



The 16th Annual **Talent Management Strategies** CONFERENCE

**Innovation and Insights:
Megatrends in Talent Management**

February 2-3, 2016
New York Marriott Downtown, New York, NY
February 23-24, 2016
Coronado Island Marriott Resort, San Diego, CA

www.conferenceboard.org/talentmgmt

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Agenda

Day One

Tuesday, February 2, 2016 – *New York*

Tuesday, February 23, 2016 – *San Diego*

Registration and Continental Breakfast: 7:30 – 8:30 am

Welcome and Introductions: 8:30 – 8:45 am

Denise Champagne, Conference Program Director,
The Conference Board

General Session A: 8:45 – 9:45 am

Are You Enabling Mediocre Leadership In Your Company? (*New York*)

The stakes in leadership have always been high - but they are getting higher. At the very moment that we need our leaders to be truly great and accountable, we see many leaders who disappoint and fail us. Only 37% of organizations are satisfied with the level of leadership accountability demonstrated by their leaders. Other studies show that only 7 percent of employees currently have trust and confidence in their senior leaders to look out for their best interest. These statistics strike at the heart of the leadership accountability gap that exists in organizations today. This session tackles this problem head on and explores why leaders can't settle anymore and must commit to do better. It also provides an inspiring vision for why leadership, and more specifically leadership culture, is the only real differentiator between the organizations that will thrive and those that will fall behind.

Dr. Vince Molinaro, *New York Times* Best Selling Author;
Speaker; Global Managing Director, Strategic Solutions
Practice, **Lee Hecht Harrison**

Building a World Class Talent Management Strategy (*San Diego*)

What are the key elements of an effective strategy? What processes are used to develop a talent management strategy? How do we move from strategy to execution? Learn how one company created a talent management strategy that was transformational for their business. Hear how the elements of their strategy fit together, how they identify talent needs, and how their talent strategy is lock-step in line with their business strategy.

Arnold Dhanesar, SVP, Head of Global Talent Management,
MetLife, Inc.

Networking Break: 9:45 – 10 am

General Session B: 10 – 11 am

Leadership in an Age of Disruption

More once-dominant players have stumbled in the past five years than in almost any other period in recent history. Global companies with storied legacies face more threats, coming faster, from more vectors than ever before. Too often, once-proud companies dismissed disruptors, developed stay-the-course mindsets, and fell into the trap of a “look-up” culture. So, what's a leader to do? This discussion is underpinned by hundreds of interviews with the operators and talent leaders of iconic companies who today are making strides to retake the future. Where have they succeeded, where do they continue to struggle, and where are they holding back business performance?

This will be a robust discussion on ways operators and talent development professionals are collaborating to redefine leadership in an age of disruption.

David Reimer, CEO, **Merryck & Co**

General Session C: 11 am – 12 pm

Elevating the Value of ALL Your Human Capital

Research by Future Workplace recently showed that companies are placing more and more value on having employees with the aptitude for continuous learning motivated by their desire to self-improve. That's because employers can no longer afford to support development of just their “high-potentials”. Rather, they must support development of all their employees if they want to be competitive. At the same time, companies are recognizing the importance of targeting continuous development tied directly to business objectives; and, they are realizing that the days of mostly providing “en mass” instruction are gone. Progressive companies understand that employees have their own development needs, learning preferences and interests. Nourishing employees' desire to self-improve happens when employees' interests and their employer's needs align. This session will cover how to efficiently address the development needs of individuals while creating a culture that fosters self-guided development for all employees.

Bob Kelner, Enterprise Talent Development, **Laureate Education, Inc.**

Emily Crawford, Enterprise Talent Development, **Laureate Education, Inc.**

Kevin Mulcahy, Strategy Partner, **Future Workplace**

Jeanne Meister, Founding Partner, **Future Workplace** (*New York*)

Dan Schawbel, Research Partner, **Future Workplace** (*San Diego*)

Lunch: 12 – 1 pm

Concurrent Sessions D1, D2: 1 – 2 pm

Concurrent Session D1

Identifying and Developing High-Potential Talent (*New York*)

How are companies defining “high potential”? And, once identified, how are they developing the hi-po talent pool? Learn about the criteria and processes used, and whether these differ at various levels of the organization. This is an opportunity to ask experts questions such as: Is “hi-po” measured objectively or subjectively? What's next after 9-box? How do you retain hi-po talent? How transparent should we be about designations? How involved are senior leaders in hi-po development?

Samantha Dwinell, Vice President, Global Talent Management,
Texas Instruments Inc.

Engage Your People with a Better Worker Experience (*San Diego*)

We live in an age of amazing customer experiences. Companies today are laser-focused on perfecting every aspect of how they interact with their customers - digitally, on mobile devices, and in the real world too. As a result, the Customer is more empowered than ever. At the same time, the gap between the experiences we have as consumers and the experiences we have as Employees (or contractors) has widened more than ever before. But your employees are consumers too - and the best talent is now uniquely empowered to shop for better employment if they're not engaged by your employer brand, and their daily work experience.

