

2nd Annual

GLOBAL LEARNING & LEADERSHIP DEVELOPMENT CONGRESS

Creating a Successful Leadership Journey for Emerging Talent through
Investing in Effective Coaching & Learning Methodologies,
Developing a Variety of Skill-Sets & Competencies
as well as Instilling a Broad Business Mindset through Global Immersion

PROGRAM OVERVIEW:

Technology has transformed business into a global operation moving at the speed of light and impacting markets and cultures around the world. In light of this change, companies of all sizes and industries have had to alter the learning and leadership culture within their organization to reflect new realities and ensure employees are looking beyond their setting and into a worldwide market place. As younger generations enter the workforce and move up through an organization, identifying and developing the next generation of leaders and investing in leadership education will remain a top priority for years to come.

A key topic of discussion will center around the development of learning and leadership on an international scale. To compete in an ever changing global market, future leaders will need to effectively navigate in a world where macro global influences require a shift in thinking, behavior, and world view. Expert speakers will advise learning and leadership executives on how best to increase expectations of company leaders around the world and influence greater collaboration, leading to higher performance and global success.

Overall, this comprehensive two-day program will bring together prominent learning and leadership thought leaders from a variety of industries to share expert practices and forward thinking global solutions. This dynamic meeting will provide attendees speakers and sponsors with an ideal opportunity to network, knowledge share, and openly discuss challenges and opportunities surrounding global learning and leadership development.

DISTINGUISHED PRESENTERS INCLUDE:

Laura McBride

Learning & Talent Development
LINKEDIN

DeAnna Hutchins

Senior Manager II – Learning Delivery, Talent Development
WALMART

Mark E. Mendenhall, Ph.D.

J. Burton Frierson Chair of Excellence in Business Leadership
UNIVERSITY OF TENNESSEE, CHATTANOOGA

Kelley F. Cornish, MA, CCDP

Director, Diversity & Inclusion
THE AMERIHEALTH CARITAS FAMILY OF COMPANIES

John F. Clayton, Jr., MBA

Mgr, Diversity, Inclusion & Workforce Initiatives
INDEPENDENCE BLUE CROSS

Kat Smithhammer

Account Manager, NOLS Professional Training
NATIONAL OUTDOOR LEADERSHIP SCHOOL

Shelly Kellner

Director of Employee Relations Strategy
SEARS HOLDINGS CORPORATION

Amanda Brooks

Director, Senior Leadership Program
SEARS HOLDINGS CORPORATION

Alberto Ortega, MA

Director of Community Relations
SODEXO

Carl E. Wooten

Vice President / General Manager
MOBIQUITY VELOCITY SOLUTIONS, INC.

Christine DiDonato

Director of Talent & Organizational Development
SONY ELECTRONICS

Anne Marie Pernice

Director, Organization Development and Learning
MEDTRONIC

Leslie Vatne, M.A., SPHR

Global Leadership & Organization Development
MEDTRONIC

Laura Heaton

Senior Director, Global Talent Development
THE HERSHEY COMPANY

Michelle Buck

Clinical Professor of Management & Organizations, Director of Leadership Initiatives
KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY

Joshua Perlman

Senior Leadership Development Coach
EMC CORPORATION

Jeff D. Merrell

Associate Director, Master's Program in Learning & Organizational Change, School of Education & Social Policy
NORTHWESTERN UNIVERSITY

Sharon Johnson

Senior Consultant, Talent Diversity & Organization Effectiveness
NATIONWIDE INSURANCE

Steve King

VP, Talent and Leadership Effectiveness
ALLSTATE INSURANCE COMPANY

PRESENTING COMPANIES INCLUDE:



CONFERENCE SPONSORS:



DAY ONE / THURSDAY, JULY 18

2ND ANNUAL GLOBAL LEARNING & LEADERSHIP DEVELOPMENT CONGRESS

7:30 CONFERENCE REGISTRATION & MORNING COFFEE

8:15 CHAIRPERSON'S OPENING REMARKS

8:20-9:10 BUSINESS NEEDS OF THE FUTURE: TURNING YOUR YOUNGEST GENERATION OF EMPLOYEES INTO YOUR NEXT GENERATION OF LEADERS

It's predicted that by 2020 50% of the workforce will be under 32 years old. Yet it's no secret that organizations are challenged by many of the behaviors and actions of their youngest generation of employees, while at the same time are inadvertently asking them to do more at an early point of tenure than in previous generations. Moving beyond generational stereotypes, this session will demonstrate how to utilize the leadership skills of all generations in your workplace to foster a collaborative culture of learning and engagement. Through the presentation of research, case study and discussion attendees will walk away with strategies to attract, develop and most importantly, wow, a new generation of leaders.

- Learn a new approach to accelerating early career development
- Discover the 7 generational gaps in workplace expectations and perceptions
- Innovative programs to unleash the power of cross generational learning

Christine DiDonato, *Director of Talent and Organizational Development*
SONY ELECTRONICS

9:10-10:00 TRANSFER OF LEARNING: MAKING LEARNING STICK & CHANGE HAPPEN

LD professionals are educators at their core and understand the importance of providing a variety of learning tools to high-potential talent to ensure optimal development and that the transfer of learning has been successful. Managing a team comprised of different learners can create challenges for LD professionals as they must cater to varying educational needs. This session will highlight how one company has successfully designed and delivered an effective LD training model that provides an environment that harbors learning and resonates among emerging leaders.

- Develop a leadership training that drives employee engagement
- Fostering an environment of continual learning within your company
- Ensure training within LD programs remain structured and with strategy

DeAnna Hutchins, *Senior Manager II - Learning Delivery, Talent Development*
WALMART

10:00-10:15 COFFEE & NETWORKING BREAK

10:15-11:00 LIVING A LIFE OF LEADERSHIP: WHAT'S YOUR STORY?

