The 2011
Talent Management Strategies Conference
Innovative, Simple Solutions for a Complex World
March 2–3, 2011, Marriott Coronado Island Resort, San Diego
Pre-Conference Seminar: March 1, San Diego
Post-Conference Workshop: March 3, San Diego

- Learn about innovative, world class talent management approaches that can be customized and scaled to your organization
- Discover new talent management tools that can be used in your organization
- Network with talent management professionals and build your skills as a talent management practitioner

Sponsored by

- KORN/FERRY INTERNATIONAL
- Taleo
- Development Dimensions International
- Kenexa
Benefits of attending

- Join a discussion on how to simplify talent management strategies that address the needs of an increasingly complex, global environment
- Learn about innovative, world class talent management approaches that can be customized and scaled to your organization
- Discover new talent management tools that can be used in your organization
- Network with talent management professionals just like you and build your skills as a talent management practitioner

Who should attend

The conference is a must attend for Human Resources leaders, Talent Management professionals, and those responsible for talent acquisition, employee engagement, succession planning, learning and development, and leadership development.

Previous participants of the Talent Management Strategies Conference

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<th>3M Company</th>
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<td>S.C. Johnson &amp; Son, Inc.</td>
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Pre-Conference Seminar
Tuesday, March 1, 2011

REGISTRATION AND CONTINENTAL BREAKFAST 8:30–9 AM

How to Build a Strong Leadership Pipeline at ALL Levels

SEMINAR 9 AM–3 PM, INCLUDES A NETWORKING LUNCH AND 2 NETWORKING BREAKS

The world’s changing. Your business is changing. What do your leaders need to change? Today’s complex, dynamic, global organizations need to build a strong leadership pipeline at ALL levels. Many organizations have focused development on top levels of leadership but struggle to develop and deploy systems that deliver ready-now leaders at every level. Yet, any break in the pipeline can restrict strategy execution and operational efficiency. Different processes and tools can be used to develop pipeline talent at every level.

In this highly interactive session, we will examine best practices on leadership transition, identification of potential, accelerated development and talent deployment. Participants will assess their organization’s current pipeline efforts at every level, apply tools to develop a leadership pipeline strategy and develop an execution plan.

By attending this pre-conference session, you will learn a three-prong strategic approach to operationalize your leadership pipeline.

• Talent: Link your pipeline strategy to your overall talent strategy
• Development: Deliver high-impact development at all levels
• Execution: Deploy systems and processes across the enterprise

This hands-on seminar will feature case studies of world-class organizations, diagnostic exercises and peer networking that will enable participants to gain insights and discover best-in-class solutions for developing a high-impact leadership pipeline strategy.

Speakers
Tacy Byham, Vice President, Executive Development
DDI (Development Dimensions International)
Jim Concelman, Vice President, Leadership Development
DDI (Development Dimensions International)
Karen M. Bick, Director, Global Leadership and Management Development
Bristol-Myers Squibb

Seminar sponsor

www.conferenceboard.org/talent3
Wednesday, March 2, 2011

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

WELCOME AND INTRODUCTIONS 8:45–9 AM
Jean McNulty, Conference Program Director, The Conference Board

A 9–10 AM
Leaving in an Increasingly Complex Business Environment
Complexity is driven by global marketplaces, changing technology, competition from emerging markets, regulation and talent challenges. With complexity comes the opportunity to create innovative business solutions that are relevant to localized markets and customers. Hear insights on the:

• Levels of complexity that drive business strategy
• Impact globalization has on all organizations
• Evolving role of technology
• Innovative cultures that support diversified strategies
• Management of talent to drive business success

Rossann J. Williams, Senior Vice President, U.S. Stores - Sunbelt Division Starbucks Coffee Company

NETWORKING AND REFRESHMENT BREAK 10–10:15 AM

B 10:15–11:15 AM
Translating Talent Strategy into Business Success
Join talent leaders with extensive experience managing the complexities of talent operations in market leading companies during a panel discussion about the challenges and best practices driving talent management today. Hear insights addressing key challenges in the areas of:

• Talent strategy and planning
• Adoption of technology solutions
• Talent management in a global environment
• Business growth in an uncertain economic climate

Panelists
Scot McCarthy, Director of Workforce Development, CENTRA Health
Graciela Montgomery, Vice President, HR, Deckers Outdoor Corporation

NETWORKING AND REFRESHMENT BREAK 11:15–11:30 AM

C 11:30 AM–12:30 PM
Executing Integrated Talent Management Processes
Designing simple, relevant and integrated talent management processes can help accelerate the placement of talent to grow and sustain your business. Executing the processes in a simple way can empower business leaders to own and drive talent discussions in your organization.

