



The 2013

# Talent Management Strategies Conference

Innovating Talent Solutions to Deliver Results

February 13-14, 2013, Waldorf=Astoria, New York

March 6-7, 2013, Coronado Island Marriott, San Diego

Pre-Conference Seminar

February 12, 2013 New York

March 5, 2013, San Diego

Post-Conference Workshop

February 14, 2013, New York

March 7, 2013, San Diego



- Hear how organizations are innovating talent management processes to meet different business challenges
- Explore how to build capability and create effective processes that tap into employee passion and deliver tangible business results
- Learn ways to leverage technology and culture to attract and retain talent
- Network with talent management professionals and build your skills as a talent management practitioner

Presented with assistance from



## Benefits of attending

- Hear how organizations are innovating talent management processes to meet different business challenges
- Explore how to build capability and create effective processes that tap into employee passion and deliver tangible business results
- Learn ways to leverage technology and culture to attract and retain talent
- Network with talent management professionals and build your skills as a talent management practitioner

## Who should attend

If you are a Human Resources leader, Talent Management professional, or someone responsible for talent acquisition, employee engagement, succession planning or employee and leadership development, attending this conference will help you address your most pressing talent management issues.

## Previous participants of the Talent Management Strategies Conference

|                                |   |
|--------------------------------|---|
| 3M Company                     | IBM                                       |
| Abbott Laboratories            | Johnson & Johnson                         |
| ADP                            | Johnson Controls, Inc.                    |
| Aetna                          | Macy's Inc.                               |
| American Express               | MasterCard Worldwide                      |
| AT&T Operations, Inc.          | Merck & Co., Inc.                         |
| Baxter International Inc.      | Nike, Inc.                                |
| Bausch & Lomb Inc.             | Oracle Corporation                        |
| Campbell Soup Company          | PepsiCo, Inc.                             |
| Central Intelligence Agency    | Pitney Bowes Inc.                         |
| Citigroup Inc.                 | PricewaterhouseCoopers LLP                |
| Columbia University            | Raytheon Company                          |
| Continental Airlines, Inc.     | Sara Lee Corporation                      |
| Dow Corning Corporation        | S.C. Johnson & Son, Inc.                  |
| Dr. Pepper Snapple Group, Inc. | Staples, Inc.                             |
| eBay Inc.                      | Starwood Hotels & Resorts Worldwide, Inc. |
| FedEx Corporation              | Synovate                                  |
| Gap Inc.                       | The Boeing Company                        |
| General Mills, Inc.            | The Clorox Company                        |
| Glad Manufacturing Company     | The Gallup Organization                   |
| Google, Inc.                   | Toyota Motor North America                |
| Honeywell International Inc.   | Wal Mart Stores, Inc.                     |

## Pre-Conference Seminar

Tuesday, February 12, 2013 – New York

Tuesday, March 5, 2013 – San Diego

REGISTRATION AND CONTINENTAL BREAKFAST 8–9 AM

SEMINAR 9 AM–3 PM

### Reinventing the Career Conversation in a Time Starved World

Join Dr. Beverly Kaye, an internationally recognized authority on career issues and on retention and engagement in the workplace, as she shares findings from her new book *Help Them Grow or Watch Them Go: Career Conversations Employees Want*. Study after study shows what employees want most is support for their professional development and career growth, and that offering this to them is the single most powerful tool managers have for driving employee engagement, retention, productivity, and performance results. However, in spite of this information being widely understood and acknowledged, career development in organizations often gets ‘sidelined’ and employees are left feeling overlooked and undervalued as a result.

In order to achieve and sustain high levels of performance, there must be a link between what an individual employee is passionate about and what the organization needs to grow its business. To create this linkage, every manager is accountable for facilitating periodic professional development discussions with each of their employees. Research suggests that if an individual is positively challenged, finds work to be meaningful, and believes that their manager truly cares about their growth, their engagement will be high.

