



# Build World-Class Integration Capabilities



The 2015  
**Merger Integration**  
CONFERENCE

Pre-Conference HR M&A Lab  
Monday, May 11, 2015  
12-6pm ET  
New York City  
The Conference Board  
Conference Center

[www.conferenceboard.org/HRM&A](http://www.conferenceboard.org/HRM&A)

**NEW!**

## Pre-Conference HR M&A LAB

Monday, May 11, 2015

The Conference Board Conference Center

New York – 12 pm – 6 pm

This HR M&A LAB will hone in on how to build your HR M&A capability and preparedness. Learn from seasoned, serial acquirers who have a long track record of M&A success. This LAB is designed to be interactive and will also encourage the peer sharing that often generates the practical ideas that you can implement right away.

Be ready to:

- Build your HR integration capability and processes to respond to a variety of deal types
- Conduct HR M&A due diligence: Get in front of the crucial people issues that drive M&A success
- Balance the key talent risks and opportunities that can make the difference between success and failure
- Leverage diagnostic tools to assess and bridge culture gaps
- Learn to conduct a thorough talent assessment to select the right people for the right roles
- Engage and retain the critical talent who will help you capture the most value

Registration 11:30 am – 12 noon

General Session A 12 – 1 pm

### Build Your HR M&A Practice

HR plays a critical role in all phases of an M&A transaction from evaluating the target, conducting due diligence, through implementation and long after the integration is considered over. Business leaders have discovered that the success of any acquisition depends as much on managing the people issues as it does with financial and operational challenges.

How do you drive an HR integration perspective earlier in the M&A process? How do you make sure that enough attention is being paid to the “softer” issues that have the potential to derail your efforts, like culture and employee engagement? How do you drive performance and accountability? Well known for their success with M&A, hear about serial acquirer IBM’s HR M&A practice.

**Matthew Newman, SPHR, Director, HR Business Development, IBM**

Luncheon 1 – 2 pm

General Session B 2 – 3 pm

### The Leaders That Make M&A Work

Recently featured in the Harvard Business Review, hear about the results from the first research study to ever quantify the role of collective leadership capabilities in acquirer and target companies and identify a specific set of leadership skills for both groups that predict M&A success.

**Dr. J. Keith Dunbar, Founder/CEO, Potentious**

General Session C 3 – 3:45 pm

### HR's Pivotal Role During an Integration

HR plays a crucial role in the success of an integration within the acquiring organization, the acquired organization and the combined business. In this session, the presenter will share the areas and examples where HR's leadership was critical to M&A success.

**Larry Schilmeister, Senior Director HR M&A, Medtronic/Covidien**

Networking Refreshment Break 3:45 – 4 pm

General Session D 4 – 5 pm

### Protect Your Investment: Retain and Engage Key Talent

Today's global organizations are already operating with an increasingly dispersed workforce, ranging from branch employees to teams working remotely. And if you add the additional stress and uncertainty of a merger, how well you engage your employees can determine eventual success or failure. How do you affect change during major business transformations? If employee engagement is what drives dynamic business outcomes, at the heart of building these relationships, is good communication. Engaging and retaining talent requires open and collaborative dialogue.

**Cathy Threadgill, Senior Director, Human Resources, Mergers & Integrations, ADP**

General Session E 5 – 6 pm

### Leverage Diagnostic Tools to Assess and Bridge Culture Gaps

Well-planned integrations often break down in the face of unique cultural issues, from management style to customer service standards. Identifying these complex cultural discrepancies early on, establishing clear accountability and ensuring the quick resolution of sensitive problems can be the difference between M&A success or failure. This session will discuss the concrete ways you can diagnose and head off the potential problems that can derail the entire integration.

**Kameron Kordestani, Partner, McKinsey & Company**

Adjournment 6 pm

# REGISTRATION INFORMATION

<b>Online</b>	<a href="http://www.conferenceboard.org/HRM&amp;A">www.conferenceboard.org/HRM&amp;A</a>
<b>Email</b>	<a href="mailto:customer.service@conferenceboard.org">customer.service@conferenceboard.org</a>
<b>Phone</b>	212.339.0345 <i>8:30 AM – 5:30 PM ET, Monday – Friday</i>

## Pre-Conference HR M&A LAB Pricing:

Members **\$1,015**

Non-Members **\$1,215**

Fees do not include hotel accommodations.

## Time and Location

**Monday, May 11, 2015**

12-6pm ET

**The Conference Board Conference Center**  
845 Third Avenue (Between 51<sup>st</sup> and 52<sup>nd</sup>), 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.