Build World-Class Integration Capabilities

The 2015 Merger Integration Conference

Conference:
May 12-13, 2015
New York Marriott East Side
New York City

June 4–5, 2015
Palace Hotel
San Francisco

Pre-Conference HR M&A Lab
May 11, 2015 - New York City
The Conference Board
Conference Center

Sponsored by: McKinsey&Company

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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

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Agenda

Day 1: Tuesday, May 12, 2015
New York Marriott East Side
New York

Registration & Continental Breakfast  8 – 8:30 am

General Session A  8:30 – 9:45 am
Welcome and Industry Perspectives: What We’re Seeing in the Market
What characterizes the current wave of mergers and how prepared are you to meet the growing expectations of shareholders on delivering M&A’s promised value? This session will describe recent trends and developments in the M&A landscape and will also include insights from a pre-conference survey taken by conference participants.

Oliver Engert, Senior Partner, McKinsey & Company

General Session B  9:45 – 11 am
Executive Perspective Keynote

Steve Kaufman, Senior Lecturer, Harvard Business School,
Former Chairman & Chief Executive Officer, Arrow Electronics

Luncheon Presentation Break  11 – 11:15 am

General Session C  11:15 am – 12:30 pm
Best Practices Roundtables
This moderated, interactive working session will give attendees the opportunity to share insights and learn from the experience of others.

Moderated by Corporate M&A integration experts including:
Elena Botelho, Partner, ghSMART (New York)
Marc Coroler, SVP, Invensys Integration, Schneider Electric (New York)
Steve Kaufman, Senior Lecturer, Harvard Business School and former Chairman & Chief Executive Officer, Arrow Electronics
Justin Smith, Principal, Corporate Development, Google
Kathy Woods, Senior Director of M&A Integration, Applied Materials Inc.
Aileen Stockburger, Vice President, Worldwide Business Development, Johnson & Johnson (San Francisco)

Luncheon Presentation  12:30 – 1:30 pm
Driving Global Growth through Bending the Productivity Curve

Bart van Ark, EVP and Chief Economist, The Conference Board (New York)

Thursday, June 4, 2015
Palace Hotel
San Francisco

Concurrent Session D1  1:30 – 2:45 pm
Getting Practical About Culture: Diagnostic Tools and Interventions to Ease Cultural Alignment
It’s not unusual for a well-planned integration to break down in the face of unique cultural issues, from management style to customer-service standards. Taking a practical approach to culture—combining diagnostic tools and a focus on management processes—makes it tangible and actionable.

Kameron Kordestani, Partner, McKinsey & Company

Concurrent Session D2  1:30 – 2:45 pm
New Integration Leaders
This session is intended for attendees who are relatively new to integration leadership roles. How do you organize for success? What are the most important things to do to get started on a deal? How should you structure your team? The discussion will address best practices of how to get started with a new merger by covering topics ranging from key human resource issues to consider, to communication policies, to how to track progress, and other critical issues to ensure integration preparedness for your organization.

Bruce Henry, Senior Vice President Integration and Change, Veritiv

Concurrent Session E1  2:45 – 4 pm
Protect Your Investment: Retain and Engage Key Talent
A talent drain can destroy significant value and derail your integration efforts. What practices can be put in place to excite and motivate key talent – not just in leadership positions – but also employees critical to maintaining business momentum? This session will address a range of internal challenges and strategies to retain and engage a newly integrated workforce that will meet the demands of the new organization.

Carrie Olesen, Senior Director Venture Integration HR, Microsoft Corporation (New York)
Better Together: Establishing a “Best of Both” Approach

Mergers can provide organizations with a unique opportunity to bring innovation and new ways of thinking to your operation. But in order to do so, leaders must avoid the one-sided, top-down approach in which the parent absorbs the target and imposes “the way we’ve always done things.” The most successful acquirers embed the deal rationale and the principle of “better together” into their integration architecture, decision-making governance, and transition planning. This means engaging teams staffed from both companies equally to identify sources of value early on, and capture the best-of-both approach from both companies for the merged organization. What steps, structures, and processes can help merging organizations ensure they maximize this opportunity?