Conference KeyNotes
Registration includes this summary of conference highlights and a post-conference interactive webcast
• Integrate talent acquisition, leadership development, performance management and succession planning
• Simplify processes and make them relevant for business leaders
• Establish accountability for delivering talent management results

Paula Manchester, Senior Vice President, Learning & Talent Management
Darden Restaurants
Gloria Stinson, Vice President, Learning & Organization Development
Adobe Systems
Daniel Sonsino, Vice President, Talent Management, Learning and Development, HP

NETWORKING LUNCHEON 12:30–1:30 PM

D 1:30–2:30 PM
The Middle Matters: Leverage Mid-level Leaders to Drive Performance
Mid-level leaders drive performance, manage horizontal integration, lead and develop talent, and make tough decisions. Yet research studies show that many don’t have the skills to achieve all that is being expected of them. In this case study, learn how to launch a mid-level leadership development program linked to business success.

• The profile of the future mid-level leader and the changing definition of potential
• Critical issues facing middle managers
• Proven approaches for developing middle managers

Speakers
Kris Routch, Executive Consultant, DDI (Development Dimensions International)
William Shepherd, Ph.D., Senior Vice President - Human Resources, Director Recruitment and Development, Huntington Bancshares Incorporated

NETWORKING AND REFRESHMENT BREAK 2:30–2:45 PM

CONCURRENT SESSION E1 2:45–3:45 PM
Engaging the Whole Employee: The Wisdom 2.0 Architecture
Drawing from elements and measurements in sports psychology, neuroscience and mindfulness-based medicine, hear how this organization created and implemented programs, processes and tools to engage and develop employees to innovate and lead. The Wisdom 2.0 Architecture engages the mind, body and spirit of employees by:

• Using strength-based personal, team and organizational development
• Focusing on cognitive fitness, creative capacity and collaborative innovation using practice elements derived from neuroplasticity research and mindfulness practice
• Developing authentic leadership and communication skills, such as active listening and storytelling, to inspire and engage team members
• Integrating learning from speakers, social media and peer development
• Linking results to bottom line measures

Speaker
Rich Fernandez, Ph.D., Global Head of Learning & Organizational Development
eBay Inc.

Presentations
Available online in advance of the conference
Succession Management: Filling the Pipeline
Rapid changes in the business world require proactive, innovative approaches to identify and develop leadership talent to meet future business challenges. In this session, hear how this organization:

- Defines and identifies high potential leadership talent
- Assesses potential and defines readiness prior to making development investments
- Uses a blended learning approach to accelerate leadership development
- Communicates with pipeline talent to increase engagement, career development and retention

Speakers
Joan Sato-Hernandez, Director - Human Resources, Boeing Information Technology
Terri Drayer, Director - Talent Management, Boeing Commercial Airplanes
The Boeing Company

How Social Media and New Ways of Working Impact Talent Management
The changing dynamics of work include mobile workers, social media, generational differences and increasing competition for talent. Traditional talent management systems that require ‘face time’ no longer meet the needs of an evolving workforce. Hear how this organization:

- Uses technology and innovation to identify, develop and leverage talent across the enterprise
- Builds employee engagement through flexible, technology-driven work arrangements
- Engages talent to drive innovation

Speakers
Sarah Mankowski, Senior Director, Talent Management, Capital One Financial
Vicki Miranda, Senior Director, HR - Diversity, Capital One Financial

Development Actions that Matter for Key Leadership Talent
Identifying talent to fill critical leadership needs must be followed up with action plans that move and prepare them in practical ways. Increase impact by:

- Using targeted assessments to uncover holistic and specific development needs
- Blending simple development elements and targeted assignments into action plans
- Tracking results and reinforcing accountability

Speaker
Mark Hamilton, Chief Learning Officer, SPX Corporation
**Key Retention Factors for High Performing Talent**

Surveys indicate that as many as 25% of high potential employees will be working at another organization within one year. Hear how one organization uses a risk management approach to engage and retain critical talent.

- Determine who is ‘at risk’
- Re-engage talent before they leave
- Plan to fill gaps caused by vacancies

**Speaker**

Suzanne M. Danielle, Director, Talent Management and Leadership Development  
Lockheed Martin Corporation

**Talent Management in a Decentralized Business**

Large or mid-sized organizations that operate in a decentralized way often do not have the integration, resources or desire to develop sophisticated, high technology talent management solutions. However, no matter the size of the organization, simple talent management solutions can be leveraged to develop a robust talent pipeline that meets business needs.

