Reap the benefits of key learnings from 17 companies on the current state of internal coaching
Grow with the latest industry wide research on coaching from around the globe
Learn how team coaching fosters innovation and collaboration

In collaboration with

Earn up to 9.75 (General) HRCI recertification credits
Benefits of attending

- Focus on how to accelerate growth and speed management transitions through effective career conversations
- Understand how coaching from a neuroscience perspective can accelerate leadership transitions
- Learn why organizations and coaches need to have a global mindset

Who should attend

The Executive Coaching Conference is a valuable source of information and insight for those in Coaching, Leadership Development, Human Resource Management, Training and Learning Development, OD, Mentoring, and Line Professionals looking to implement coaching programs in their departments.

Pre-Conference Seminar Monday, March 11, 2013

Working with Mindfulness

REGISTRATION AND CONTINENTAL BREAKFAST 8–9 AM
SEMINAR 9 AM–3 PM

Mindfulness practices have been shown by neuroscientists to help develop a range of capacities that lead to success in organizations. In this seminar, Mirabai Bush will share her experiences of introducing mindfulness practices into diverse workplaces and lead discussion with participants. She will teach mindfulness practices adapted for the workplace, including sitting and walking practices to cultivate attention, insight, and a calm, centered presence as well as compassion practices to increase self-awareness and awareness of others. She will share exercises she helped to develop at Google for their company-wide program, “Search Inside Yourself”, including mindful emailing and mindful listening. Appropriate whether you have never tried a mindfulness practice or have been practicing for years.

Mirabai Bush, Senior Fellow and the Founding Director
Center for Contemplative Mind in Society
Tuesday, March 12, 2013

REGISTRATION AND CONTINENTAL BREAKFAST 7:45–8:45 AM

WELCOME AND INTRODUCTIONS 8:45–9 AM
Rene Carew, Conference Program Director, The Conference Board

KEYNOTE SESSION A 9–9:45 AM
A CEO’s View of the Role of Coaching in Fostering Leadership Agility, Resilience and Innovation
With the global business, economic, and political environment changing daily, it is imperative for our leaders to build practices that will support their own ability to remain focused on the future while leading in the present, remaining agile and resilient and fostering innovation. Hear this CEO’s perspective on what practices work at the senior level and how coaching has contributed to keeping leaders healthy and focused.
Kip Hollister, Founder and Chief Executive Officer, Hollister Staffing

NETWORKING REFRESHMENT BREAK 9:45–10 AM

CONCURRENT SESSION B1 10–11:15 AM
Next Practices in Internal Coaching: Agility and Innovation on the Inside
Internal coaching practices continue to grow as organizations build the capability of leaders to lead change and innovation. The Council on Executive Coaching convened coaching practice leaders from seventeen companies to synthesize key learnings from the current state of internal coaching and to co-create next practices in internal coaching. Learn what’s working, what’s not, and what’s new in the following areas:
• Internal coaching structure, business impact, and leadership applications
• Internal coach selection
• Training, development and quality control for the coaching practice
• Incentives, recognition and rewards for internal coaching stakeholders
Jeff Nally, Chair, The Conference Board Council on Executive Coaching – Organization Development, Humana
Commentators
Amy Lui Abel, Ph.D., Director, Human Capital Research, The Conference Board
Karen Failes-Coad, Principal Consultant, Executive Development and Coaching
Target Corporation
Melinda J. Pearson, Manager, Talent Management Strategy, Deere & Company

CONCURRENT SESSION B2 10–11:15 AM
Coaching for Innovation—Developing the Leader of the Future

SESSION SPONSOR Bates Communications

What do we know about next practices for developing innovative leaders? What can we learn from global trends and research that can help us develop strategies and qualities that our “future leaders” need to address in the areas of:
• Mastering the high speed business environment
• Orchestrating innovation within the future workforce
• Communicating effectively to drive innovation
• Motivating and inspiring people to take action on the right priorities

Call Customer Service at 212 339 0345
This interactive session will invite attendees to envision their company’s future leaders and identify qualities that will drive success in their industries. Attendees will receive a copy of Ms. Bates’ book *Motivate Like a CEO!*

Suzanne Bates, Chief Executive Officer, Bates Communications
Robert Gough, President and Chief Executive Officer, G-enovation Predictive Analytics

**NETWORKING REFRESHMENT BREAK 11:15–11:30 AM**

**CONCURRENT SESSION C1 11:30 AM–12:30 PM**

**Executive Coaching for Results: Latest Industry-Wide Research Findings**
The Conference Board attendees will be among the first to hear the latest findings from the repeat of a landmark industry-wide research study. Organizations, external coaches, internal coaches (and even executives!) were surveyed—revealing interesting similarities and differences in their viewpoints. Topics include:

- What actually happens in coaching assignments?
- How to source and screen coaches worldwide?
- How are results being measured?
- What are people paying for coaching?
- How has the industry changed since the original 2005 study?

