

Final
Program

THE CONFERENCE BOARD



The 2009

Women's Leadership Conference

April 21-22, 2009 New York City

Winning Strategies
for Success



Pre-Conference Workshop:

April 20, 2009

New York Marriott Downtown
New York, NY

www.conference-board.org/women2

Presented with assistance from:



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The 2009 Women's Leadership Conference
April 21-22, 2009, New York, NY

Pre-Conference Workshop
April 20, 2009

Building Your Leadership Model in Times of Transition

Pre-Conference Workshop

Monday, April 20, 2009

Registration: 12:30-1 pm

Building Your Leadership Model in Times of Transition

Workshop: 1-5 pm

The business landscape is ALWAYS changing. However, leaders in times of turbulence are tested in ways not always expected, and different skills may be emphasized. In this interactive workshop, attendees will examine how leadership models are changing, the importance of resilient and inspirational leadership, how to determine, apply and enhance currently held leadership strengths, and how these skill sets are applied when leading in challenging times. Using a case-study, some key concepts will be examined, including:

- Creating Balance, Focus and Stability
- Building and Sustaining Meaningful Strategic Relationships; and
- Demonstrating Political Savvy



Rebecca Shambaugh
President and Chief Executive Officer
SHAMBAUGH



Carolyn Bostick
Vice President, Talent Management
and Human Resources Operations
Intelsat

Tuesday, April 21, 2009

Registration and Continental Breakfast: 8-9 am

Welcoming Remarks: 8:45-9 am



Mary V. L. Wright
Conference Program Director
The Conference Board

It's All About Winning

A 9-9:45 am

The global economy is a tough environment. It is competitive, rapidly changing, and unpredictable. To be successful long-term, executives must constantly learn about themselves, their world and their business. They must be flexible, build and maintain networks and remain relevant to the businesses in which they want to operate. Learn about the skills women bring to this operating paradigm and recommendations for staying in demand.



Maureen Miskovic
Executive Vice President & Chief Risk Officer
State Street Corporation

Where is the Talent?

B 9:45-11 am

When evaluating the talent pipeline, the number of women in the workforce, as well as those projected to be entering, needs to be taken into account. Demographics alone suggest that for companies to be successful, women need to be more than an integral part of the workforce. Hear from corporate leaders how the numbers have affected their operations.



Moderator
Bart van Ark
Vice President & Chief Economist
The Conference Board

Media Sponsors:





Women's Leadership Conference



Sandy Brisentine
Senior Vice President
Talent and Performance Management
Convergys Corporation



Dianne Fleming
Vice President, Systems
State Farm Insurance Companies



Juanita T. James
Chief Marketing & Communications Officer
Pitney Bowes Inc

Choose C1, C2 or C3: 11:15 am–12:30 pm

Alliances For Success—Working With Men

C1 11:15 am–12:30 pm

In today's work force, men continue to hold a disproportionate number of the leadership positions in corporate America. Change won't occur without men participating. Hear examples of how companies have encouraged men to team with women and engage them in importance of having women succeed and what impact this has had on their organization. Learn how they have created champions at all levels of the organization, how they measure and reward success and define the business rationale for why men need to take this role.



Angelina Howard
Vice President, Office of the President
Executive Adviser to the President
Nuclear Energy Institute



Barbara Adachi
Principal, **Deloitte Consulting LLP**
National Managing Principal, Initiative for
the Retention & Advancement of Women
Deloitte LLP

Alliances for Success—Working with Coaches and Mentors

C2 11:15 am–12:30 pm

Coaching and Mentoring are two programs consistently found to help women advance within organizations. Learn from these partners how you can be sure you are receiving the kind of support you need, how can you provide this kind of support to your colleagues, and how these programs are organized successfully.



Joanne Moretti
Senior Vice President
Industry Analyst Relations
CA



Michelle Accardi
Vice President
Marketing Communications
CA



Noel Williams
Senior Vice President and
Chief Information Officer
HCA



Debra M. Fish
Director
tGCP

Intrapreneurs—Key to Company and Professional Growth

C3 11:15 am–12:30 pm

This panel will explore characteristics of successful intrapreneurs and people who are able to demonstrate successful entrepreneurial skills while still operating in a corporate environment. They will also show how corporations can use these skills in more effective ways, how you can identify your own intrapreneurial skills and why these skills are particularly important in today's challenging economic environment.



Jan Shubert
Director
Center for Women's Leadership
Babson College

Register online
www.conference-board.org/women2

Or by phone 212.339.0345

Women's Leadership Conference



Susan Foley
Founder, Corporate Entrepreneurs and
Executive Director
Research Centers
Babson Executive Education

Luncheon: Balancing Acts—Work, Life and Finding Ourselves

D 12:30–1:45 pm

Would you be surprised to learn that our current workstyles—from multitasking to addictive emailing—are undermining the skills we need to thrive as women leaders in a digital age? Wouldn't it be great to tame information overload, boost engagement, and nurture creativity in a climate of distraction and sound bites? Our speaker will reveal how we can thrive, not just survive, both at home and work in a high-tech, global economy, and she will share what progressive companies and leaders are doing to create times, spaces and even technologies that nurture deep thought, focus and relations.



