



The 2014

Talent Management Strategies Conference

Unlock Talent Potential to Drive Business Success

February 5–6, 2014

Westin New York at Times Square

February 26–27, 2014

Coronado Island Marriott, San Diego

Pre-Conference Seminar

February 4, New York / February 25, San Diego

Post-Conference Workshop

February 6, New York / February 27, San Diego



- Hear how organizations are adapting their talent management strategies to meet the needs of the evolving workplace
- Discuss how best-in-class organizations leverage their culture and strong talent management practices to drive business results
- Challenge how talent professionals use data and leverage technology to provide proactive talent solutions
- Learn innovative ways to engage talent throughout the employee lifecycle

Presented with assistance from



Pre-Conference Seminar

SEMINAR 9 AM – 4:30 PM

Tuesday, February 4, 2014 – *New York*

Tuesday, February 25, 2014 – *San Diego*

Building a High Potential Talent Pipeline

REGISTRATION AND CONTINENTAL BREAKFAST 8 – 9 AM

A 9 – 10:30 AM

Establish a Talent Framework for Pipeline Development

Based on a “grow our own” talent philosophy, hear how the Hay Survey #1 Company for Leadership created a talent framework that identifies high-potential talent, aligns individuals to talent development opportunities, and measures the success in developing future leaders.

Jennifer L. Irwin, Ph.D., Chief Strategist, **DIAMOND, Ltd.** (*New York*)

B 10:45 AM – 12:15 PM

Assessments: Innovative Ways to Identify Leaders

C 1:15 – 2:45 PM

Delivering High-Impact Leadership Development

Organizations benefit from aligning development efforts of identified high-potential talent with the future needs of the organization. Hear how SPX works to build manager ownership for accelerating talent development with a targeted development package that includes job-moves, mentoring and coaching, development programs and how they measure the impact on the leader’s effectiveness.

Mark Hamilton, Vice President, Human Resources
SPX Transformer Solutions, Inc.

D 3 – 4:30 PM

Succession Planning: Maximizing the Pipeline

An organization’s talent processes identify individuals that can fill roles and help the business succeed in the future. Hear how Monsanto embeds practices into the talent review processes to identify successors, identifies key experiences and roles to develop critical skills, and deploys talent into roles for which they have been prepared.

Denise Champagne, Vice President, Leadership & Organization Effectiveness
Karen Mocerí, Global Manager, Talent Assessment, HR Processes & Systems
Monsanto

Marketing Sponsor



**New Talent
Management
Network**

Call Customer Service at 212 339 0345

Wednesday, February 5, 2014 – *New York*

Wednesday, February 26, 2014 – *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

Culture: Linking Talent to Business Success

In 2013, Return Path began the process of shifting to a more self-managed environment. Their mission was to increase organizational, team, and individual performance through alignment and transparency. Hear how they have been able to successfully create cohesive integration with all aspects of their operating system.

- Implement a system to efficiently manage and align all work to business priorities
- Implement a process to effectively evaluate work quality and share peer-to-peer feedback on a just-in-time basis
- Migrate from hierarchical management to self-managed teams

Matt Blumberg, Chief Executive Officer, **Return Path**

Angela Baldonero, Senior Vice President, People and Client Success, **Return Path**

NETWORKING REFRESHMENT BREAK 10 – 10:15 AM

B 10:15 – 11:15 AM

Develop a Customized Talent Strategy

NETWORKING REFRESHMENT BREAK 11:15 – 11:30 AM

CONCURRENT SESSION C1 11:30 AM – 12:30 PM

Driving McDonald's Business through Better Talent Decisions

McDonald's needs a strong, deep talent pipeline to drive enduring business results in an increasingly complex and competitive industry. Hear how the Global Talent Management team led an initiative to enhance the existing framework, reeducate all people managers, and increase consistency in identifying talent as we discuss:

- Our model for identifying high potential employees, and how this fits into our succession planning process
- Our goal to add more rigor and clarity while balancing the need for informed judgment
- Challenges we faced while implementing these changes
- Future education and support to make these changes “stick”

Meg Moriarty, Director, Global Talent Management and Skinner Institute of Leadership

Devon Riester, Manager, Global Talent Management and Skinner Institute of Leadership

Denise M. Broz, Senior Director, Global Talent Management and Skinner Institute of Leadership, **McDonald's Corporation**

CONCURRENT SESSION C2 11:30 AM – 12:30 PM

What's Your Talent Philosophy?

