



14th Annual

Women's Leadership

CONFERENCE

New Strategies to Develop Women and Men Change Leaders on Gender Parity

May 1 – 2, 2018

New York Marriott Marquis
New York, NY

www.conferenceboard.org/women

Exhibition Sponsor



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Center for Creative Leadership



Athena Center for Leadership Studies
BARNARD COLLEGE

Agenda

Day 1: Tuesday, May 1, 2018

8 – 9 am: **Registration and Continental Breakfast**

9 – 9:15 am: **Welcome and Introductions**

LaTonia Pouncey, Corporate Manager and Head, Diversity & Inclusion, **L3 Technologies**, Conference Chair

9:15 – 9:45 am

Creating Leaders for Change

We know the time for change is now; and for change to happen, we need not only to be change leaders ourselves, but to inspire more and more change agents – women and men – for gender parity. Let's commit to being leaders who create the environment for more women leaders, and for more change agents, to flourish around us.

Teri Plummer McClure, Chief Human Resources Officer and Senior Vice President, Labor, **UPS**

9:45 am – 10:15

Interactive: Learning from You

In this small group interactive exercise, we will share challenges, goals, and support with each other, and come away with new partners as we work toward gender parity.

Ruthie Schulder, President, **The Participation Agency**

10:15 – 10:30 am: **Networking Refreshment Break**

10:30 – 11:15

Concurrent Breakout Session

How MetLife is Changing the Ecosystem Around Women's Leadership

With the understanding that advancing women's careers require systemic change, MetLife looked to all aspects of the ecosystem surrounding women leaders – from the identification of potential to the role of the manager in their development. Learn about these innovative initiatives and their impact.

Karen Noel, Lead Global Diversity & Inclusion Consultant, **MetLife**

James Reid, Executive Vice President, Global Employee Benefits, **MetLife**

10:30 am – 11:15 am

Concurrent Breakout Session

From Traditional to Transformative: How Bristol-Myers Squibb Has Broken the Mold to Leverage the Power of Employee Resource Groups to Accelerate Business Performance

At Bristol-Myers Squibb, ground-breaking transformations in structure, mission, participants and investment in the traditional ERG model have produced important and measurable results. Bring back new, transformative strategies for your organization.

Linda Leonard, Global Diversity and Inclusion Lead, **Bristol-Myers Squibb**

11:20 am – 12:10 pm

Concurrent Breakout Session

Kick Some Glass: 10 Ways Women Succeed at Work on Their Own Terms

In a high-energy presentation that reflects the tone of the book, Jennifer Martineau of the Center for Creative Leadership and Portia Mount of Ingersoll Rand will share the research-based lessons captured in their book *Kick Some Glass: 10 Ways Women Succeed at Work on Their Own Terms*. The authors, joined by some of the senior women interviewed for the book, will share their lived experiences and answer questions related to these lessons. Take away research-based strategies for advancement one can apply personally or as a mentor, sponsor, or women's initiative leader.

Jennifer Martineau, Senior Vice President, Research, Evaluation & Societal Advancement, **Center for Creative Leadership**

Portia Mount, Vice President & Global Leader, Strategic Marketing, **Ingersoll Rand**

Kimberly Cline, President, **Long Island University**

Samantha Lomow, Senior Vice President Hasbro Brands, **Hasbro**

11:20 – 12:10 pm

Concurrent Breakout Session

Global Leadership Forecast: Top Organizations are Growing Strong with Diversity

The Global Leadership Forecast (GLF) is the largest research study of its kind, examining the state and business impact of leadership development practices and leader experiences within and across organizations in major industries and economies around the globe. More than 25,000 global leaders and 2,000 organizations contributed to this new research study. The forecast focuses on current and emerging topics such as leadership strategy, raising leader engagement, making the most of high-potential leaders, and building a coaching culture, as well as the impact that gender diversity has on organizational success.

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

Amanda Popiela, Researcher, Human Capital, **The Conference Board**

12:10 pm – 1:10 pm: **Networking Lunch**

1:10 pm – 2:00 pm

Concurrent Breakout Session

Sustaining Leadership Change: Amplifying Diverse Voices through Reverse Mentoring

Organizations sometimes discuss women's leadership advancement as if the challenges for women are uniform. Yet we know women of color face more institutional bias. Join this session to learn about an innovative take on reverse mentoring and how it was used to create sustained commitment of leaders to advocate for diverse talent through exposure to the stories of women of color as mentors.