Maggie Jackson
Author, *Distracted—The Erosion of Attention*
and the *Coming Dark Age*
Columnist, *Balancing Acts*
The Boston Globe

Choose Concurrent Workshops E1, E2 or E3: 2–3:30 pm

Working with facilitators, participants will have a chance to work on a particular topic that is a challenge in their organization as well as receive coaching on a particular skill set important to their personal development.

Revitalizing/Rebuilding Your Women's Network/Affinity Group

E1 2–3:30 pm

Women's networks often need new models to continue to be successful. With new entrants to the workforce, global influences, changing business demands, and new networking technologies, women's network templates and organizing principles need to be updated or completely changed. Bring your issues and work with the panel of experts and your colleagues to brainstorm ideas to improve or build your network.



Jan Civian
Senior Consultant
WFD Consulting



Debbie Phillips
Vice President
WFD Consulting



Nancy M. Mellard
Executive Vice President and
General Counsel
Employee Services Division
CBIZ, Inc.

Unwritten Rules—What You Don't Know Can Hurt You and Your Organization

E2 2–3:30 pm

Advancing in an organization is as much about learning and playing by the rules as it is about talent and results. Some rules are explicitly stated in organizational handbooks, performance reviews or by senior leadership. But other rules are left implicit for employees to decipher on their own. Those without the tools to access or comprehend this maze of “unwritten rules” remain left out, no matter how competent they are. Through a guided discussion, learn about the role that unwritten rules play in your career as well as learning strategies to understand them in an organization. Guidelines and examples on how to discuss unwritten rules with their supervisors, colleagues, and within their teams will also be covered.



Laura Sabattini, Ph.D.
Director, Research
Catalyst

Defining the Generations—What Do They Mean to Your Business?

E3 2–3:30 pm

Almost everyone agrees that having four different generations in the workplace impacts organizations. But, is the “generational divide” the result of differences in age, or does it stem from having worked through a different set of experiences and defining moments in the workplace? Or is it related to different stages of life? Are there real differences in what engages these different groups of employees which result in them behaving in different ways? Using the speaker panel and The Conference Board research, discuss how having four generations in the workplace impacts organizational culture and how to leverage this diversity in the most productive ways.



Stephanie Creary
Research Associate
The Conference Board



Celia Harper- Guerra
Senior Director of Global Partner Talent
Acquisition and Strategies
Cisco

Erin Flynn
Senior Vice President, Employee Success
Salesforce.com

**Creating Future Innovation Executives–The Crisis
in Math and Science Education in America’s Girls**

F 4–5 pm

The innovation economy is fueled in part by those trained in science and mathematics (STEM). Corporations need these highly trained employees to remain globally competitive. Unfortunately, more than half our student population–girls–are not choosing STEM careers, putting themselves out of contention for interesting careers and depriving the economy of the best employees. Hear about the challenge in keeping girls interested in STEM education and the valuable role that corporations can and are playing to help close the gender gap in education and career paths when working in partnership with leaders in academia and civil society.



Pam Darwin
Vice President, Americas
ExxonMobil Exploration Co.



Dr. Tina Straley
Executive Director
Mathematical Association of America



Betty Shanahan
Executive Director & Chief Executive Officer
Society of Women Engineers

Networking Reception: 5–6:30 pm

Hosted by:



Dinner Conversations: 7 pm

Join fellow conference attendees and speakers for an evening of great dining and discussion. Take this opportunity to continue conversations sparked by the day’s sessions or explore other pressing issues facing women leaders today. The list of dinner topics will be available at the conference. (Please note that dinner is at participant’s expense.)

Wednesday, April 22, 2009

Roundtable Continental Breakfast: 7:45–8:45 am

During breakfast you are invited to join a roundtable discussion on Women’s Networks. There will be tables moderated by leaders of Women’s Networks/Affinity groups to discuss topics of interest including:

- Communication Strategies
- Engaging Senior Leader Support
- Program Planning
- Membership Recruitment
- Leadership Structures/Succession Planning

Maximizing Opportunities for Change

G 8:45–10 am

Companies go through change with some regularity. Some of these changes are imposed to operate differently, but unless we all understand how to be sure change is implemented for the long-term, all the effort will be for naught. Hear from this panel of senior women how they have taken advantage of changing circumstances to be change agents for initiatives that have helped women be a more integral part of their organization.



Moderator
Janet Hanson
Founder
85 Broads



Kathleen Carey
Senior Vice President
GE Real Estate



Jacqueline M. Welch
Senior Vice President, Human Resources
Turner Broadcasting System, Inc.