Does your executive team agree on what are good or bad behaviors? How long is it okay to be a 50th percentile performer? Or how transparent to be with employees about their potential? In very few companies has the executive team answered these questions or agreed on a common talent philosophy - your rules of the road for managing talent. The result is that individual managers are applying their own personal philosophy and undermining your efforts to build consistently high quality talent.

- Hear how to use used Talent Philosophy to drive fundamental culture change and comprehensive redesign of every talent practice
- Learn how you can use Talent Philosophy to break-through your company's toughest talent challenges

Angela Lane, VP Talent Management, **AbbVie**
 Marc Effron, President, **The Talent Strategy Group**

CONCURRENT SESSION C3 11:30 AM – 12:30 PM

Managers: The Best-Kept Secret for Strategy Execution Success *(New York Only)*

SESSION SPONSOR



Hear how a global company helped every manager understand the company strategy, their role in delivering that strategy, and how they must translate that strategy for each person on their team to fit their roles and responsibilities. Walk away with meaningful, practical examples on how to empower managers to be the critical levers in strategy execution and deliver intended results.

Gary Magenta, Senior Vice President of Client Solutions, **Root, Inc.**
 Kathy Weir, Senior Manager, Talent Management, **Dimensional Fund Advisors**
 Aaron Marcus, Head of Global Human Resources & Vice President
Dimensional Fund Advisors

NETWORKING LUNCHEON 12:30 – 1:30 PM

CONCURRENT SESSION D1 1:30 – 2:30 PM

Onboard Talent to Succeed

Onboarding does not begin and end on the first day of work. Organizations that engage and connect employees to their business goals and culture yield bottom line results through increased productivity and retention. Hear how PwC:

- Creates a globally consistent experience that engages their 50,000 new employees through learning, coaching and building relationships
- Accelerates their employees' connection to their culture and the way work gets done
- Measures and improves the onboarding experience

Michael Fenlon, Global and US Talent Leader, **PwC (New York)**
 Kim Jones, US Talent Strategy Leader, **PwC (New York)**
 Joanne Veech, Global Onboarding Leader, **PwC (San Diego)**

CONCURRENT SESSION D2 1:30 – 2:30 PM

Employee Engagement: Unlock Commitment

Employees cannot be truly engaged if they do not understand how their individual contributions align to overall corporate objectives. Hear how Ingersoll Rand's Climate Solutions Sector established a process and overcame challenges to link individual and organizational success across a global workforce.

Dan Hawkins, Vice President, Human Resources and Communications
Ingersoll Rand, Climate Solutions Sector

CONCURRENT SESSION D3 1:30 – 2:30 PM

Leveraging Talent to Drive Global Growth

Hershey's is a company with a strong culture, brand identity, and record of business success. With a shift in business strategy to grow outside of their traditional markets,

Presentations

Available online in advance of the conference

they committed to make talent a central part of how they would achieve continued success. Hear how Hershey's:

- Partners with their Board of Directors to prioritize talent
- Uses analytical thinking to align critical talent processes and people data to drive business success
- Integrates culture and change management into the execution of talent practices

Shawn Zimmerman, VP of Global Talent and Organization Capability

The Hershey Company (*New York*)

Holly Paine Magnuson, Director of HR Analytics, **The Hershey Company** (*San Diego*)

NETWORKING REFRESHMENT BREAK 2:30 – 3 PM

E 3 – 4 PM

Ready Now: Engineering Talent for the Future

Every organization has the same goal—great leaders who will propel them forward. That lofty goal comes with a lot of questions: How do you aim your leaders toward the right business priorities? Invest in talent with the highest potential? Assess to gain intelligence to accelerate leadership growth? Covance wanted to transform itself into a Talent Organization, and that level of commitment required senior level investment, which is where they began their journey of assessing leaders to identifying high potential talent and supporting those individuals with the right development. Hear from DDI and Covance on how you get the right leaders ready for your organization's today and tomorrow.

Rhonda Holler, Senior Director of Global Talent Management, **Covance, Inc.**

Matt Paese, Ph.D., Vice President, Executive Solutions, **DDI**

F 4 – 5 PM

The Role of “Big Data” in Talent Decisions

Organizations amass great quantities of data on their employees. Applying predictive analytics, more and more of them are developing models to identify opportunities to invest in targeted talent management efforts. In this panel discussion, hear how organizations are using analytics to link talent management investments to key metrics and bottom line results.