Erica Desrosiers, Ph.D., Senior Director, Global Talent Management, Walmart
Brian O. Underhill, Ph.D., Founder & CEO, CoachSource

**CONCURRENT SESSION C2 11:30 AM–12:30 PM**

**Coaching the Whole Leader**
When we think about helping leaders and ourselves become more agile and resilient, let's consider that the mind is connected to our biology, our bodies which include our brains. The biological fuel that enables leaders to adapt and thrive in complex times is well-being—including physical health and vigor, emotional vitality, and full access to one’s life force and purpose. This session will focus on how to coach the brains and biology of leaders, and ourselves as role models, so that thriving enhances success and competitive advantage.

Margaret Moore, Coach Meg, MBA, Chief Executive Officer, Wellcoaches Corporation
Co-Director, Institute of Coaching, McLean Hospital, a Harvard Medical School Affiliate

**NETWORKING LUNCHEON 12:30–1:30 PM**

**GENERAL SESSION D 1:30–2:30 PM**

**Managers Can Now Engage in Meaningful Career Conversations**
How many years have we been discussing why managers are not having the types of coaching conversations that are needed to engage and develop their employees? As the title of Dr. Beverly Kaye’s and her co-author Julie Winkle Giulioni’s new book informs us, managers need to *Help Them Grow or Watch Them Go*. It is no longer a nice to do, but a must do in order to retain and engage the innovative and motivated employee. Learn about the different types of conversations and how one organization designed their process to increase the effectiveness of their managers’ ability to hold career conversations.

www.conferenceboard.org/coaching2
Navigating Coaching: Programs, Processes, Practices, Pitfalls and Politics
Implementing an increasingly complex array of coaching practices that leverage limited resources and create lasting impact is difficult. This session provides an overview of the lessons learned from (1) designing and implementing coaching practices across multiple clients and, (2) interviews with coaching leaders from Fortune 100 companies. It will focus on the need for a systematic process that aligns with the organization’s broader leadership development strategy and overall culture. Topics will include:

- Integrating coaching programs with other Socratic practices (e.g., mentoring, peer support, team coaching, leader as coach training, etc…)
- Getting the right implementation team
- Creating a launch strategy for on-boarding all key stakeholders
- Priming coaching talent to meet current business needs
- Selecting coaching practices for specific situations (e.g., on-boarding, executive integration, high-potential acceleration)
- Measuring impact

Culture Change From the Inside Out - Strategically Using Internal Coaching at the Federal Reserve Board

Coming out of the financial crisis, the Federal Reserve Board wanted to know how to open up communication lines, reduce the fear of open conversations, and build the bench strength of future leaders. A strategy was developed involving a team of 14 economists being positioned and trained as internal High Impact Coaches, developing other officers and managers at the board as champions to change the quality of conversations. So far a cadre of 14 people has been coached internally, using a brain-based systemic approach to coaching from the NeuroLeadership Group. Join Sioux Thompson, OD & Learning, sponsor of the coaching initiative, as she shares data and stories of the impact of this initiative to date, along with Dr. David Rock, as he shares the research behind the approach.

Sioux Thompson, Head of Organization Development and Learning Board of Governors, Federal Reserve System
David Rock, Founder and Chief Executive Officer, The NeuroLeadership Group and Co-Founder, NeuroLeadership Institute
NETWORKING REFRESHMENT BREAK 3:45–4 PM

GENERAL SESSION F 4–5 PM

Global Mindset Leadership
Dr. Gary Ranker (NYC) The Global Senior Executive Coach, chosen by Forbes as one of the top 5 coaches and Donny Huang (Beijing) world renowned expert on cross cultural management issues present their perspective on current coaching trends and examples from their coaching practice of developing a “Global Mindset” in senior executives around the world. Practical tips will be shared that attendees can use in their own work.