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Natalie Runyon, Director, Head of Talent Platform, Legal Executive Institute, **Thomson Reuters**

Michael Chin, Managing Director, Global Head of Trading, **Thomson Reuters**

Jacqueline Cureton, Director, People Strategy & Planning, **Thomson Reuters**

1:10 – 2:00 pm

Concurrent Breakout Session

Hidden Figures: Interactive Exchange of Experiences and Strategies

The book and the film *Hidden Figures* tell the story of Katherine Johnson, Dorothy Vaughn, and Mary Jackson, three brilliant African-American women who played key technical and engineering roles at NASA in the early 1960's. Inspired by their story, Julia Sullivan developed the "Hidden Figures" framework to allow participants to share the experiences of being a "hidden figure;" being an observer of bias; or being in a position to drive change. Come prepared to hear from and share with panelists and fellow attendees, and to come away with a framework for important discussions within your own organization.

Sonya Holt, Implementation Lead, Directors Advisory Group for Women in Leadership, **Central Intelligence Agency**

Ann Rodriguez, Senior Vice President, League Operations, **Women's National Basketball Association (WNBA)**

Moderator: **Julia Sullivan**, Co-President, **Hispanic Alumni Chapter Stanford University Graduate School of Business**

2:00 – 2:15 pm: **Networking Refreshment Break**

2:15 pm – 3:00 pm

Changing the Conversation on Gender Parity: What Holds Back Male Champions and What Inspires Those Who Step Up

New research reveals the assumptions and fears that hold back men who would otherwise speak up as champions for gender parity. Learn about these hurdles, and then hear from male champions on what inspires them to overcome any hesitations to become champions of women leaders. Strengthen your and your organization's ability to change the conversation on gender parity and women in leadership.

Elad Sherf, Ph.D., Postdoctoral Research Scholar, Leonard N. Stern School of Business, **New York University**

Mark Roellig, Chief Technology and Administrative Officer, **Massachusetts Mutual Life Insurance Company**

George Walker, Director, Diversity & Inclusion, **Memorial Sloan Kettering Cancer Center**

Moderator: **Kathryn Kolbert**, Director, **Athena Center for Leadership Studies, Barnard College**

3:00 – 4:00 pm

Paving Pathways to Power: Bringing More Women into Senior Leadership, the C-Suite, and Boardrooms

Business leaders from the Committee for Economic Development have been working to bring more women into corporate boardrooms, and to expand the feeders into those boardrooms – the C-suite and senior management. Here they share what they have learned on what is needed to clear

roadblocks and provide high-potential women leaders the experiences needed to rise to senior leadership and beyond

Ron Marshall, CEO, **Claire's Inc.**

Teri Plummer McClure, Chief Human Resources Officer and Senior Vice President, Labor, **UPS**

Debra Perry, Board Member, **Assurant, Genworth, and The Sanford C. Bernstein Fund**

Moderator: **Stephanie Creary**, Ph.D., Assistant Professor, **Wharton School, University of Pennsylvania**

4:00 – 4:10 pm: **Networking Refreshment Break**

4:10 – 4:55 pm

From Anti-Diversity Memos to #MeToo Backlash: Dealing with Resistance

For every advancement for women, for every uncovering of harassment, there will be those who fear, argue against, or just reject the changes around them. How should change leaders deal with backlash? In this interactive exercise, attendees and expert panelists consider and debate dilemmas raising these challenges.

Phyllis James, EVP, Chief Diversity and Corporate Social Responsibility Officer, **MGM Resorts International**

Mary Lee Hannell, Chief Human Capital Officer, **The Port Authority of NY&NJ**

Timothy Shore, Vice President and Chief Ombudsman, **Pfizer**

4:55 – 5:00 pm: **Closing Remarks**

LaTonia Pouncey, Corporate Manager and Head, Diversity & Inclusion, **L3 Technologies**, Conference Chair

5:00 – 6:00 pm: **Networking Reception**

Day 2: Wednesday, May 2, 2018

8:00 – 9:00 am

Registration & Breakfast Roundtables

Share insights and challenges over breakfast at gatherings focused on these themes:

- Innovations in Bias-Busting
- Women Supporting Women: Getting Out of Our Own Way
- How #MeToo Has Impacted Your Organization, and How to Build on It for Positive Change
- Innovations in Recruitment
- Developing Male Allies
- "Lifhacks" and Work-Life Balance
- How to Revitalize the Women's Employee Resource Group
- Improving Mentor and Sponsor Relationships and Experiences
- All in the Family: Navigating Dual Leadership Journeys with Your Partner
- What Media, Policy Makers, and Organizations Can Do to Help Women Succeed

9:00 – 9:15 am: **Welcome and Introduction to Day 2**

LaTonia Pouncey, Corporate Manager and Head, Diversity & Inclusion, **L3 Technologies**, Conference Chair

Kristen Kimmell, Chief of Staff, **RBC Wealth Management**

9:15 – 9:50 am

Keynote: Carnival Cruise Line President Christine Duffy on Navigating to Leadership

The travel industry – like so many others – is one that has been dominated by women in the lower ranks and by men in the upper echelons. In her journey from travel agent to president of the world's largest and most popular cruise line, Christine Duffy took notice and took action, creating new initiatives to propel more women into leadership roles. Learn of challenges faced and overcome in overseeing 45,000 employees, and of steps you and your organization can take to advance women's leadership.

Christine Duffy, President, **Carnival Cruise Line**

11:55 am – 12:25 pm

Conference Capstone: Johnson & Johnson CEO Alex Gorsky Answers Your Questions on Developing New Leaders

Johnson & Johnson has been identified by *Fortune* as one of the top ten companies in the world that has had a positive social impact through activities that are part of their core business strategy. We close our conference with a “fireside chat” with Johnson & Johnson CEO Alex Gorsky, who will answer our questions – and your questions – on advancing new women leaders, and on practicing leadership that is based on our values and the change we seek.

Alex Gorsky, Chairman and Chief Executive Officer, **Johnson & Johnson**

Moderator: **Rebecca Ray, Ph.D.**, Executive Vice President, Knowledge Organization, **The Conference Board**

9:50 – 10:35 am

Leading in STEM

Women global leaders in science and technology are creating the future in more ways than one. What are the unique challenges and opportunities posed by efforts to advance more women leaders in STEM fields? What strategies have been most effective? Where is change most needed?

Dawn Cappelli, Vice President and Chief Information Security Officer, **Rockwell Automation**

Cristin Moran, Vice President, **Growth Science**

Dipti Vachani, Vice President, Internet of Things Group, General Manager, Strategy and Solutions Engineering Division, **Intel**

Moderator: **Sharonne Hayes**, Cardiologist & Director of Diversity and Inclusion, **Mayo Clinic**

12:25 - 12:35 pm: **Closing Remarks**

LaTonia Pouncey, Corporate Manager and Head, Diversity & Inclusion, **L3 Technologies**, Conference Chair

10:35 – 10:50 am: **Networking Refreshment Break**

10:50 – 11:25 am

Metrics and Methods to Illuminate Problems and Interrupt Bias

In the work of advancing gender parity in leadership, what metrics, and what presentation of those metrics, can have the biggest impact on top leadership and the board? And how can one move from identifying an implicit bias problem to addressing it, using the same processes and metrics one would use to address any other business challenge? Take back actionable tools and frameworks for illuminating problems, tracking change, and getting measurable results.

Michele Coleman Mayes, Vice President, General Counsel and Secretary, **New York Public Library**; Former Chairwoman, **American Bar Association's Commission on Women in the Profession**

Lauren Hood, Senior Vice President, Diversity & Inclusion Executive, **Bank of America**

11:25 am – 11:55 am

Sharing Stories of Leadership to Inspire the Next Generation of Leaders

Explore how leaders are using digital storytelling – and sharing of their own journeys – to inspire more women to see themselves in positions of leadership in their organizations.

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

REGISTRATION INFORMATION

Online www.conferenceboard.org/women

Email customer.service@conferenceboard.org

Phone 212.339.0345

8:30 am – 5:30 pm ET, Monday – Friday

Pricing:	
Members	\$2,295
Non-Members	\$2,895

Fees do not include hotel accommodations.

Location

New York Marriott Marquis

1535 Broadway
New York, NY 10036
tel: **212-398-1900**

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.