This session sheds a much needed light on effective methods and specifically what managers can do - within the time-starved, priority-rich, pressure-cooker environment in which they operate - to support employees’ careers and enhance organizational performance results. You will walk away with practical tools, implementation recommendations, and a new simplified model that will help managers from your organization:

- Understand the perceived barriers faced in holding career discussions
- Gain perspective on alternatives to the career ladder
- Learn and practice an approach to growing in place
- Apply a new focus on the Individual Development Plan
- Follow a model to the career conversation
- Dialogue with internal practitioners about their best practices

Dr. Beverly Kaye, Founder and Co-Chief Executive Officer  
**Career Systems international**, and Co-Author, *Help Them Grow or Watch Them Go: Career Conversations Employees Want*  
Beverly Crowell, Vice President, Strategic Client Services  
**Career Systems International**

## **Pre-Conference Seminar** Talent Management Strategies (cont'd)

**Tuesday, February 12, 2013 – New York**

**Tuesday, March 5, 2013 – San Diego**

### *New York*

David Mahl, SVP, Talent Management and Organizational Development, **Citi**  
Timothy O'Keefe, Officer, Learning & Development, **Federal Reserve Bank of New York**

Mary Ann Bopp, Manager, Career Development, **IBM**

Lynn Gauthier, VP Leadership, Talent Management and Learning

**Philips - Global Healthcare and North America**

### *San Diego*

Christina Fox, Ed.D., Senior Manager, Career Development,  
Human Resources, Learning & Development, **Genentech, Inc.**

John Vasellina, M.S. Organization Development, Manager, Career Development,  
Human Resources, Learning & Development, **Genentech, Inc.**

Tamar Elkeles, CLO and Vice President of Learning and Development

**QUALCOMM**

REGISTRATION INCLUDES NETWORKING BREAKS AND A LUNCHEON

**Wednesday, February 13, 2013 – New York**

**Wednesday, March 6, 2013 – San Diego**

REGISTRATION AND CONTINENTAL BREAKFAST 8–8:45 AM

WELCOME AND INTRODUCTIONS 8:45–9 AM

Joanne M. Loce, Conference Program Director, **The Conference Board**

A 9–10 AM

### **Get More From Your People By Focusing on Less**

The situation for your employees is that life is fast and full of opportunity. The complication is that they think we have to do everything. The impact of this is that employees end up living parallel paths and organizations plateau in their progress. Leaders and employees can make a different choice. The action required is to eliminate the nonessentials. The result is that people can be utilized at their highest point of contribution and organizations can break through to the next level and achieve something truly great.

Greg McKeown, Chief Executive Officer, **THIS, Inc.**, and

Co-author of *Multipliers: How the Best Leaders Make Everyone Smarter*

NETWORKING BREAK 10–10:15 AM

## **Conference KeyNotes**

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

B 10:15–11:15 AM

## The Struggle Over Talent Management

High-performance organizations increasingly seek to create a talent management strategy that is closely aligned with their business objectives—in reality that's not the case. Hear the results of Right Management's study of over 600 HR executives which help their clients implement better talent management strategies. Join us to learn:

- Why there is little consensus on the current state of talent management strategy
- How employers are striving, and struggling, to align their talent strategy with their business objectives
- A five-step best practice roadmap to build a formidable talent management strategy
- How to build and deploy a talent management strategy in an organization

Michael Haid, Senior Vice President, Talent Management, **Right Management**

Michele Nolty, Senior Vice President, Director of Human Resources, **Cohen & Steers**

Kelly Lackner, Senior Consultant, Talent Management, **Right Management**

NETWORKING BREAK 11:15–11:30 AM

CONCURRENT SESSIONS C1, C2, AND C3 11:30 AM–12:30 PM

C1 11:30 AM–12:30 PM

## Pipelining for the Unknown

eBay's customers' habits and preferences evolve at lightning speed, creating a need for products and services that anticipate customer demand. Talent management practices must be similarly predictive and flexible, enabling us to identify and develop leaders for an unknown global customer landscape. In this session, we'll discuss:

- Why we need to innovate our talent assessment and development approaches
- Why agility matters
- When it's smart to take big risks on emerging talent
- How we create meaningful, accelerated development experiences

Rebecca Crotts, Senior Director, Global Talent Management and Development  
**eBay, Inc**

C2 11:30 AM–12:30 PM

## Strategic Staffing in Support of Organization Capability

Organizations in every industry face the challenges of competition for qualified talent and retention of knowledge workers. Hear how taking a longer term view of building a workforce, using analytics and data, can increase your ability to have the right talent available to take advantage of market opportunities.