Dr. Gary Ranker, “The Global Senior Executive Coach”
Donny Huang, Managing Partner, 4stones Cross-Cultural Consulting Group
Authors of Global Mindset Leadership to be published in 2013

Wednesday, March 13, 2013

REGISTRATION AND CONTINENTAL BREAKFAST 7:45–8:45 AM

KEYNOTE SESSION G 8:45–9:45 AM

Coaching for Executive Presence:
Understanding the Unwritten Rules for Women and People of Color
With The Sponsor Effect, a Harvard Business Review report released in December 2010, the Center for Talent Innovation offered a startling explanation for the shocking dearth of women and people of color in top corporate jobs in the U.S.: not only do they lack powerful advocates/sponsors who will go out on a limb for them to open doors, turn heads, and deliver the brass ring, they also uncovered one of the primary reasons why executives are reluctant to be sponsors—a lack of executive presence—or gravitas. Compounding this struggle, however, is a dearth of guidance. Women and people of color, it turns out, are far less likely to receive honest feedback on this critical subject. This gap in understanding has proven critical.

Lauren Leader-Chivee, Senior Vice President, Center for Talent Innovation

NETWORKING BREAK 9:45–10 AM

CONCURRENT SESSION H1 10–11 AM

Team Coaching for Organizational Impact
From its early roots in process consultation and team development, team coaching has grown into a highly relevant leadership development discipline that is providing unique leverage in achieving business outcomes. This session will highlight what team coaching is (and isn’t), what’s important about it, and how organizations can integrate team coaching into their leadership development initiatives. Leaders from both for-profit and non-profit organizations will share how team coaching is transforming leaders and teams in their organizations.

Jennifer Porter, Managing Partner, The Boda Group
Chris Charyk, Principal, The Boda Group
Ann Marie Manning, Chief of Staff, Angell Animal Medical Center
Lori Homer, Director, Leadership Development, Microsoft Corporation

Presentations
Available online in advance of the conference
**Is Everything Confidential in a Coaching Relationship?**

This question has been debated for some time in the field of coaching. What information is confidential within the coaching relationship and what information is shared with the organization and why. In what way is the coaches’ Code of Ethics, a resource in managing the confidentiality of company information and the client-coach relationship? What is the impact on contracting for internal and external coaches? This panel will offer perspectives on this debate and engage the audience in conversation.

**Panel facilitators**

Janet M. Harvey, MCC, Immediate Past President, International Coach Federation (ICF)
Magdalena N. Mook, Executive Director and CEO of International Coach Federation (ICF)

**Panelists**

G. Lee Salmon, PCC, Principal/Owner, Learning for Living, LLC
Shawna M. Corden, PCC, Program Manager-Global Support Delivery Americas Hewlett-Packard
Joan T. Cook, MCC, Americas Executive Coaching Team, Ernst & Young, LLP

**GENERAL SESSION I 11 AM–NOON**

**Peer Coaching Demonstration and Engagement**

Coaching peer-to-peer provides the opportunity for managers and leaders to continually build coaching skills as well as create an environment of openness and trust. Peer coaching has been shown to be very effective in enabling change because individuals are easily observed day-to-day, and the coaching is coming from someone who knows the organizational environment. This highly interactive session presented by NASA and Prudential will allow you to learn about and experience peer coaching.

W. Lee WanVeer, Vice President, Leadership Development and Executive Coaching Prudential Financial
Christine Williams, Director, Systems Engineering Leadership Development, NASA

---

This program has been approved for 9.75 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org

*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute’s criteria to be pre-approved for recertification credit.*
The 2013 Executive Coaching Conference
Built For Change—Preparing Leaders to be Agile and Innovative
Conference (B87013-2)
March 12–13, 2013
The Westin New York at Times Square
Associates $2,295
Non-Associates $2,595
Pre-Conference Seminar (B01013-2)
March 11, 2013
The Westin New York at Times Square
Associates $1,015 Non-Associates $1,115

Hotel Accommodations
Fees do not include hotel accommodations. For discounted reservations, contact the hotel directly no later than the cut-off date and mention The Conference Board Executive Coaching Conference.
Westin New York at Times Square
270 West 43rd Street
New York, NY 10036
Tel 212 201 2700
Hotel reservations cut-off date
Friday, February 15, 2013

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.
The 2013 Executive Coaching Conference
Built For Change—Preparing Leaders to be Agile and Innovative

Pre-Conference Seminar, March 11, 2013
Conference, March 12–13, 2013
The Westin New York at Times Square