



HR M&A FORUM

Future Proof Your Organization

November 27–28, 2018
The Conference Board Conference Center
New York, NY

www.conferenceboard.org/hrmergersandacq

Lead Sponsor



About the Forum

Join us for a supportive and engaging two-day forum where leading serial acquirers will share their insights on a wide range of topics, including conducting due diligence within HR, how to handle global deals, key issues from the seller's side, and what dealmakers look for in HR departments.

Designed for peer-to-peer sharing, this program will provide ample opportunities to discuss ideas and insights that can help address your day-to-day challenges. Walk away with actionable steps and practical solutions for building an HR function that is agile and effective and adds value to your M&A strategy.

The Benefits to You

By attending this conference, you will

- Learn how to build HR integration capabilities and processes that respond to a variety of deals.
- Discover how to conduct HR M&A due diligence by getting in front of key people issues.
- Understand how to balance talent risks and opportunities that can impact success.
- Gain insights for leveraging diagnostic tools to assess and bridge culture gaps.
- Find out how to conduct talent assessments that put the right people in the right roles.
- Examine strategies for retaining critical talent who can help you capture the most value.
- Network, collaborate, and benchmark with your TCB peers.

Who Should Attend

This seminar is design for executives who are involved in the following business areas:

- Human Resources
- HR M&A
- M&A Integration
- Mergers & Acquisitions
- Corporate Development
- Joint Ventures
- Strategic Alliances
- Integration Strategy
- Business Development

Agenda

Day 1

Tuesday, November 27, 2018

Registration 8:00 – 8:30 am

Welcome and Introduction 8:30 – 9:20 am

The M&A Landscape

Jeff Black, Partner, M&A North America Leader, **Mercer**

General Session A 9:20 – 10:20 am

HR M&A Essentials: Creating the Foundation to Drive Deal Value

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?

Todd Hicks, Head of HR Mergers & Acquisitions COE North America, **BASF**

Kathleen O'Brien, HR M&A Specialist, **BASF**

General Session B 10:20 – 11:20 am

Leading for Success in M&A

The Conference Board is leading a new research study examining leadership approaches and practices around M&A transactions. Building on prior research with compelling evidence, we examine key leadership practices that are drivers of M&A success, including different aspects of leadership assessment, selection, and development initiatives related to M&A activities.

Amy Lui Abel, PhD, Managing Director, **The Conference Board**

J. Keith Dunbar, PhD, Distinguished Principal Research Fellow, **The Conference Board**

Networking Refreshment Break 11:20 – 11:40 am

General Session C 11:40 am – 12:40 pm

HR M&A Due Diligence: Get in Front of the People Issues that Drive M&A Success

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?

Klint C. Kendrick, PhD, SPHR | Director, M&A HR, **Oracle**

Luncheon 12:40 – 1:45 pm

General Session D 1:45– 2:45 pm

HR M&A - Wearing Multiple Hats: Episodic Acquisitions in Smaller Companies

Those of us in Smaller Companies with key M&A responsibilities wear multiple hats and learn to be amazing jugglers! This session will focus on how to ensure a robust diligence process, alignment of key success drivers, evaluating talent, cultural fit and communication amongst key stakeholders while maintaining your “day job”.

Barry Rubenstein, Executive Director, Human Resources, **AMAG Pharmaceuticals, Inc.**

Networking Refreshment Break 2:45 – 3:00 pm

General Session E 3:00 – 4:00 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.

Dave Dowling, PHR, GPHR, SHRM-SCP, Director, HR Business Development Global M&A, **IBM**

General Session F 4:00 – 5:00 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. What frameworks and tools can you leverage to help the business team understand the culture gaps and identify risk mitigation strategies?

Jeff Black, Partner, M&A North America Leader, **Mercer**

5:00 – 6:00 pm Networking Reception

Day Two Wednesday, November 28, 2018

Continental Breakfast 8:30 –9 am

General Session G 9 – 10 am

Advancing HR M&A Practices up the Maturity Curve: Establishing an HR M&A PMO

Mary Stanbary, SHRM-SCP, SPHR, HR Mergers, Acquisitions & Divestitures, **Caterpillar Inc.**

General Session H 10 –11 am

Autodesk’s Acquired Mind Project: The Human Side of Transactions

The presenters will share the results of a research study that was done at Autodesk. The study called– the Acquired Mind Project explored the human side of transactions by interviewing 30+ founders. A consistent set of questions breaks down their experience into the phases of a deal. The results give deeper insight and understanding of the human side of deals that most people tend to take for granted without fully understanding the potential impact.

Elsie Bisnett, HR M&A Program Manager, **Autodesk, Inc.**
Beth Trakimas, former Director, Human Resources, **Autodesk, Inc.**

Networking Refreshment Break 11 – 11:15 am

General Session I 11:15 am –12:00 pm

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?

John Koob, Partner, M&A Transaction Services, **Mercer**

Luncheon 12 – 1 pm

General Session J 1 –2 pm

Benchmarking Your HR M&A Capabilities

- Competencies for HR M&A practitioners
- How HR M&A organizations are structured
- How companies measure success in the people areas of M&A.

Klint C. Kendrick, PhD, SPHR | Director, M&A HR, **Oracle**
Freda Greene, Sr. HR M&A Consultant, **Oracle**

General Session K 2 –3 pm

Communications and Managing the Employee Experience

Katina Hines, Sr. Manager, Acquisition Integration, **Cisco**

General Session L 3 –4 pm

Overcoming the HR Challenges of Globalization: Cross-border M&A

David Newman, International Consulting Group Leader, North America, **Mercer**

Adjournment 4 pm

REGISTRATION INFORMATION

Online www.conferenceboard.org/hrmergersandacq

Email customer.service@conferenceboard.org

Phone 212.339.0345

8:30 am – 5:30 pm ET, Monday – Friday

Pricing:	
Members	\$1,795
Non-Members	\$1,995

Fees do not include hotel accommodations.

Location

The Conference Board Conference Center

845 Third Avenue

(Between 51st and 52nd), 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 \$150 off each person's registration. One discount per registration. Multiple discounts may not be combined.