



Executive Coaching Redefined

19th Annual **Executive Coaching**
CONFERENCE

VIRTUAL EVENT
May 18 – 19, 2022

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Advancing Leaders, Teams & Organizations™

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Executive Coaching Redefined

19th Annual Executive Coaching
Conference | May 18 – 19, 2022

DAY ONE

Wednesday, May 18th, 2022

9:30 – 10:05 AM ET

Opening Remarks

David Dye, Ph.D., Program Director, **The Conference Board**

10:05 – 11:05 AM ET **General Session A**

Success Built to Last: Leadership Coaching for the Future of Your Company

The expected roles and impacts that our companies and their leaders must play, in particular the C-Suite, has changed dramatically. The shifts toward remote/hybrid work, along with the new preferences employees have for meaning and purpose in life, have resulted in companies needing to create new ways of leadership, starting with the CEO. How can these new ways of leadership be sustained over time? To help us be better prepared, Mark and Bonita will interview five highly successful CEOs, Presidents, and C-Suite speakers to understand their personal leadership journeys and how they have helped their companies be built to last. We will end the session with an opportunity for participants to engage in a Q&A discussion.

Mark Thompson, World's #1 CEO Coach and New York Times bestselling author

Bonita Thompson, Executive Career Coach, **The New York Times**, World's #1 Career Coach/Leading Global Coaches. World's Top 5 Educator/2020 Global 30 Gurus NY Times Bestselling Author

Enrique Lores, CEO, **Hewlett Packard**

Aicha Evans, CEO, **Zoox**

Hubert Joly, Former Chairman and Chief Executive Officer, **Best Buy**

Jesper Nordengaard, President, **Colgate-Palmolive**

Maggie Hulce, Executive Vice President, GM of Enterprise, **Indeed.com**

11:05 – 11:10 AM ET **Break**

11:10 – 11:40 AM ET **General Session B**

The 1:1 Meeting: Leveraging Science to Make a Difference in the Lives of Those You Lead

1:1 meetings could be one of the most critical meeting types for the success of team members, managers, teams, and organizations. The best managers recognize that 1:1s are not an add-on to their role as a manager. This session will help managers better understand the full potential of every 1:1

meeting as a key mechanism to coach, align, and elevate the employee experience.

Steven G. Rogelberg, Ph.D., Chancellor's Professor, **UNC Charlotte**, Author of *The Surprising Science of Meetings*

11:40 – 11:45 AM ET **Break**

11:45 AM – 12:15 PM ET **General Session C**

The Impact of Networking: Inspiring the Coach in All of Us

When a new hire joins an organization, one of the first pieces of advice is "build your network." That advice works for those of us in the coaching profession as well. In this session, we will hear from leading organizations on how they help all employees (leaders, managers, individual contributors) inspire their inner coaching mindset to scale their network and accelerate their development. As members of The Conference Board's Coaching & Leadership Development Council, they will also discuss how they enhance their personal network with other coaches to collaborate, learn from one another, and address current internal challenges.

David Lipsky, Head of Coaching, **Samsung Electronics America**

Mary Azzolini, Sr. Director, Organization Design, Change Leadership, and Executive Coaching, **ADP**

Matt Dodson, Manager, Organization Development, **Chevron Corporation**

12:15 – 12:45 PM ET **Break/ Lunch**

12:45 – 1:15 PM ET **General Session D**

Team Coaching: The New Leadership Act

What if leaders of teams could create learning opportunities in real-time, every day? Successful team performance continues to become more of the norm for how organizations address their most significant challenges. At the same time, the expectations of today's employees are radically shifting - to be part of something grander than generates purpose and meaning in work and life. Together, this means leaders must be better coaches for their teams. In this 1:1 session with Rebecca Ray, Sanyin Siang will discuss her latest work on the components of team success and how leaders can become great coaches of their teams.

Sanyin Siang, Founding Executive Director, Duke University's Coach K Leadership & Ethics Center, **Fuqua School of Business**

Rebecca Ray, Ph.D., Executive Vice President, Human Capital, **The Conference Board**

1:15 – 1:25 pm ET **Break**

1:25 – 2:10 PM ET **General Session E**

#NetNew – Strategic Networking for New Insights and Action

In advance, we will survey/poll registered attendees to identify their important issues and what they want to gain from this networking session. You will have the ability to choose the breakout discussion focused on your most pressing issue.

For sponsorship opportunities, please contact elizabeth.crager@conference-board.org

Each attendee will be provided with an “Insight-Action Tracking” tool where they could take notes, and document insights and actions during the breakout for themselves. We will set the discussion up as a “coaching “experience” where attendees identify an opportunity/challenge, discuss obstacles/barriers, and offer up new insights/perspectives.

2:10 – 2:15 PM ET **Break**

2:15 – 2:45 PM ET **General Session F**

What Can Coaches Learn from Actors (and their coaches)?

In music theory, a “beat” is the basic unit of time. To a team of musicians, a beat means everything – it is the pulse that helps the members breathe with each other, it provides the rhythm for them to think and feel together, and it drives them to play together as individuals and as a team. We have a unique opportunity to hear from Ann Talman, an entertainer who has starred in major roles in theater, film, and television. Ann will bring her lessons learned as an actor and entertainer, what she learned from her coaches, and how it can help our leaders in the corporate world be better at what they do.

Ann Talman, Broadway actress, singer, comedian, documentary filmmaker and raconteur

2:45 – 3:45 PM ET **General Session G**

Roundtable Discussions: Redefining Executive Coaching and Coach Education in the Digital Age

The digital coaching industry has undergone rapid growth in the past year with record-breaking investments and valuations. Some firms are now more valuable than the annual revenue of the North American coaching industry. In addition, the field of coach education is shifting. In 2020 New York University launched a Master of Science degree in Executive Coaching & Organizational Consulting. The first of a kind degree from a major university in the US. The executive and work-life coaching landscape is changing and there are a lot of questions about where it is going!