- Gain an understanding of future uncertainties and risks involved in staffing
- Gain better insight on setting strategic workforce priorities
- Better align talent management plans to long term strategies

Sheree L. Lomax, Manager, Strategic Staffing and HQ Services  
**Chevron Upstream and Gas**

## Presentations

Available online in advance of the conference

C3 11:30 AM–12:30 PM

## **Social Media: Creating New Ways to Work Together**

Social media is a tool organizations can leverage to generate results and increase speed to market. In this panel discussion, hear how organizations are using social media to:

- Connect and improve the relationships between employees
- Increase productivity through meaningful collaboration
- Network employees to build knowledge and encourage innovation

*New York*

**Moderator**

Dan Schawbel, Managing Partner, **Millennial Branding**

**Panelists**

Adam Hirsch, Senior Vice President of Emerging Media and Technology

**Edelman Digital**

Frank Eliason, Director of Global Social Media, **Citi**

*San Diego*

Becky Carroll, Director, Social Media and Customer Impact, **PwC**

LUNCHEON 12:30–1:30 PM

CONCURRENT SESSIONS D1, D2, AND D3 1:30–2:30 PM

D1 1:30–2:30 PM

## **Establishing a Talent Portfolio Mindset**

To address a changing business environment and complex organizational structure, Fidelity's Corporate Operations Division has evolved its Talent Practices by leveraging a Talent Portfolio Mindset. Evolving from a dedicated focus on Succession Management, the new approach enables support of broader business strategies and the monitoring and protection of critical assets. Gaining a better understanding of talent segments and the value of a diverse talent portfolio allows Corporate Operations to proactively mitigate risks and plan intentional movement in support of a growing global operating model. No longer a data gathering exercise, the results enables the business to leverage existing capabilities to build strength in others and helps to guide the investment in talent to offset the effects of market volatility.

Monty Stepura, Vice President, Talent Management & Development

**Fidelity Investments**

Patti Wallace, Director, Talent Practices, **Fidelity Investments**

D2 1:30–2:30 PM

## **Workforce Collaboration For The Next Century**

Business leaders, team managers and HR professionals use the word collaboration as often as they use alignment, synergy and globalization. Yet while they all use the term, they often can't deliver on the promise. Hear how this industry leading organization is preparing for the next century:

**Call Customer Service at 212 339 0345**

- Learn about the latest research on collaboration in the workplace
- Explore what we have learned and how you can leverage this learning to improve workforce and business results
- Review how to leverage a culture of collaboration to power HR initiatives across the globe

Daniel Sonsino, Vice President of Talent Management, Learning and Development  
**Polycom**

D3 1:30–2:30 PM

### Using Assessments to Drive Talent Decisions

The traits, skills, and experiences that employees need to successfully deliver business strategy change over time. Making the right call on who to place in which role can be the difference between business success and derailment. In this session:

- Hear how to increase the likelihood of making well-informed and accurate talent decisions
- Learn how to integrate assessments into your hiring decisions
- Discuss the role of ongoing assessments when considering employees for new positions and promotions

Jana Fallon, Ph.D., Vice President, Executive Assessment and Recruiting, **Prudential**

NETWORKING REFRESHMENT BREAK 2:30–3 PM

E 3–4 PM

### Building Tomorrow's BIG Leaders for Today's Complex Business Landscape

In the quest for building a high-performance culture and driving sustainable growth in today's increasingly complex environment, The Coca-Cola Company's Bottling Investments Group (BIG) made a significant investment in their mid-level leaders. With the goal to accelerate the development of their mid-level leaders and to grow a pipeline of talent for today and tomorrow, BIG created a continuous learning journey that crossed four continents and closed the gap on critical leadership and business skills. The presenters will discuss how to:

- Address business challenges through mid-level leader development
- Prepare leaders for their role in organizational shifts and rapid growth
- Integrate a program across continents and cultures

Sylva Juliano, Director, Learning & Development, **The Coca-Cola Bottling Investments Group**

*New York Only*

P. V. Ramana Murthy, Senior Vice President, Human Resources  
**The Coca-Cola Bottling Investments Group**

F 4-5 PM

## Reinventing Performance Management

While some organizations harness the anticipated outcomes of performance management, others are evaluating whether the benefits exceed the costs of conducting the process. In this panel, hear different perspectives on:

- The role performance management plays in the organization
- Aligning the performance management philosophy to related processes
- How to reduce bureaucracy and engage employees.

### Moderator

Ed Frauenheim, Senior Editor, **Workforce**

### Panelists

Gloria Stinson, Vice President, Learning & Org. Development, **Adobe Systems, Inc.**

#### *New York Only*

Jim M. McDermid, Vice President, Human Resources, Cardiac & Vascular Group  
**Medtronic, Inc.**

Sue Hale, Vice President, Leadership Development, **Hilton Worldwide**

#### *San Diego Only*

Erika Bogar King, Talent Director, Performance Management, **Deloitte**

Audrey Williams-Lee, Vice President, Global Leadership, Talent and Organization Effectiveness, **W.W. Grainger, Inc.**

NETWORKING RECEPTION 5-6:30 PM

SPONSORED BY:



## Conference KeyNotes

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



**Thursday, February 14, 2013 – New York**

**Thursday, March 7, 2013 – San Diego**

REGISTRATION AND CONTINENTAL BREAKFAST 8–8:45 AM

OPTIONAL BREAKFAST SESSION G 8–8:45 AM

### **Meeting Tomorrow's Strategic Business Needs Through Talent**

Evolving workplace trends and key business drivers will redefine the Talent Management function's role in organizations. In this interactive session with members of The Conference Board Talent Management Executives Council, we will share the research results and learn about the insights, trends, opportunities, and challenges that talent management professionals will need to address in the next five to ten years.