- Establish a culture of development through ongoing dialogue
- Create consistent processes and dialogues across business units
- Execute talent management with limited technology

**Speakers**

Audrey Williams-Lee, Senior Director, U.S. Talent Management, McDonald’s USA  
Denise Broz, Senior Director, Global Talent Management and Leadership Institute  
McDonald’s Corporation

**Networking Reception 5–6:30 PM**

**Hosted by**

Korn/Ferry International  
DDI  
Taleo  
Kenexa

www.conferenceboard.org/talent3
Thursday, March 3, 2011

OPTIONAL BREAKFAST SESSION G 7:30–8:15 AM

Building Better Talent, Faster
Keeping talent management aligned to the business and simple for leaders is the challenge of all talent management professionals. During this facilitated conversation, participants will:

- Learn how simplicity, accountability and transparency can boost talent process effectiveness
- Discover capabilities that make great talent management leaders
- Explore directions in the talent management field

Speaker

CONTINENTAL BREAKFAST 7:30–8:15 AM

MORNING INTRODUCTIONS 8:15–8:30 AM

Jean McNulty, Program Director, The Conference Board

H 8:30–9:30 AM

Real-World HR Lessons: Recruitment, Engagement and Retention Practices
In the current economy, with unemployment levels so high, we don’t have to worry about good selection, engagement or retention practices, right? Of course not, but many employers seem to be buying into this myth. This presentation will show how this award-winning organization, by understanding the importance of getting and keeping the right people:

- Strategically measured engagement and support
- Took proactive steps to enhance retention
- Increased performance even in the midst of a difficult economic environment

The presentation will illustrate how the best employers are focusing—now more than ever—on talent management.

Tiffany Adams, Executive Sponsor, Strategic Accounts, Kenexa
Keith Wiedenkeller, Senior Vice President & Chief People Officer AMC Entertainment Inc.

NETWORKING AND REFRESHMENT BREAK 9:30–9:45 AM
ROI: Managing Critical Talent Pipelines to Drive Business Growth
Most organizations rely on a few critical positions to drive business growth. Often, however, they lack intelligence about the depth and quality of these pipelines. Learn how DaVita, the leader in kidney dialysis services:

- Created a metrics driven culture to measure talent acquisition effectiveness
- Drove accountability and changed behavior through the application of metrics
- Improved quality of hires through pre-employment assessments
- Created alignment between HR and Operations by linking HR Strategy to tangible business outcomes

Introduction
Dionne Healy, Senior Client Executive, Taleo Corporation
Speaker
Shannon Sisler, Vice President, Talent & Diversity, DaVita Inc.

NETWORKING AND REFRESHMENT BREAK 10:45–11 AM

J 11 AM–12:30 PM
Innovative Talent Management Practices
Simple, innovative approaches to managing talent will develop leaders with business skills and provide competitive advantage. In this roundtable, interactive session, participants will rotate between stations to learn innovative practices, share insights and ask questions on:

- Retaining knowledge through creative ways, including the use of retiring employees
- Methods to sustain effective talent management throughout the year
- Talent Management from an employee’s point of view

Speakers
Christine Dolan, Senior Director - Talent Development, Pepsi Beverages Company
Anne Nagy, Vice President, Human Resources Enterprise Talent Management, Nationwide Insurance
Kent Greenes, Program Director, The Conference Board

CLOSING REMARKS 12:30 PM
Post-Conference Workshop

Thursday, March 3, 2011

Integrated Talent Management: Best Practices to Optimize the Return on Your Talent Strategy

WORKSHOP 1:15–4:15 PM

The promises of integrated talent management are great, but the devil is in the details. We all know disconnected processes can present great costs to the business, and talent management is no exception. What does it take to connect key functions like recruiting, learning and development, performance management, and succession planning—and how do you provide a “common language” for meaningful interactions between them?

In this interactive session, we will introduce a practical analysis method for creating an effective integrated talent management framework. Using succession planning as an example, participants will practice applying “Black Box” integrated talent management analysis to identify key objectives, activities and touch points with other functions. This is a great way to learn what it takes to achieve the benefits of integrated talent management.

By participating in this post-conference session, attendees will learn the principles necessary for building an integrated talent management framework, including:

- The Black Box integrated talent management analysis process (Analyzing objectives, activities, inputs, outputs, and assumptions)
- The role of a competency framework in integrated talent management strategy
- Creating a prioritized integrated talent management road map

Speakers
Andy Rice, Principal Consultant, Korn/Ferry The Newman Group Division
Craig Sneltjes, Managing Principal, Korn/Ferry Leadership and Talent Consulting

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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 Talent Management Strategies Conference.

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Conference
San Diego (956011-3)
Associates $2,195 Non-Associates $2,495

Pre-Conference Seminar
San Diego (B58011-3)
Associates $1,445 Non-Associates $1,645

Post-Conference Workshop
San Diego (B45011-3)
Associates $595 Non-Associates $695

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

Hotel reservations cut-off date
Monday, February 4, 2011

For team discounts and cancellation policy, visit our website.
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