This session will focus on:

- How we are defining or redefining coaching in the digital age
- The changing needs that digital coaching technology services are providing for
- The critical role of graduate education in professionalizing the field
- Integrating technology into coach education

As part of the session, the facilitator will pose some questions to the audience for discussion at your tables.

Dr. Woody Woodward, Ph.D., Clinical Assistant Professor of Executive Coaching and Lead Faculty, Master of Science in Executive Coaching & Organizational Consulting, **New York University School of Professional Studies**

3:45 – 3:50 PM ET

Closing Remarks

David Dye, Ph.D., Program Director, **The Conference Board**

DAY TWO

Thursday, May 19th, 2022

10:00 – 10:05 AM ET

Opening Remarks

David Dye, Ph.D., Program Director, **The Conference Board**

10:05 – 10:35 AM ET **General Session H**

What If Leaders Could Reconceive the World?

What if we could imagine a future —and take action today to influence future outcomes for ourselves and for our companies? We will engage in a lively conversation with two highly accomplished C-Suite executives who have been at the forefront of leading large global companies through extraordinary change and transformation. From their own leadership journeys and in their current roles as C-Suite Business Partners / Executive Coaches, we will ask what actions we should take as coaches and leaders to help reconceive a better world.

Martin Radvan, Former CEO, President, EVP, **Mars Wrigley Confectionery and Mars Inc.**

Karen May, Former EVP and CHRO, **Mondelez International and Kraft Foods Inc**

10:35 – 10:40 AM ET **Break**

10:40 – 11:10 AM ET **General Session I**

When 1+1=5: Integrating a C-Suite Advisor with an Executive Coach to Accelerate Impact

Today’s leaders continue to face unparalleled demands and pressures. Business models already changed largely from COVID impacts and accelerated digitalization, are now upended once again as impacts of global events change the landscape for both business and consumers.

Now more than ever, senior executives must be resilient and flexible, acting with even greater speed, transparency, and adaptability to make critical decisions and deliver results. Traditional Executive Coaching in many cases, is no longer enough. Executives also need knowledgeable partners who have sat in their chair and successfully navigated similar waters.

The executive panel will discuss the additive role of the C-Suite Advisor/Executive Partner - when to engage and how to best integrate with an Executive Coach. Two case studies will be presented, each with the client, the Executive Partner, and the Executive Coach, sharing their insights and recommendations.

Amy Graczyk, Chief People Officer, **Vericity Holdings / Fidelity Life**

Rich Floersch, **ECC Executive Partner**; former CHRO, **McDonald’s Corporation**

Susan Madonia, **ECC Partner/Executive Coach**; former SVP & Officer, **Elkay Manufacturing**; VP & Officer, **Sara Lee Corporation**

Joann Callahan, Chief Operating Officer, **McMaster-Carr Company**

Ken Johnsen, **ECC Executive Partner**; former CIO **PepsiAmericas**, **PepsiCo Europe**, and **Caterpillar Energy & Transportation Group**

Michelle Albaugh, PhD, ECC Executive Coach; Associate Director of Coaching, MS in Learning and Organizational Change Program (MSLOC), **Northwestern University**

11:10 -11:20 AM ET **Break**

11:20 – 11:50 AM ET **General Session J**

Upping Your Culture of Coaching: The Next Evolution of Leader Development

While driving toward a culture of coaching is not new, the opportunity to leverage the past two years of change and disruption has never been greater to scale the culture shift to even greater heights. The realities of remote and hybrid work mean that leaders and managers have more time and ways to see their roles as coaches resulting in greater engagement and empowerment across the workforce. This session will discuss the challenges most leaders face and how organizations can up their coaching culture during these unique times.

Carmen Reynolds, Senior Director of Leadership Development, **Boeing**

Chip White, HR Business Partner, **Michelin**

11:50 – 11:55 AM ET **Break**

11:55 AM – 12:15 PM ET **General Session K**

CVS Health – A Case Study in Leveraging Coaching to Scale Development

How do you scale development at the 4th largest company in the country? Assessing and developing your talent “to a deeper level” means reaching more levels and leveraging virtual platforms. It also requires people to ask different kinds of questions, spend their time differently, and be more conscious of “deliberate” practice. Hilary will offer a deep dive into their coaching activities and its critical role in their talent development.

Hilary Neu, Senior Manager, Talent Management, **CVS Health**

12:15- 12:20 PM ET

Break

12:20– 12:50 PM ET

General Session L

What Employees Need From Their Leaders Now and How Coaching Can Help

The role and impact of leaders has changed and is continuing to change dramatically. As hybrid work environments are likely here to stay, organizations find it challenging to drive the consistent application of return-to-work policies. Employees have new preferences for how, when, and where they work, have different expectations to improve their well-being, and have whole new outlooks on the meaning and purpose of their work. Leaders are caught in the middle – unprepared, unskilled, and inexperienced – to both implement company policy and meet employees where they stand. In this session, we will hear from a distinguished panel of top Human Resources Executives discuss what employees need and want now, and how the coaching profession can help leaders for the future.

KJ Payette, Chief People Officer, **Panera Bread**

Shaun Smith, Chief People Officer, **New York Presbyterian Hospital**

Tim Gruber, SVP, Human Resources, **Granite Construction Inc.**

12:50 – 12:55 PM ET

Closing Remarks

David A. Dye, Ph.D., Program Director, **The Conference Board**