#### **Moderator**

*New York*

Meg Gottemoeller, Executive Director of Member Engagement, Human Capital,  
**The Conference Board**

*San Diego*

Dr. Joseph McCann, Principal Researcher, Human Capital Practice  
**The Conference Board**

#### **Panelists**

*New York Only*

Tyler Benjamin, Vice President, Global Talent Management  
**Discovery Communications, Inc.**

Carmen Panzar, Senior Director Talent Management & Organizational  
Effectiveness, **Broadridge Financial Solutions**

*San Diego Only*

Samantha Dwinell, Director, Global Recruitment and Development  
**Texas Instruments**

WELCOME AND INTRODUCTIONS 8:45–9 AM

Joanne M. Loce, Conference Program Director, **The Conference Board**

H 9–10 AM

### **Creating a Leadership Pipeline for Success in a VUCA World**

There are 7 CEO's inside your organization today. One you know, and 6 others you need to identify and develop to lead your organization over the next 2-20 years. Do you know who they are? Do you know what they need to be prepared to successfully lead your organization in this Volatile, Uncertain, Complex and Ambiguous (VUCA) world? If so, are you providing them the right experiences to gain the knowledge that they need to succeed?

Learning Agility is the single best predictor of potential for talent in a VUCA world. Combined with the performance-potential matrix, Learning Agility can provide a game-changing level of certainty in your succession planning processes. Attend this session to learn how to:

**Presentations**

Available online in advance of the conference

- Identify and develop Learning Agility to best align talent to your business strategy
- Develop a performance-potential matrix that will map your entire leadership pipeline to identify your top “7 CEOs”
- Drive the process deep into your organization simply and rapidly

*New York Only*

Ronny Vansteenkiste, Senior Vice President, Group Head of Talent Management and OD, **Willis Group**

James Peters, Global Lead, Succession Solutions, **Korn/Ferry International**

*San Diego Only*

Lisa Paul, VP, HR Business Partner, **Flextronics**

James Peters, Global Lead, Succession Solutions, **Korn/Ferry International**

NETWORKING BREAK 10–10:15 AM

CONCURRENT SESSIONS I1 AND I2 10:15–11:15 AM

I1 10:15–11:15 AM

## Help Them Grow or Watch Them Go: The Career Development Imperative

In order to reach new levels of performance, research shows that there must be a link between what the individual employee is passionate about and what the organization needs to grow its business. Hear how this organization increases employee engagement by:

- Holding managers accountable for having solid development discussions with their employees
- Challenging employees in their positions
- Enable managers to truly care about their employees’ growth

Dr. Beverly Kaye, Founder and Co-Chief Executive Officer

**Career Systems International** and Co-Author, *Help Them Grow or Watch Them Go: Career Conversations Employees Want*

*New York Only*

Suzanne Walther, Global Head of Career Development, **Bloomberg LP**

*San Diego Only*

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

I2 10:15–11:15 AM

## Unconscious Bias in Talent Decisions

Talent management professionals are often charged with increasing diversity in the pipeline and reducing bias in talent management decision making, often by building a strong and reciprocal relationship with their partners in Diversity and Inclusion. In this session, we will discuss how an organization addressed:

- The importance of the interdependence between Talent Management and D&I
- The effects of unconscious bias in talent management systems
- How to make better decisions that result in filling our pipelines with diverse talent
- Techniques to remove unconscious bias from talent decisions

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Leslie Traub, Chief Consulting Officer and Chair of the Board, **Cook Ross Inc.**

*New York Only*

Ericka DeBruce, Diversity and Inclusion Manager, BAE Systems, **Support Solutions**

*San Diego Only*

Jennifer R. Salamon, Manager, Leadership Development, **BAE Systems**

NETWORKING BREAK 11:15–11:30 AM

J 11:30 AM–12:45 PM

### **Developing Talent Management Leaders Who Deliver Business Value**

As the talent needs for business become more complex, the more central the role talent management professionals play in providing a ready workforce to achieve business results. In this interactive session, you will:

- Hear what research suggests is the role of effective Talent Management professionals
- Identify the skills and traits necessary to be an effective business partner
- Conduct a quick self-assessment, receive peer coaching, and create a short personal development plan to increase your personal effectiveness

Marc Effron, Co-author, *One Page Talent Management* and  
Founder, **New Talent Management Network**

*New York Only*

Amy Lui Abel, Ph.D., Director of Human Capital Research, **The Conference Board**  
Lyle Yorks, Ph.D., Associate Professor, Organization and Leadership Department,  
Teachers College, **Columbia University**

*San Diego Only*

Dr. Joseph McCann, Principal Researcher, Human Capital Practice  
**The Conference Board**

CLOSING REMARKS 12:45 PM

### **Available for purchase**

#### **The Best of DVDs. Presentation highlights and excerpts from:**

The 2010 Senior Human Resource Executive Conference (DVD7751-00)  
The 2010 Succession Management Conference (DVD7766-00)  
The 2011 Talent Management Conference (DVD7754-00)  
The 2010 Human Capital Metrics Conference (DVD7761-00)  
The 2010 Organization Design Conference (DVD7764-00)  
The Best of Executive Coaching I (DVDB870-10)  
The Best of Executive Coaching II (DVD7762-00)

All DVDs are specially priced at \$79.99 each. To order, visit  
[www.conferenceboard.org/conferences/recording](http://www.conferenceboard.org/conferences/recording) or call 212 339 0345.

[www.conferenceboard.org/talent2](http://www.conferenceboard.org/talent2)

## Post-Conference Workshop

Thursday, February 14, 2013 – New York

Thursday, March 7, 2013 – San Diego

REGISTRATION 12:45–1:30 PM

WORKSHOP 1:30–4:30 PM

### Laying the Foundation for Effective Talent Management

Join us for an interactive workshop with Marc Effron, co-author of the Harvard Business Press best seller *One Page Talent Management*. Marc consults to the world's leading companies and continually develops new, innovative tools for building better talent faster.

In this workshop, Marc will help your company create a stronger talent management foundation using two new strategic and highly practical tools.

Before building any talent process a company must understand exactly what type of talent it's trying to build and how it plans to build it. These simple concepts can be notoriously difficult to execute. Marc will discuss his Talent Production Line approach for analyzing your company's ability to define and sustainably produce talent. He'll also teach you how to apply his two latest innovations that are currently being implemented worldwide:

- **The Success Model:** Typical competency models are failing at many organizations because the models don't sharply differentiate great talent. Move beyond competency models to help your leaders truly understand what drives success in your organization. A Success Model captures the outcomes that will define high potential, not the competency precursors to it.
- **Talent Management Philosophy:** In few companies has the senior team agreed on the "rules of the road" for building talent. How long is it OK to be a 50th percentile performer? How important are behaviors? The answers to these and similar questions comprise your company's talent philosophy. Assess your organization and take the first steps to putting this foundation element in place.

Marc Effron, Co-author, *One Page Talent Management* and Founder  
New Talent Management Network

Marketing sponsors



New Talent  
Management  
Network

Workforce

Call Customer Service at 212 339 0345

# Registration Information

**Online** [www.conferenceboard.org/talent2](http://www.conferenceboard.org/talent2)  
**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 2013 Talent Management Strategies Conference

Innovating Talent Solutions to Deliver Results

### Conference

February 13-14, 2013 (998013-2)

Waldorf=Astoria, New York

Associates \$2,295

March 6-7, 2013 (956013-2)

Coronado Island Marriott, San Diego

Non-Associates \$2,595

### Pre-Conference Seminar

February 12, 2013 (961013-2)

Waldorf=Astoria, New York

Associates \$1,015

March 5, 2013 (B58013-2)

Coronado Island Marriott, San Diego

Non-Associates \$1,115

### Post-Conference Workshop

February 14, 2013 (B33013-2)

Waldorf=Astoria, New York

Associates \$605

March 7, 2013 (B45013-2)

Coronado Island Marriott, San Diego

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 Talent Management Strategies Conference**.

Waldorf=Astoria  
301 Park Avenue, New York, NY 10022  
Tel 212 872 4800

Hotel reservations cut-off date:  
Friday, January 18, 2013

Coronado Island Marriott  
2000 Second Street, Coronado, CA 92118  
Tel 888 236 2427

Hotel reservations cut-off date:  
Monday, February 11, 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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Program subject to change. January 2013



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Promotion Code