TALENT 2020
Transformative Practices to Unlock Human Potential

MARCH 19–20, 2020
The Westin New York at Times Square
New York, NY

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CHAPTER ONE: The Future of Work

9:10 – 9:40 am
People Matter Most. How Can You Unleash Their Power To Be Extraordinary?
Imagine a day, week, or month at work when all of your talent needs are met. All job requisitions are filled, your workforce is well-trained, upskilled for the future and every employee is highly engaged as a result of their sharp sense of personal purpose, confident they know how they are making a difference to their team and to the organization as a whole. You are able to focus your time on evolving your strategy to take your organization even closer to achieving its goals. Sounds amazing… but is it realistic?

Most organizations agree that talent shortage is their biggest challenge - and that they do not know how to solve it. In this session, EY People Advisory Services experts and clients will explore ways in which you can unleash human power by supporting the ‘whole self’ at work; future-focused learning; and leveraging technology to engage your modern workforce and continue to put your people first.

Frank Giampietro, Principal, East Region Leader, People Advisory Services, EY

SPARK TALKS:

9:40 – 10:00 am
Purpose-Driven Talent
In 2019 the Business Roundtable issued a new Statement on the Purpose of a Corporation, in which 181 top CEOs committed to leading their companies for the benefit of all stakeholders: customers, employees, suppliers, and communities as well as shareholders. Such a perspective can bring internal as well as external benefits, as organizations that embrace a purpose beyond profit potentially gain an edge in recruitment, engagement, innovation and more. Learn why and how TIAA prioritizes the attraction of purpose-driven talent, and continues to nourish that desire for purpose along the employee journey.

Sean Woodroffe, Senior Executive Vice President and Chief Human Resources Officer, TIAA

10:00 - 10:20 am
Newskilling for Tomorrow’s Demands
Some of the globe’s largest businesses are leading efforts to connect more of the workforce to the skills that will be in demand in the 2020s. Discover the innovations in forecasting, training, community college partnerships, apprenticeships and more that are expanding economic opportunities for employees and the pool of job-ready talent for employers.

Jennie Sparandara, Head of Workforce Initiatives, Global Philanthropy, JPMorgan Chase

10:20 – 10:40 am Break
10:40 – 11:00 am

**Talent Strategy for Disruptors: Building Culture in a Remote Workforce**

Livongo, which went public in 2019, stands at the intersection of two disruptions. First is its innovative digital health model of managing chronic conditions through IoT and big data. And second is its remote workforce, which includes members of every function as well as the CEO. How is a culture built and employees attracted, retained and developed in a distributed workforce, all while Livongo is cited as a best place to work? What can other enterprises learn about talent strategies among remote employees?

Meena Narayanan, Vice President- People & Culture, Livongo

11:00  – 11:20 am

**Transparency and Developing “Vulnerable” Leaders**

With online sharing, employee experiences begin at a level of transparency previously unimaginable. But newer generations consider that a minimum, and seek greater transparency about their organizations, their career paths, and their leaders. While navigating such transparency can be delicate, the benefits can include greater trust, engagement, and performance. Learn why it’s important for leaders to include transparency about their own challenges and vulnerabilities in the process of building greater openness in the employee experience.

Teresa Sankner, Head Talent Management and Leadership Development, Novartis

11:20  – 11:40 am

**Conversation with the Future of Work Spark Speakers**

During our Spark talks, attendees will be submitting questions through our polling app. Now, all of the morning’s Spark speakers will come together to answer online and live questions from attendees, our moderator, and each other, as we connect the dots on the key trends defining the Future of Work.

11:40 am – 12:30 pm

**Action with Attendees and Speakers: Future-Focused Strategy Development**

Attendees, joined by speakers, will engage in group exercises to share experiences and insights inspired by the Future of Work trends discussed this morning. Group insights will be shared in live report-outs, and in a paper distributed after the conference.

12:30 – 1:30 pm. Lunch

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1:30 – 2:00 pm

**Innovating the Internal Talent Marketplace**

Engagement; development; retention; innovation; high-performance teams – all these and more may turn on an organization’s ability to match opportunities and projects to current employees’ skills and interests. Learn how some of the world’s most innovative companies continue to strengthen the transparency, flexibility and data insights of their internal talent marketplaces.

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2:00 - 2:20 pm

**How Procter & Gamble Reinvented Its Recruitment Process**

Learn how Procter & Gamble reinvented its recruitment process, one already famously successful in attracting high-performance talent. Discover how an explosion in technology and platform options was leveraged to align the recruitment process with evolving business strategies, and see the results that followed.

Laura Mattimore, Vice President, Global Talent, The Procter & Gamble Company

2:20 – 2:40 pm

**Transforming the Integrated Talent Journey at Stanley Black & Decker**

Pradheepa Raman is Stanley Black & Decker’s first-ever Chief Talent Innovation Officer. In this role she leads HR at the company’s innovation incubator in Silicon Valley while at the same time innovating the integrated talent journey for its over 60,000 employees globally. Learn how neuroscience, design thinking, and AI are being used to reshape leadership development, employee experiences, talent branding and more, and the strategy behind this transformation of the talent journey.