Sonya Gong-Jent
Vice President, Operations
Multicultural Business Development Group
State Farm Insurance

Women's Leadership Conference

Choose H1, H2 or H3: 10:30–11:45 am

Alliances that Work—Global Partners

H1 10:30–11:45 am

As companies operate in more and more countries, either through establishing branch operations, establishing working partnerships with other companies, or through acquisitions, opportunities for women to work in a number of different countries, increases. What are the challenges for companies as they post women around the world? What are the challenges for these women as they forge new relationships both as a manager and as an employee?



Christine Crandall
Executive Vice President of
Global Marketing and
Chief Marketing Officer
Egenera



Paula Shannon
Chief Sales Officer, Senior Vice President
and General Manager
Lionbridge

Alliances that Work—Multi-Cultural Bridges

H2 10:30–11:45 am

In recent history, a variety of programs have been instituted to help organizations advance women and more recently much of this work has focused on examining organizational strategies to advance women of color. Many of these programs have met with significant success.

This session will explore an additional strategy—getting women of different ethnic/social/race backgrounds to work together for mutual benefit. Hear how these companies and women have built multi-cultural bridges for company and personal success.



Toni Riccardi
Chief Diversity Officer
The Conference Board



Rosalyn Taylor O'Neale
Vice President and Chief Diversity and
Inclusion Officer
Campbell Soup Company



Deepali Bagati, Ph.D.
Director, Research
Catalyst

Engagement/Retention Strategies

H3 10:30–11:45 am

Companies are always looking to maintain or improve conditions for their best people. Recognizing the significant investment that is made in employees, in recent history, organizations have added work-life benefits, pay policies, additional services as ways to keep employees motivated to stay. But given the current economic conditions, how are companies keeping their best people and how can they continue to seem interested in creating additional employment value? Hear some strategies for keeping employees engaged and motivated.



Cali Yost
Chief Executive Officer
Work+Life Fit, Inc



Lynette Chappell-Williams
Director of the Office of Workforce Diversity,
Equity & Life Quality
Cornell University's

Brave New World

I 11:45 am–12:30 pm

The changes we have seen in the global economy require us to rethink, reorder, reprioritize how we view ourselves, our work, our businesses, and our country. As we do this analysis, we can think about how to revolutionize the systems and structures used to manage and enhance our livelihood—both personally and for the greater business arena and civil society. Hear a very compelling argument for why this rebuilding time is a real opportunity to use women's skills and value sets to develop these new sets of realities.

Closing Remarks: 12:30 pm



One small step in the right direction:

Consider this, by making the decision to go paperless with all of our conferences and seminars, in one year The Conference Board will save almost 2 million sheets of paper, preserving hundreds of trees annually.

It's a start...

To Register

Online www.conference-board.org/women2

Fax 212 836 9740

Phone 212 339 0345 8:30 am to 6 pm ET Mon-Fri

Mail The Conference Board
PO Box 4026, Church Street Station
New York, NY 10261-4026

1 Select Concurrent Sessions and Pricing

The 2009 Women's Leadership Conference
April 21-22, 2009
New York Marriott Downtown
New York, NY (B19009-2)

Pre-Conference Workshop
April 20, 2009
New York, NY (B78009-2)

Choose your preferred concurrent sessions

Tuesday, April 21, 2009

C1 or C2 or C3 choose one
 E1 or E2 or E3 choose one

Wednesday, April 22, 2009

H1 or H2 or H3 choose one

Registration fees payable in advance in US dollars.

Pre-Conference Workshop

Conference Board Associates \$495
 Non-Associates. \$595

Conference

Conference Board Associates. \$2,195
 Non-Associates. \$2,495

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Check payable to The Conference Board for \$ _____ .

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Signature _____ Date _____

3

Agenda Code

Please provide agenda code from mail panel.

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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 \$200 off each person's registration.

Hotel Accommodations

Fees do not include hotel accommodations. For reservations, contact the hotel directly no later than the cut-off dates and mention the Women's Leadership Conference.

New York Marriott Downtown
85 West Street
New York, NY 10006
Tel 212 385 4900

Hotel Reservations Cut-off Date:
Monday, March 30, 2009

Unconditional Guarantee

For over 90 years, The Conference Board has been providing senior executives worldwide with opportunities to share practical business experience. If for any reason you are not satisfied with this conference, please let us know. We will immediately credit your attendance to another conference of your choice, or, if you prefer, promptly refund 100% of your registration fee.

The 2009 Women's Leadership Conference

April 21-22, 2009 New York City

- The Economic Case for Winning With Women
- Creating Networks for Success
- Global Initiative—How Women Work Around the World
- World As Leaders for Change

The Conference Board
845 Third Avenue, New York, NY 10022-6600

Agenda Code



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Building Your Leadership Model
April 20, 2009



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