This session will talk about how to consider your company's Worker Experience from the persona of the Worker. We will discuss ways of making the Experience better with new strategies, amazing new worker-facing technology powered by the Cloud, and a little bit of Change Management. You'll leave this session with a better understanding of the state of the art - and how rapidly it's changing - in the world of workforce technology. You'll also learn how to best adapt it within your own organization to give workers a truly great experience every day, and turn them into the best possible advocates for your brand.

Harry West, VP, Services Product Management, **Appirio**

Concurrent Session D2

Reskilling Your Workforce to Execute Future Strategy *(New York)*

How can organizations ensure they have the capability to execute current and future strategy? Rapid changes in business require different and new talent solutions and skill sets from employees. This session will address the many ways organization can prepare for their future capability needs. Some examples include how organizations can: Address future learning needs of their workforce; Leverage workforce planning processes to assess capability gaps and develop a strategic plan to address these gaps; Insure that key business priorities drive human capital investments; Align human capital ecosystems with strategic and operational business plans.

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

Jeff Fetterman, Senior Manager, Learning & Development,
Booz Allen Hamilton

Culture as a Competitive Advantage: A Story of Sustained Engagement *(San Diego)*

How can you ensure the culture of a company helps drive long term competitive advantage? This presentation will share the journey of how a financial services firm was able to engage and integrate employees from distinct cultures and align efforts to the firm's vision. Specifically, we will detail how we created a unified culture through integrated Talent Management philosophy and practices that drove firm-wide cultural adoption.

Vincent DiAngelo, Manager, Organizational Effectiveness & Talent Management, **TD Ameritrade**

General Session E: 2 - 3 pm

Big Data, Big Insights: The Next Generation of Talent Analytics *(New York)*

Organizations at the leading edge of human capital analytics (HCA) are leveraging new data sources to optimize their human capital: electronic sensing badges, email headers, online calendars, social media, weekly polls, and real-time big data streaming from internal collaboration platforms. This next-generation of HCA allows talent management leaders to gain real-time insight about their workforce and its impact on business performance. Learn more about this next generation of HCA, new data sources and analytic methods. And, find out how HCA can deliver real business value.

Mary B. Young, D.B.A., Principal Researcher, Human Capital,
The Conference Board

Concurrent Sessions E1, E2: 2 - 3 pm

Concurrent Session E1

Identifying and Developing High-Potential Talent *(San Diego)*

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Samantha Dwinell, Vice President, Global Talent Management,
Texas Instruments Inc.

Concurrent Session E2

Macro Trends Impacting the Workforce *(San Diego)*

The world around us is changing and the workforce we know today will likely be different 5-10 years from now. As demographic shifts occur, we will see more challenges related to multi-generational and multi-cultural workers. At the same time, economic trends will play a role in what the overall labor market of tomorrow will look like. Learn about the macro trends that will influence the workforce and the workplace of the future.

Gad Levanon, Ph.D., Managing Director, Economic Outlook & Labor Markets, **The Conference Board** *(San Diego)*

Networking Break: 3 - 3:15 pm

General Session F: 3:15 - 4:15

Building a World Class Talent Management Strategy *(New York)*

What are the key elements of an effective strategy? What processes are used to develop a talent management strategy? How do we move from strategy to execution? Learn how one company created a talent management strategy that was transformational for their business. Hear how the elements of their strategy fit together, how they identify talent needs, and how their talent strategy is lock-step in line with their business strategy. Part of what will be presented was featured in the May 2015 edition of Talent Management Magazine.

Arnold Dhanesar, SVP, Head of Global Talent Management
MetLife, Inc.

Big Data, Big Insights: The Next Generation of Talent Analytics *(San Diego)*

Organizations at the leading edge of human capital analytics (HCA) are leveraging new data sources to optimize their human capital: electronic sensing badges, email headers, online calendars, social media, weekly polls, and real-time big data streaming from internal collaboration platforms. This next-generation of HCA allows talent management leaders to gain real-time insight about their workforce and its impact on business performance. Learn more about this next generation of HCA, new data sources and analytic methods. And, find out how HCA can deliver real business value.

Mary B. Young, D.B.A., Principal Researcher, Human Capital,
The Conference Board

General Session G: 4:15 – 5:30 pm

The Evolution of Performance Management: Where are We Now?

In recent years, there has been much buzz around ‘blowing up performance management’. More and more companies are re-evaluating their approach and looking for improved ways to foster high performance. Other companies have been using a less traditional approach for several years now. In a “rocket session”, designed to be fast paced and informative, hear from top leaders who have radically changed performance management at their company. During an interactive panel segment, audience members will have an opportunity to ask questions such as: Has the pendulum swung too far - from extensive ratings to no ratings at all? Why have some organizations, who eliminated ratings, since re-introduced them?