Matt Whitney, Vice President, Head of the Integration Management Office, Sysco/US Foods

Afternoon Break 4 – 4:15 pm

Getting to Day 1: Driving Integration Due Diligence and Successful Deployment Preparation

Research shows that acquirers that start strong “out of the gate” are more likely to meet or exceed targets and ultimately capture the acquisition's full value. During this session, the presenters will demonstrate how to be prepared to address the complex challenges that will arise with a well-coordinated response. Hear how to obtain the merger-related gains quickly, foster enthusiasm while protecting the base business, and otherwise maximize a sometimes lengthy period between announcement and close.

Stuart Easley, M&A Integration Leader, Elanco, a division of Eli Lilly (New York)
Steve Twait, VP, Alliance and Integration Management (AIM), AstraZeneca Pharmaceuticals (San Francisco)
Geoff Collett, Alliance and Integration Management Director, AstraZeneca Pharmaceuticals (New York)

Reception 5:30 – 6:30 pm

Hosted by McKinsey & Company

Agenda

Day 2: Wednesday, May 13, 2015
New York Marriott East Side
New York
Friday, June 5, 2015
Palace Hotel
San Francisco

Continental Breakfast 8 – 8:30 am

General Session G 8:30 – 10 am
Taking Charge: Effective Integration Leadership
Integration leadership is quite possibly the biggest decision you will make to influence the success of an integration. What are the critical leadership competencies that will make for an effective, inspiring integration lead? How do you identify these individuals in the organization? What practical approaches and tools are out there for developing integration leaders who can sustain high levels of business performance?

Moni Miyashita, Senior Advisor, McKinsey & Company, former Vice President, M&A at IBM
Elena Botelho, Partner, ghSMART (New York)
Michael Haugen, Partner, ghSMART (San Francisco)

Refreshment Break 10 – 10:15 am

General Session H 10:15 – 11:30 am
Capturing Real Value: Separating Fact from Fiction in M&A Synergies
Are you doing everything you can to maximize synergies and value creation in your transactions? You might be surprised about what’s really important and what’s not. What sources of value pan out most frequently? How long after a deal is closed do you keep track of merger performance and what kinds of tools are out there to help? What “leading” indicators do you use to measure success? How do you drive accountability?

Greg Gryzwa, Associate Principal, McKinsey & Company

General Session I 11:30 am – 12:30 pm
Research Presentation: Divestitures
Divestitures are a major source of M&A activity but most companies do not approach divestitures proactively or with the same rigor as they do with acquisitions. How do you carefully consider, plan, and execute divestitures to maximize value? What does the latest research on divestitures tell us?

Emilie Feldman, Assistant Professor of Management, The Wharton School, University of Pennsylvania

Adjournment 12:30 pm

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REGISTRATION INFORMATION

Conference Pricing:
Take advantage of a deeply discounted registration if you register early.

May 12–13, 2015
New York Marriott East Side, New York, NY

Members $2,295 Non-Members $2,895

Pre-Conference HR M&A LAB Pricing:

Members $1,015 Non-Members $1,215

Fees do not include hotel accommodations.

Conference and Hotel Accommodations
New York Marriott East Side Palace Hotel
525 Lexington Avenue 2 New Montgomery Street
New York, NY 10017 San Francisco, California, 94105
(212) 755 4000 (415) 512 1111
Hotel reservations Hotel reservations
cut-off date: cut-off date:
Monday, April 20, 2015 Wednesday, May 20, 2015

Pre-Conference Location
The Conference Board Conference Center
845 Third Ave., 3rd floor
(between 51st and 52nd St.)
New York, NY 10022
Customer Service 212.339.0345

June 4–5, 2015
Palace Hotel, San Francisco, CA

Register by May 8th

Members $2,095 Non-Members $2,695

Register after May 8th

Members $2,295 Non-Members $2,895

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
Many companies are sending their entire team to take advantage of this unique training and development opportunity!

For a team of three or more registering from the same company at the same time, take $300 off each person's registration.

For a team of eight or more registering from the same company at the same time, enjoy a $1,750 registration fee per person.

One discount per registration. Multiple discounts may not be combined.