18TH ANNUAL Executive Coaching CONFERENCE

Coaching In A World of Disruption and Transformation

VIRTUAL EVENT
April 20 – 21, 2021

www.conferenceboard.org/executivecoachingconference
DAY ONE
Tuesday, April 20, 2021

11:00 – 11:05 am

Opening Remarks
Audrey McGuickin, Conference Program Director, The Conference Board

11:05 – 11:45 am

Coaching in a World of Disruption
Exponential, disruptive change and hyper-competition have left companies searching for ways to support their leaders. Many have turned to coaching and the benefits of coaching for leaders.

This session will share how organizations can ensure their coaching investments’ ROI through a planned and effective application.

11:45 – 12:15 pm

Accelerating the Development of Leaders Who Create the Networks to Move the World Forward
An ambitious business strategy spearheaded by a new purpose-driven culture set the stage for Verizon’s evolution in its executive coaching journey. Transforming to a “2.0” culture presented new opportunities for a pipeline of emerging leaders to advance quickly, fueling Verizon’s push to expand external executive coaching in a programmatic way to those in transitions deeper in the organization.

Discover how Verizon engaged multiple partners to develop a new generation of leaders through digital coaching and reinforce new ways of working in Verizon 2.0.

In a time of unprecedented disruption, learn how Verizon’s commitment to the strategic utilization of various executive coaching programs supports the acceleration to high performance with deep alignment to employee engagement and the company’s North Star.

Angela Blake, Executive Coaching, Talent Assessments and Capability Building, Verizon

12:15 – 12:25 pm

Panel Discussion: Verizon Coaches from
Hear first-hand from recipients of coaching for impact and lessons learned in an interactive panel discussion.

12:25 – 12:45 pm

Break

12:45 – 1:05 pm

Integrating Coaching to Fully Leverage Development Investments
Mayo Clinic’s mission is to inspire hope and promote health through integrated practice, education, and research. We believe that one of the key levers for continuing to lead and transform healthcare is through the development of its leaders.

Here at Mayo, we have integrated Executive Coaching as a key component to our leadership development work to further drive the impact and outcomes of this investment.

In 2019, Mayo embarked on a unique approach to build a collective cohort of physician leaders to further invest in their coaching skills and support peers in accelerating individual and organizational performance.

Join us as we share an incredibly inspiring story from one of our institutional leaders, Dr. Michele Halyard, our Vice Dean Mayo Clinic School of Medicine, Dean Arizona Campus.

Michele will share her journey in this space and the impact Covid, racial unrest, and other disrupters impacted her experience as a coach.

Karen Mellum, Ph.D., SPHR, Senior Advisor Leader Assessment and Development, Mayo Clinic

1:05 – 1:20 pm

A Personal and Inspiring Story from an Institutional Leader at Mayo Clinic
Hear an inspiring story from Dr. Michele Halyard, Vice Dean, Mayo Clinic School of Medicine, Dean Arizona Campus, on her journey in this space and the impact of Covid, racial unrest, and other disrupters impacted her experience as a coach.

Karen Mellum, Ph.D., SPHR, Senior Advisor Leader Assessment and Development, Mayo Clinic

Dr. Michele Y Halyard, M.D. Vice Dean Mayo Clinic School of Medicine, Dean Arizona Campus, Mayo Clinic

1:20 – 1:50 pm

MENTOR CONNECT
Dipali Chakravarti will share with our audience how Indeed has designed a unique three-month Mentoring Program.

Indeed believes Mentorship is a two-way learning opportunity, and everyone has something to teach. A Mentee learns new skills from their Mentor, and a Mentor learns new skills as a teacher that can apply to their career as a potential future manager. Learn how this program was designed and delivered with technology to 100 Mentees within Indeed.

Dipali Chakravarti, Vice President, Global Human Resources & Employee Development, Indeed

1:50 – 2:10 pm

Break
2:10 – 2:40 pm

**Individual Coaching is Not Team Coaching: Why it matters and what to do about it.**

The collaborative efforts of teams, not individuals, are the only way to solve modern organizations’ extremely complex problems. Unfortunately, while organizations continually make significant investments in individual professional development and one-to-one coaching, research shows that only one in five leadership teams is highly effective. While some organizations support team development, many interventions are often not informed by meaningful data about the team itself integrated with insights derived from decades of peer-reviewed research on the performance of real-world teams.

An organization must be continually future-fit in a world of ever-increasing uncertainty. This session will explore how to intelligently assess and unlock teams’ collective creative potential across an organization.