Denise Broz, Senior Director, Global Talent and The Jim Skinner Institute of Leadership, **McDonald’s Corporation** (*San Diego*)

Amy Owen, Advisor, Performance and Succession Management, **Eli Lilly & Company**

Liz Quinn, Director of Global Talent, **Adobe Systems Incorporated** (*New York*)

Angela Szymusiak, Sr. Talent Development Partner, **Adobe Systems Incorporated** (*San Diego*)

Marisa Peters, Director, Global Talent Management, **Sony Pictures Entertainment**

Meghan Moriarty Gerrard, PhD., Director, Global Talent and Jim Skinner Institute of Leadership, **McDonald’s Corporation** (*New York*)

Moderators:

Marc Effron, President, **The Talent Strategy Group** and co-author of *One Page Talent Management: Eliminating Complexity, Adding Value* (*New York*)

Beverly Kaye, Founder, **Career Systems International** and author of *Love ‘Em or Lose ‘Em: Getting Good People to Stay* (*San Diego*)

Networking Reception: 5:30 – 6:30 pm

Day Two

Wednesday, February 3, 2016 – *New York*

Wednesday, February 24, 2016 – *San Diego*

Registration and Continental Breakfast: 7:45 – 8:30 am

Welcome and Introductions: 8:30 – 8:45 am

Denise Champagne, Conference Program Director, **The Conference Board**

General Session H: 8:45 – 9:45 am

Putting “Success” in Your Succession Plan

In a VUCA world, it is critical to ensure the continuity of leadership in an organization. Whether a leadership departure has been carefully planned or completely unforeseen, ensuring a pool of strong, ready candidates should be part of every company’s risk management strategy. This session provides an opportunity to learn how top talent management executives approach succession planning. Find out what the best plans look like, what data they use, how they monitor progress and how they execute to build a strong succession pipeline.

Kelly Wojda, HR Director, Diversity & Talent, **Caterpillar**

Networking Break: 9:45 – 10 am

General Session I: 10 – 11 am

Best Practices in Leadership Development

Why are some companies consistently known for leadership? Learn what it takes to gain distinction as a top organization for leaders. Understand what they do differently and how they maintain their momentum. Hear how culture and commitments demonstrate the value they place on leadership; and, learn how they go about developing their current and future leaders. This panel session includes companies that were recognized by Aon Hewitt on the list of “Top Companies for Leaders”.

Andrew Melissinos, Director, Talent Development & Learning, **Raytheon Company**

David Whan, Director, Global Talent Development and HR Strategy, **Deere & Company**

Ryan Stafford, Executive Director AT&T University, AT&T

Moderator:

Bill Adams, Senior Faculty, **Center for Creative Leadership (CCL)**

Networking Break: 11 – 11:15 am

General Session J: 11:15 am – 12:15 pm

Talent Management Disrupted: New, Innovative, and Agile Approaches

Never before has the world been marked by such turbulence, complexity, ambiguity, and relentless speed. An insatiable pursuit of technology is propelling a new era of globalization, economic value creation, innovation, and discovery. Big shifts in the world economy combine to make it challenging for most companies to sustain differentiation. Stability no longer is the norm, perhaps not even the goal. For most companies, the business imperative is shifting from creating value through scaled efficiencies to creating value through a portfolio of innovative experimentations. Speed, agility, and rapid prototyping will prevail. Globalization presents huge implications for how organizations leverage and engage a dispersed and global workforce. As talent development leaders, how do we build talent systems that appreciate how our organizations perform against current business demands while at the same time progress our strategic, operational, and organizational systems toward future business demands? In this keynote, we will discuss the key big trends impacting our organizations, leaders and talent strategies and we will propose a six point plan to define our future by listening to market trends; leveraging social networks; pulling the consumer perspective into the enterprise; keeping our work simple, effective, and measured; and delivering on the future needs of the business today.

Annmarie Neal, Psy.D., Founder, Center for Leadership Innovation; Chief Talent Officer, **Hellman & Friedman**; former Chief Talent Officer at **Cisco Systems**; Co-author of *Leading From the Edge: Global Executives Share Strategies for Success* (*New York*)

Daniel Sonsino, Vice President Human Resources, **Grocery Outlet** (*San Diego*)

Closing Remarks: 12:15 – 12:30 pm

REGISTRATION INFORMATION

Online www.conferenceboard.org/talentmgmt

Email customer.service@conferenceboard.org

Phone 212.339.0345
8:30 AM - 5:30 PM ET, Monday - Friday

Pricing for both New York and San Diego:	
Members	\$2,295
Non-Members	\$2,895

Fees do not include hotel accommodations.

Location

February 2-3, 2016

New York Marriott Downtown, New York, NY

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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.



This program has been approved for 10.25 HR (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. 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.



This program has been approved for 10.25 PDCs. The Conference Board is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

