TALENT 2020
AI • The Future of Work • Reinventing Leadership

OCTOBER 6–7, 2020
The Westin New York at Times Square
New York, NY

www.conferenceboard.org/talentmanagement
CHAPTER ONE: The Future of Work

9:10 – 9:50 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?

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

Meg Stevens, Global Director Talent Management, Corteva Agriscience

9:50 – 10:35 am
Conversation: Staying Safe, Supported, Connected --How COVID-19 Has Reshaped Our Organizations and Our Missions
An extended conversation among attendees and Talent leaders from a range of sectors sharing experiences and insights on keeping employees safe, supported, and connected during a time of unprecedented challenges. Together we will share: How have our organizations been changed by these experiences? How have our missions as Talent leaders changed? What changes do we expect to become a “new normal” going forward?

Judy Winter-Giella, Vice President Talent Management and Development, Broadridge

10:35 – 11:05 am Break

11:05 – 11:35 am
Talent Strategy for Disruptors: Building and Scaling Culture with 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 data science, real-time insights and personalized coaching. 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

Speakers to Date Include:

Ramin Beheshti, Chief Product & Technology Officer, Dow Jones & Company

Chris Duffey, Senior Strategic Development Manager, Adobe Systems, Inc.

Anika Gakovic, PhD, Director, Talent Development, Learning and Organization Development, Sloan Kettering Cancer Center

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

Judy Winter-Giella, Vice President Talent Management and Development, Broadridge

Deny Magos, Vice President, Talent and Performance, Nielsen

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

Meena Narayanan, Vice President - People & Culture, Livongo

Pradheepa Raman, Chief Talent and Innovation Officer, Stanley Black & Decker, Inc.

Jen Ryan, Director, Learning & Development, Okta, Inc.

Teresa Sankner, Head Talent Management and Leadership Development, Novartis

Jennie Sparandara, Head of Workforce Initiatives, Global Philanthropy, JPMorgan Chase & Co.

Meg Stevens, Global Director Talent Management, Corteva Agriscience

Hitendra Wadhwa, Professor, Columbia University
Newskilling for Tomorrow’s Demands: Insights from Those Leading the Way

JPMorgan Chase and Walmart are among the most active and innovative businesses 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 they are employing to expand economic opportunities for employees, and the pool of job-ready talent for employers.

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

**Shana DeSmit**, Vice President, RGM – Central, Walmart

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.

12:40 – 1:30 pm **Lunch**

CHAPTER TWO: Reinventing Leadership

1:30 – 2:00 pm **Developing Data-Driven Innovators**

Ramin Beheshti came to the role of Chief Product and Technology Officer at Dow Jones with a mission: to develop engineers who had seen themselves at “the IT department” into innovative collaborators across the organization; and to develop non-technologists across the organization into enthusiastic data-driven innovators.

Learn the organizational, talent, and culture changes that made it happen, and the results that followed.

**Ramin Beheshti**, Chief Product and Technology Officer, Dow Jones

2:00 – 2:30 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

2:30 – 3:00 pm **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

3:00 – 3:30 pm **Break**

3:30 – 4:00 pm **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

4:00 – 4:30 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

4:30 – 5:00 pm **Action with Attendees and Speakers: Brainstorming on Talent Innovation**

Attendees, joined by speakers, will engage in group exercises to share challenges, opportunities, and possible innovations inspired by the afternoon’s speakers.
5:00 – 5:30 pm

**Capstone Spark: The Missing Core in Building High-Performing Teams**

Professor of Practice at Columbia Business School Dr. Hitendra Wadhwa has for years taught the school’s most popular leadership elective, winning multiple awards for his work. In this talk he will draw from the latest science of human nature and studies of high-performing teams and leaders to demonstrate how to maximize a team’s potential from the inside out. Learn what a “great” team looks like in a rapidly-evolving world; the power of building a strong inner core for your organization’s teams; and how this inner core is the foundation for alignment, commitment, dialogue, learning, collaboration and trust among team members.

Dr. Hitendra Wadhwa, Professor, Columbia Business School

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5:30 pm Closing Remarks

Eryn O’Brien, Vice President, Global Talent & Culture, Eastman

5:30 – 6:30 pm Reception

Sponsored by:

**DAY 1**  
TUESDAY, OCTOBER 6, 2020

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8 – 8:30 am Registration and Breakfast

8:30 – 8:40 am Welcome and Introductions

Eryn O’Brien, Vice President, Global Talent & Culture, Eastman

**CHAPTER THREE: Talent Strategy in the Cognitive Corporation**

8:40 – 9:10 am

**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*

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9:10 – 9:40 am

**Thriving Amidst Constant Change: How Data-Driven Development Builds Resilient Mindsets**

Every employee – indeed, virtually every person today – is experiencing an increasingly VUCA world. What they need is the mindset to face the unknown with confidence, and the tools to help them in the moments that matter.

As The World Economic Forum noted, “individuals’ mindset and efforts will be key... for people to become creative, curious, agile lifelong learners, comfortable with continuous change.” Learn how to use the science of resilience and personalized, data-driven cognitive development and coaching to improve the wellbeing and performance of employees. Discover how to help them get comfortable being uncomfortable -- asking for social support when they need it, and rebounding quickly and successfully in times of peak stress – so that employees will not only survive but thrive in challenging environments.

Pam Boiros, Chief Marketing Officer, meQuilibrium

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**DAY 2**  
WEDNESDAY, OCTOBER 7, 2020

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www.conferenceboard.org/talentmanagement
9:40 – 10:10 am  
**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

10:10 – 10:40 am  
**Break**

10:40 am – 11:10 am  
**Bridging the Continuing Tech Talent Gap**

Even in the face of economic disruption and rising unemployment, the competition to attract and retain talent in the tech sector continues, and will continue to have a profound effect on an organization’s ability to develop and deliver quality products and services. Learn from CHRO Naveen Bhateja how Medidata, a leader in software as a service for clinical trials, takes a multi-pronged approach to fill and bridge the talent gap. Bhateja shares how a focus on the 4Bs – Buy, Borrow, Build and Bots – can close this gap and create engaging opportunities for employees that result in increased retention.

Naveen Bhateja, CHRO, Medidata Solutions

11:10 – 11:40 am  
**Blending Digital and Social Learning for Continuous Development and Organizational Growth**

Memorial Sloan Kettering Cancer Center is evolving both in geographic footprint and through digital experiences to better serve healthcare consumers, and that requires employees’ continuous development beyond the classroom. Explore how MSKCC developed modular learning methods integrated through an online pathway, including:

- Design decisions;
- Lessons learned in matching development needs with content and media variety;
- Embedding motivation and feedback mechanisms

Anika Gakovic, PhD, Director, Talent Development, Learning and Organization Development, Memorial Sloan Kettering Cancer Center

11:40 am – 12:10 pm  
**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

12:10 – 2:40 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.

12:40 – 12:50 pm  
**Closing Remarks**

Eryn OBrien, Vice President, Global Talent & Culture, Eastman
REGISTRATION INFORMATION

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

Conference Pricing

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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 9/14/2020.

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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