**Gabe Abella**, Organizational Coach, JP Morgan Chase

2:40 – 3:25 pm

**Executive Coaching Research by The Conference Board**

The TCB team will share new research that’s redefining success in culture. Building on creative strengths by adding more focus on scale and emphasis on people.

**Amy Lui Abel, Ph.D.**, Vice President, Human Capital, The Conference Board

3:25 – 3:30 pm

**Closing Remarks**

**Audrey McGuckin**, Conference Program Director, The Conference Board

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**DAY TWO**

**Wednesday, April 21, 2021**

11:00 – 11:05 am

**Opening Remarks**

**Audrey McGuckin**, Conference Program Director, The Conference Board

11:05 – 11:35 am

**An Authentic CEO's Story on Group Coaching**

As the CEO of Amy’s Kitchen, Xavier Unkovic is a role model CEO in his commitment and actions in developing leaders. He leads in this work through individual, peer, team, and group coaching. He has specifically spearheaded a team approach at Amy’s Kitchen call BOLD Coaching.

**Xavier Unkovic**, CEO, Amy’s Kitchen

**Moderator:**

**Gisele Garcia Shelley**, Program Director, The Conference Board

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11:35 – 12:05 pm

**Coaching the Microsoft Way**

In this session, Microsoft will share their approach to coaching.

**Michael Dent**, Director Learning and Development, Microsoft

**Shayla Lester**, Senior Learning Consultant, Microsoft

12:05 – 12:25 pm

**Panel Discussion; Ask the Experts**

**Moderator:**

**Audrey McGuckin**, Program Director, Human Capital, The Conference Board

**Panelists:**

The Conference Board’s Coaching Council Members

12:25 – 12:45 pm Break

12:45 – 1:05 pm

**Scaling Coaching at Intel – Building and Leveraging an Internal Cadre of Coaches**

How do you tap into your wealth of experience within your company to help expand and scale coaching? How do you develop and build a comprehensive strategy to integrate coaching into your key people L&D programs?

Hear the multi-year journey Intel has been on to stand up and build out their internal coaching cadre, how they’ve expanded into different tiers and modalities of coaching, and how they’ve recently brought in an internal coaching certification program to continue to scale. Learn about the pitfalls and successes along the way.

**Ginny Gray MA**, Director of Coaching, Assessments, & Facilitation, Intel Corporation

**Coleen Snyder**, Global Coaching Product Owner, Intel Corporation

1:05 – 1:35 pm

**Building an Internal Executive Coaching Capability at Prudential that Drives Ongoing Talent Development**

Prudential Financial is in the midst of a broad transformation, including developing high-potential executive talent. Francine will share why Prudential views executive coaching as an important business capability. She will also share the steps the firm has taken to build an internal team of Talent Partners that will anchor the executive coaching model and provide ongoing coaching (vs. discreet engagements).

Prudential believes these changes will accelerate talent development and create a deep bench of succession-ready leaders by aligning myriad stakeholders to a common coaching framework and making it easier to share information.

**Francine Chew**, VP People Development Capabilities, Prudential

1:35 – 1:55 pm Break

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[www.conferenceboard.org/executivecoachingconference](http://www.conferenceboard.org/executivecoachingconference)
1:55 – 2:20 pm

**The Case for Leaders As Coaches**

Simon Dawson will share with our audience the outcomes from some incredible research that he has completed on how the effectiveness of Leaders as Coaches. This research has been a year-long journey for Simon as he looked at primary and secondary research alongside the practical aspect of this work at Medtronic.

_Simon Dawson, PCC CPCC_, Consultant Executive Coach, Coaching Global Centre of Excellence, Medtronic

_Karen Mathre_, Director, Learning, and Leadership Development / Sr. Program Manager, Coaching Center of Expertise, Medtronic

2.20 – 2:45 pm

**Coaching as an Equalizer**

In an ever-changing world of technology, rapid change, and new consumer habits, empathy has emerged as one of the key leadership capabilities needed for leaders to excel. This session will focus on what we can learn from a children’s hospital environment to develop and nurture across multiple leadership levels in organizations.

_Jennifer Paylor_, Head of Learning and Development, Cap Gemini

2:45 – 3:20 pm

**How Women Rise From Coaching**

In this fireside chat with Sally Helgeson, we’ll explore how coaching has changed in a virtual environment, including the upsides and disadvantages. We will also explore the critical topic of how women can benefit from coaching and how coaching can address the challenges for women leaders.

_Sally Helgesen_, Author, How Women Rise

_Audrey McGuckin_, Program Director, The Conference Board

3:20 – 3:30 pm

**Closing Remarks**

_Audrey McGuckin_, Conference Program Director, The Conference Board

For sponsorship opportunities, please contact michael.felden@conferenceboard.org