8th Annual Performance Management
CONFERENCES
VIRTUAL EVENT
November 30 – December 01, 2021

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taking feedback as a guide to growth. This approach to employees to be bold on what they seek to achieve, while also matters most and also has included key leadership behaviors that align to the company's values. The goal is to challenge employees to be bold on what they seek to achieve, while also taking feedback as a guide to growth. This approach to performance is what the company believes is required to achieve Breakthroughs that Change Patients’ Lives.

Wendy Mayer, VP, Candidate Experience, Pfizer

1:50 – 1:55 pm ET Break

1:55 – 2:25 pm ET

Reimagining Performance Management
At LVHN, we’ve done Performance Management the same way since the cow jumped over the moon. Ok, not really; it’s been at least 10 years. Engagement Survey results and Focus Group findings told us our colleagues were ready for change. SVP & Chief Human Resources Officer, Lynn Turner, joined LVHN in 2017 with a vision to create an exceptional colleague experience. Lynn knows that a work environment that encourages compassion and innovation, coupled with employees who are fulfilled personally and professionally, leads to success. This colleague-centric philosophy underpinned heroic efforts throughout the pandemic and garnered LVHN the following recognition in 2021: Great Place to Work certification and a Fortune Best Workplace in Healthcare and BioPharma.

We brought this colleague-centric philosophy into our new Performance Management process, launched in June 2020. Our goal was to partner together to strengthen professional skills and make LVHN an even better place to work, grow and receive care. For our Performance Management redesign, we took a commonsense approach that emphasized flexibility, streamlined the process and leveraged new technology. Our reimagined process focused on:

- Reframing the purpose of Performance Management at LVHN from an annual event to an ongoing process
- Aligning individual and team goals to health network priorities
- Strengthening the partnership between colleague and supervisor by introducing coaching conversations and a mid-year review
- Streamlining the process by replacing an outdated system

Kelly Payne, Senior Consultant, Leadership & Organizational Development, Lehigh Valley Health Network

Matt Maidman, Manager, Colleague Rewards/Compensation, Lehigh Valley Health Network

2:25 – 2:30 pm ET Break

2:30 – 3:00 pm ET

Creating the right development programs for your business at your scale
Learn how OrderGroove has taken a coaching approach to performance management from peer-to-peer coaching roundtables for managers to ongoing check-ins on development (with no ratings!) and an agile approach to new training and employee programs. Learn how determining the right program and the right "heaviness" (or lack of heaviness) for your company based on your size and stage can lead to increased employee engagement and career development.

Karen Weeks, SVP of People, OrderGroove

3:00 – 3:05 pm ET Break
Eliminating Bias in Performance Management Practices

Workforce issues have elevated many challenges during the pandemic. Join Angela Lane as she discussed the current research on gender diversity in receiving feedback on performance and development. Apply research-based findings in creating a fairness culture; specifically, implement fair practices for managers and employees that ensure that all employees receive authentic, evidence-based and actionable feedback on a regular basis that supports performance excellence and career development.

Angela Lane, Vice President - Global Talent, AbbVie

Conclusion

Harris R. Ginsberg, Ph.D., Program Director, The Conference Board

DAY TWO
December 1st, 2021

Noon – 12:10 pm ET
Introduction, Welcome
Harris R. Ginsberg, Ph.D., Program Director, The Conference Board

12:10 – 12:40 pm ET
Transforming Talent & Performance at Fidelity Investments

Join us for an interactive session to learn about Fidelity Investments' journey to integrate a talent and performance management culture, processes, and technology. How does a complex company -- overseeing $10.4 trillion of Assets Under Administration and helping 4.1 million customers achieve their financial dreams-- integrate and align the efforts of its ~50,000 associates world-wide. This session will look at the strategic foundations for a multi-year change journey regarding real-time goals, quarterly check-ins, everyone-to-everyone feedback, and growth.

Grant Hobson, VP, Talent Management, Fidelity Investments

12:40 – 12:45 pm ET Break

12:45 - 1:15 pm ET
Integrating Talent, Performance, and Compensation

Breaking down domain silos sounds like a noble goal; at Bristol Myers Squibb, an integrated talent philosophy has helped the Talent Management team overcome the silos and link Performance Management to other Talent processes.

In addition, a collaboration with the Total Rewards team evolved leader accountability in managing the link between compensation, differentiating in talent, and performance.

Melissa Perrotto, Global Talent Strategy Lead, Bristol Myers Squibb

1:15 – 1:20 pm ET Break

1:20 – 1:50 pm ET
How Does a High Growth Transforming Business Create Sustainable Foundations in Performance Management? The Journey of Mailchimp

Tremendous growth often sparks an examination of practices that most large organizations have embedded in their systems and practices. As Mailchimp grew exponentially and transformed its business and product offering, our values of ‘Listen hard, Change fast' weren’t enabling consistent and equitable people experience delivery. The people team needed to stay agile, and go “back to basics” in a novel way as they launched performance management in the midst of the pandemic. Learn how a socially-activist organization introduced and mobilized its employees to make the shift to build new muscles and create sustainable practices in performance and talent management.

Lauren Acuff, Director of People Strategy and Change Management, Mailchimp

1:50 – 1:55 pm ET Break

1:55 – 2:25 pm ET
Panel: What’s the Starting Point in Reimagining Performance Management?

Join three seasoned HR leaders as they chart a course to transform performance management in their organizations. Learn their secrets and the lessons learned along the way: respect the culture, acknowledge the context, forge alliances with leadership, and have courage to take the steps necessary to charter a new course of action. The panel will explore challenges they each faced when joining an organization as a change agent and organizing their resources and perspectives to re-imagine performance practices.

Wendy Branche, VP, Talent Management, Visa
Jane Cha-Lee, SVP, Talent and Development, Nielsen
Annette Gabriel, VP, Human Resources, SEMA4

2:25 – 2:30 pm ET
Closing Comments
Harris R. Ginsberg, Ph.D., Program Director, The Conference Board

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