Pradheepa Raman, Chief Talent Innovation Officer, Stanley Black & Decker

2:40 – 3:00 pm. Break

3:00 – 3:20 pm

**Driving Inclusive Talent Practices**

What can you learn from scrutinizing each element of your performance, talent, and engagement through the lens of diversity and inclusion? Could there be pockets of unintentional bias? Inconsistent processes with unequal outcomes? Learn how Nielsen made an intentional review and specific changes to drive consistent, inclusive talent practices, and the benefits that resulted.

Deny Magos, Vice President, Talent and Performance, Nielsen

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**CHAPTER TWO: Reinventing Leadership**

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Developing Talent While Scaling from Startup to Enterprise
CNBC recently described identity management platform Okta as “one of the cloud success stories of the decade,” having grown in the past ten years from a startup to an over $14 billion valuation, publicly traded enterprise. For the past few years, in addition to helping the business scale for rapid growth, one of Okta’s top HR priorities has been leadership development of its internal HiPo talent. Yet this priority faced significant limitations, with a startup-lean workforce in which each individual took on multiple roles and could ill afford to be pulled out to focus on a “cumbersome” development program. Learn how, even under those constraints, Okta built a successful program to develop, engage and retain top talent.

Jen Ryan, Director, Learning & Development, Okta

CHAPTER THREE: Talent Strategy in the Cognitive Corporation

The Deeply Human Skills Made More Valuable by AI
The Future of Jobs report by The World Economic Forum predicts that in 2020, primarily because of the rise of automation, the top three fundamental skills needed in business will be deeply human:
1. Complex problem solving
2. Critical thinking
3. Creativity

Artificial Intelligence can and will be used to amplify these human skills to produce previously impossible, “superhuman” results. Discover how Adobe is using human-centric AI to level up human innovation and design great customer and employee experiences.

Chris Duffey, Senior Strategic Development Manager, Adobe; Author, Superhuman Innovation: Transforming Business with Artificial Intelligence

SPARK TALKS:

Will AI Help Eliminate – or Reinforce – Biases in Recruiting? (Or Both?)
Machine learning, natural language processing, and other tools can help ensure that job descriptions do not attract one gender over another; that applicants are initially evaluated without regard for gender, ethnicity, school, graduation date or other sources of undue preference; and that untraditional candidates who possess skills shared by high performers rise to the surface. But as we know, machine learning based on characteristics of past high performers can also reinforce the biases in place when those in the data set were hired. Some glaring examples have been spotted and stopped, but might subtler bias effects remain? What are the best practices to ensure AI is eliminating rather than reinforcing recruitment biases?
10:00 - 10:20 am
**AI as Mentor and the Personalized Learning Experience**
A personalized learning experience could potentially call on, not only data on an individual’s progress in a module, but also the individual’s current projects and the skills required for them; future career goals; performance feedback; and data on what aspects of the learning experience have been most effective and most appreciated by other users. Discover how those in the forefront of using data analysis and AI in learning and development are transforming experiences, and which tactics and technologies are having the biggest impacts.

10:20 – 10:40 am **Break**

10:40 – 11:00 am
**Exclusive Research: How AI is Changing Talent Acquisition**
Artificial intelligence (AI) technologies have the potential to increase the efficiency of recruitment processes, improve employment brand, bolster recruitment marketing, improve candidate and hiring manager experience, optimize sourcing, and enhance the quality of hires, all while driving down costs and streamlining boring and repetitive tasks. Drawing from new Conference Board research, this session will provide a deeper understanding of what AI is from a non-technical perspective, highlight common issues with employing AI in talent acquisition, explore the impact of AI on the roles and skills of talent acquisition professionals, and show how organizations can support TA to ensure successful implementation of AI.

Robin Erickson, Ph.D., Principal Researcher, The Conference Board

11:00 – 11:15 am
**Conversation with the Cognitive Corporation Spark Speakers**
During our Spark talks, attendees will be submitting questions through our polling app. Now, all of the morning’s Spark speakers will come together to answer online and live questions from attendees, our moderator, and each other, as we explore how AI is changing talent strategy.

11:15 am – 12:00 pm
**Action with Attendees and Speakers: Developing Human-Centric AI Talent Strategies**
Attendees, joined by speakers, will engage in group exercises to share experiences and insights inspired by the Cognizant Corporation opportunities discussed this morning. Group insights will be shared in live report-outs, and in a paper distributed after the conference.

12:00 – 12:20 pm
**Capstone Spark: Attracting and Developing Future-Ready Talent**
We conclude and tie together our three chapters by considering innovative strategies to attract and develop resilient, agile leaders ready to embrace – and to help generate – the near-constant change organizations will need to thrive in the coming decade.

12:20 pm
**Closing Remarks**
REGISTRATION INFORMATION

Online  www.conferenceboard.org/innovation
Email   customer.service@conferenceboard.org
Phone  212.339.0345
       8:30 AM – 5:30 PM ET, Monday – Friday

Table: Conference Pricing
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<th>Before 1/18/2020</th>
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Fees do not include hotel accommodations.

Location and Hotel Accommodations
Westin NY at Times Square
270 West 43rd Street
New York, NY 10036
Tel: 212-201-2700
Book a room at a discounted rate by 2/26/2020.

Please note:
Registration fees do not include hotel accommodations.

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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