Jennifer L. Irwin, Ph.D., Chief Strategist, **DIAMOND, Ltd.** (*New York*)

Brian Taylor, Vice President, Human Capital Analytics Manager, **Fifth Third Bancorp** (*New York*)

NETWORKING RECEPTION 5 – 6:30 PM

HOSTED BY 
DEVELOPMENT DIMENSIONS INTERNATIONAL

Thursday, February 6, 2014 – New York

Thursday, February 27, 2014 – San Diego

OPTIONAL BREAKFAST SESSION G 8 – 8:45 AM

Talent Management Talk (*San Diego*)

Join members of The Conference Board Talent Management Executives Councils to discuss current talent management topics.

Samantha Dwinell, Vice President, Global Talent Management, **Texas Instruments**

CONTINENTAL BREAKFAST AND REGISTRATION 8 – 8:45 AM

Call Customer Service at 212 339 0345

WELCOME AND INTRODUCTIONS 8:45 – 9 AM

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

H 9 – 10 AM

Enhancing Your Pipeline Strategy

Built on a strong foundation of a performance-based culture, General Electric (GE) has experienced success in hiring, developing, and promoting leaders who deliver business results. Hear how GE continues to evolve, building global capabilities to drive growth.

- Leveraged its strong, people-centric culture and talent processes
- Expanded its early-career leadership curriculum, anticipating the development needs of emerging leaders
- Enhanced global functional learning and leadership programs to support the global talent pipeline

Laurie F. Bevier, Senior Human Resource Manager, **GE Corporate**

NETWORKING REFRESHMENT BREAK 10 – 10:15 AM

I 10:15 – 11:15 AM

Enhance Your Strategic Focus for Talent Management *(New York)*

Hear new research and insights from The Conference Board, along with practical examples, about specific competencies and effective Talent Management that support short-term planning, strategic thinking and a learning viewpoint.

Robert Vulpis, Senior Vice-President, HR Talent, Learning & Diversity

Marsh & McLennan Companies *(New York)*

Lyle Yorks, ED.D, Associate Professor, Adult Learning and Leadership, Teachers College
Columbia University *(New York)*

Amy Lui Abel, Ph.D., Director of Human Capital Research, **The Conference Board** *(New York)*

Mary B. Young, D.B.A., Principal Researcher, Human Capital, **The Conference Board**
(San Diego)

NETWORKING REFRESHMENT BREAK 11:15 – 11:30 AM

J 11:30 AM – 12:30 PM

Our Interface with Talent Data

CLOSING REMARKS 12:30 PM

Post-Conference Workshop

WORKSHOP 1:30 – 4:30 PM

Thursday, February 6, 2014 – New York

Thursday, February 27, 2014 – San Diego

REGISTRATION AND LUNCHEON 12:30 – 1:30 PM

The Last Word on Performance Management *(New York)*

Join Marc Effron, author of *One Page Talent Management*, to learn the secrets he shares on how to start with the science to radically simplify your approach to performance management.

Managers the Strongest Foundation for Talent Development *(San Diego)*

Join Jeannie Coyle, author of *Make Talent Your Business: How Exceptional Managers Develop People While Getting Results* to discover the researched based practices of exceptional development managers and walk away with break through ideas to increase the use of these practices in your company.



Registration Information

Online www.conferenceboard.org/talent2
Email customer.service@conferenceboard.org
Phone 212 339 0345 8:30 am to 5:30 pm ET Monday through Friday

The 2014 Talent Management Strategies Conference

Building a Strong Talent Foundation for Business Success

Conference

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|---------------------------------|-------------------------------------|
| February 5-6, 2014 (998014-2) | February 26-27, 2014 (956014-2) |
| Westin New York at Times Square | Coronado Island Marriott, San Diego |
| Associates \$2,295 | Non-Associates \$2,895 |

Pre-Conference Seminar

| | |
|---------------------------------|-------------------------------------|
| February 4, 2014 (961014-2) | February 25, 2014 (B58014-2) |
| Westin New York at Times Square | Coronado Island Marriott, San Diego |
| Associates \$1,015 | Non-Associates \$1,215 |

Post-Conference Workshop

| | |
|---------------------------------|-------------------------------------|
| February 6, 2014 (B33014-2) | February 27, 2014 (B45014-2) |
| Westin New York at Times Square | 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 Talent Management Strategies Conference**.

Westin New York at Times Square
270 West 43rd Street
New York, NY 10036
Tel 212 201 2700

Hotel reservations cut-off date:
Tuesday, January 14, 2014

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

Hotel reservations cut-off date:
Monday, February 3, 2014

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. December 2013



THE CONFERENCE BOARD
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The Conference Board
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