Leadership Development, **Qualcomm**

Stephanie McMurrey, Director, Learning Solutions and Operations, **Qualcomm**

G 4:15 PM

## The Global Leadership Forecast

In the newest edition of its global report on the quality of leaders in organizations, DDI, in partnership with The Conference Board, surveyed more than 12,000 leaders on how they feel they are faring in today's challenging environment. Some of the provocative questions addressed in the study include: Do leaders feel they are ready to meet the challenges of today's global business environment? How does their opinion compare with the assessment of HR professionals about the readiness of the leadership pipeline? Come and add your opinion to the research results in this interactive discussion!

Evan Sinar, PhD, Chief Scientist, **Development Dimensions International**

Rebecca Ray, PhD, Executive Vice President, Knowledge Organization and Human Capital Lead, **The Conference Board**

NETWORKING RECEPTION 5:15 PM

## DAY 2 Thursday, June 5, 2014

H 8:45 AM

### Character, Substance and Style: How to Move the Conversation on Executive Presence Away from "I Know it When I See It!"

For years, leadership development experts have wondered how to bring depth to the conversation about executive presence. In this session you'll learn about a research-based model that frames executive presence in three dimensions – character, substance, and style – and an actionable approach to assessing and developing presence and influence.

Suzanne Bates, CEO, **Bates**

Bill Macaux, PhD, Vice President of Executive Development, **Bates**

# Presentations

Available online in advance of the conference

I 10 AM

## **The Influential Leader Program:**

### **Building Global Leadership Capability at Chevron**

Has your organization struggled to develop leaders who are more influential? Do your employees have to garner influence through diverse, global teams without formal authority? So does Chevron, in fact, they have over 10,000 employees who fall into this pivotal talent pool.

In partnership with Korn Ferry, Chevron created an Influential Leader Program to develop these employees. Nearly 1,000 leaders from around the globe completed the program in the last year, and a waiting list was developed due to its popularity with the leaders.

In this session, we'll highlight the blended learning journey leveraged for the program, which includes experiential learning, online learning assets, and a custom assessment. The presenters will also share their keys to implementing a sustainable, global, and impactful program.

#### **Presenters**

Meg Dzik, Influential Leader Program Manager, **Chevron**

Wendy O'Connell, PhD, Principal Consultant, **Korn Ferry**

Christianne Garofalo, Senior Partner, **Korn Ferry**

J 10:45 AM

## **How to Build and Sustain a Culture of Success:**

### **Aligning Leadership Development into the Overall Talent Strategy**

At the end of 2012, Johnson & Johnson (J&J) introduced a Leadership Model that now serves as the foundation for integrated talent management, and an active reinforcement of the company's 70 year Credo. Learn how recruitment, assessment, reward and recognition, leadership development, and performance management work together to deliver on the company's aspiration to create greater innovation, stronger results, and higher employee engagement.

Michael Ehret, Vice President, Leadership Development and Learning, **Johnson & Johnson**

K 11:45 AM

## **Summary and Close**

Meg Gottemoeller, EdD, Executive Director and Conference Program Director,  
**The Conference Board**

**Call Customer Service at 212 339 0345**



## Registration Information

**Online** [www.conferenceboard.org/leadership2](http://www.conferenceboard.org/leadership2)

**Email** [customer.service@conferenceboard.org](mailto:customer.service@conferenceboard.org)

**Phone** 212 339 0345 8:30 am to 5:30 pm ET Monday through Friday

## The 2014 20<sup>th</sup> Annual Leadership Development Conference

Identifying Your Company's Leadership DNA

### Conference

June 4-5, 2014 (957014-2)

Coronado Island Marriott, San Diego

Associates **\$2,295**

Non-Associates **\$2,895**

### Pre-Conference Seminar

June 3, 2014 (B48014-2)

Coronado Island Marriott, San Diego

Associates **\$1,015**

Non-Associates **\$1,215**

### Post-Conference Workshop

June 5, 2014 (B50014-2)

Coronado Island Marriott, San Diego

Associates **\$605**

Non-Associates **\$705**

---

### Hotel Accommodations

Coronado Island Marriott

2000 Second Street

Coronado, CA 92118

Tel 619 435 3000

### 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.