Accelerating the Leaders of the Future
SEMINAR
HR at the Intersection of Business and Strategy
November 14 – 15, 2016
The Conference Board Conference Center
New York City

www.conferenceboard.org/futureleaders

Lead Sponsor:
MERRYCK & CO
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Agenda

Day 1: Monday, November 14, 2016

Registration and Continental Breakfast: 8 – 9 am
Welcome and Introduction: 9 – 9:15 am

9:15 – 9:45 am  
**Morning Keynote:**  
**Leadership Development at the Crossroads**

Key discussion topics:
- Leadership in the age of disruption: who and what defines success?
- Balancing the old and the new – when legacy leadership and future leadership conflict
- Driving Impact – what do we measure?
- The role of talent: human capital leaders as game-changers

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

9:45 - 10:45 am  
**Establishing the Context for Success:** Aligning Strategy and Leadership Development to Win

**Deb Bubb,** Vice President HR and Chief Leadership and Learning Officer, IBM

Morning Refreshment Break: 10:45 – 11 am

11 am – 12:30 pm  
**Interactive Working Peer Group - Framing the Issues**

In a world where there is more and more disruption, the business environment is often more ambiguous in terms of direction and certainty. But, what does ambiguity really mean in a business context and what are some of the impacts on leadership development? If the environment around the business is changing, how do we identify leaders of the future today? What are some of the issues that create new challenges for identifying future leaders?

Lunch: 12:30 – 1:30 pm

Morning Recap: 1:30 – 1:45 pm

1:45 – 2:45 pm  
**Case Study Conversation: Creating Leaders of the Future: AES Success Story**

**David Flaherty,** VP, Global Talent & Rewards, AES Corporation

Afternoon Refreshment Break: 2:45 – 3 pm

3 – 4:45 pm  
**Interactive Workshop Session: Business Strategy and Leadership Development – Talent as a Business Driver**

A proactive presentation and conversation around developing the framework for leadership development that truly aligns with the business strategy such that Talent is a business driver that is a critical part of the strategy. How do HR leaders successfully move beyond tactics to aligning the strategy and tactics that help drive sustainable business results with leaders that are ready for the future.

4:45 – 5 pm  
**Closing Remarks**

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

Networking Reception: 5 – 6 pm

Day 2: Tuesday, November 15, 2016

Continental Breakfast: 8:15 – 9 am

9 – 10 am  
**Case Study Conversation: Intel Leadership Development Success Story**

Learn how Intel is designing world-class leadership development programs to unleash the leader inside every Intel employee.

**Shawna Erdmann,** Director of Enterprise Learning and Development, Intel

**Melanie Davis,** Technical Assistant & Chief of Staff for Global Leadership & Learning, Intel Corporation

10 – 10:45 am  
**Interactive Working Peer Group – Driving Alignment with Business Leaders**

Even with a well thought out leadership development strategy, how do you engage business leaders and keep them engaged as partners to drive the results that impact the business?

Networking Refreshment Break: 10:45 – 11 am

11 am – 12 pm  
**The Board’s Changing Role in Leadership Development and Succession**

Current board members join us for an interactive discussion about the changing board discussions concerning leaders of the future and building the most effective HR-board engagements on this topic. We will include real-world examples of very different success stories, and participants will have the opportunity to consider the dynamics of their own Board-CEO-CHRO-Talent dynamics.

**The Board View**

Discussion topics:
- What are Directors’ top of mind concerns regarding leadership, and what are they potentially missing?
- What metrics would Directors see as credible correlations between leadership development and business impact?

**How Do HR Leaders Engage the Board?**

- A review of three examples where HR has successfully engaged the Board
- Finding the right model for your Board

**Julie Currie,** Senior Vice President of Human Resources, Sony Interactive Entertainment America

**Dave Goebel,** Lead Director, Jack in the Box, Inc.
Lunch: 12 – 1 pm

1 – 2 pm
**Panel Discussion: The How and the What of Developing Leaders of the Future**
HR Executives from a variety of business sectors share best practices and join us for a question and answer session.

- **Joshua Greenwald**, VP, HR Business Partner, Institutional Financial Services, TIAA
- **Christopher T. Rotolo**, Ph.D., Vice President, Enterprise Organization Development, PepsiCo
- **Claudia Saran**, Principal, Advisory, U.S. People & Change Leader, KPMG LLP

Networking Refreshment Break: 2 – 2:15 pm

2:15 – 3:15 pm
**Interactive Working Peer Group: Speed – Accelerating the Impact of Leadership in Your Organization**
Your Leadership Development program aligns with the business strategy, you have engaged leaders and support from the top – so how do you accelerate the impact that yields the results that keep an entire organization engaged?

3:15 – 4 pm
Wrap up and Closing Remarks

- **David Reimer**, CEO, Merryck & Co Americas
REGISTRATION INFORMATION

Online  www.conferenceboard.org/futureleaders
Email  customer.service@conferenceboard.org
Phone  212.339.0345

8:30 AM – 5:30 PM ET, Monday – Friday

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Fees do not include hotel accommodations.

Location
The Conference Board Conference Center
845 Third Avenue (Between 51st and 52nd St), 3rd Floor
New York, NY 10022
Customer Service 212.339.0345

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.