Michelle Buck, *Clinical Professor of Management & Organizations, Director of Leadership Initiatives*

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY

11:00-11:30 LEVERAGING MOBILE TECHNOLOGY & CONNECTING BUSINESS ON A GLOBAL LEVEL

Many Fortune 500 companies have embraced the mobile platform and have discovered just how, if deployed correctly, mobile can truly accelerate leadership performance through well organized and effective content deployment, knowledge management and metrics collection. They've created a complete digital approach that allows them to provide training and performance metrics on demand through mobile technology. Join us as we detail how these leading companies are embracing mobile, applying and executing an effective framework for developing a mobile performance strategy and learning content, as well as transforming how their organizations are learning through mobile applications.

Carl E. Wooten, *Vice President / General Manager*
MOBIQUITY VELOCITY SOLUTIONS, INC.

11:30-12:20 IMPROVING LEADERSHIP OUTCOMES THROUGH BUSINESS SIMULATION

In every business situation, a leader will have a set of decisions that he or she must make in which the results of that decision may or may not be successful. Although seasoned LD professionals are filled with knowledge and can share their business and decision making experiences with emerging leaders, the best way for high-potential talent to gain confidence in leadership and strategic thinking is through business simulation. Business simulation offers learning objectives such as financial analysis, market analysis, operations, teamwork and leadership. Placing emerging leaders in specific business scenarios in a simulated environment provides room for optimal learning and leadership development.

- Position existing & emerging leaders for success in a safe learning environment
- Implementing business simulations that deliver experiential learning results
- Best practices in developing impactful simulated business scenarios

Kat Smithhammer, *Account Manager, NOLS Professional Training*
NATIONAL OUTDOOR LEADERSHIP SCHOOL

12:20-1:40 LUNCHEON FOR ALL ATTENDEES, SPEAKERS & SPONSORS

1:40-2:30 PROMOTING & EXPANDING INCLUSIVE LEADERSHIP & DIVERSITY WITHIN A BUSINESS CULTURE

Being an inclusive leader means opening yourself to a variety of people with different strengths and backgrounds. It also means taking a step back and realizing that no one "type" best fits the leadership mold. This goes the same for inclusive diversity within an organization. The world's increasing globalization requires more interaction among people from diverse cultures, beliefs, and backgrounds than ever before. Diversity is vital to fostering a strong and inclusive business culture and organization that is built to thrive and sustain.

- Connecting culture with an inclusive leadership strategy
- Best practices in managing a diverse global workforce population
- Discuss the gender, race and ethnicity labor force statistics of leading & emerging companies

Kelley F. Cornish, MA, CDDP, *Director, Diversity & Inclusion*
THE AMERIHEALTH CARITAS FAMILY OF COMPANIES

John F. Clayton, Jr., MBA, *Manager, Diversity, Inclusion & Workforce Initiatives*
INDEPENDENCE BLUE CROSS

2:30-3:20 OVERCOMING HURDLES ON THE ROAD TO DEVELOPING FUTURE LEADERS

Leadership Development professionals are regularly faced with challenges in developing successful leadership programs. Challenges hinder the creation of a program and/or undermine its value to an organization; while overcoming current hurdles could be the key to creating an internal pipeline of talent within an organization. Taking a step back and reevaluating your leadership program to assess its strengths and opportunities is a critical stage in the evolution of your program. In this interactive session we will review how to refocus your program to meet enterprise objectives and cultivate future leaders. Participants will gain a variety of best practices that they could utilize to best fit their company's needs.

Shelly Kellner, *Director of Employee Relations Strategy*

Amanda Brooks, *Director, Senior Leadership Program*
SEARS HOLDINGS CORPORATION

3:20-3:40 COFFEE & NETWORKING BREAK

3:40-4:30 MEASURING, MOTIVATING & COACHING LEADERSHIP BEHAVIORS ACROSS AN ENTERPRISE

In order to maintain a high-level leadership development program within a global organization, it is important to first exemplify the companies desired behaviors across the enterprise. Enterprise Leader Development programs are one way to develop the critical leadership behaviors organizations need to be successful in implementing their strategic plan. One successful company will showcase the positive measurable outcomes they have received by centralizing executive coaching and leveraging coaches as a key development resource for executives across the enterprise.

- Creating a cohesive learning environment across departments
- Aligning corporate goals and LD initiatives from within an organization
- How development of high potential talent melds with corporate goals

Sharon Johnson, Sr Consultant, *Talent Diversity & Organization Effectiveness*
NATIONWIDE INSURANCE

4:30-5:20 EXPLORING THE CORRELATION BETWEEN LEADERSHIP DEVELOPMENT & EMPLOYEE ENGAGEMENT

Multiple studies have shown that engaged workers feel a strong connection to their company and are responsible for driving innovation and productivity. Engaged employees are enthusiastic and fully involved in their work; a key high-potential characteristic that many LD professionals are working diligently to identify. Positive employee engagement encourages top talent to actively participate within their organization; profoundly influencing satisfaction, motivation, and organizational culture within a company. Together, we will explore the relationship between employee satisfaction-engagement and the business-unit outcomes of productivity, profit, employee performance, and retention of future leaders.

- Focusing on the many behavioral facets of employee engagement
- Strategies to engage, retain and motivate high-potential employees

Joshua Perlman, *Senior Leadership Development Coach*
EMC CORPORATION

5:20-5:50 LEARNING EXCHANGE GROUPS

Program attendees will break into smaller groups to further address important topics affecting the development of learning and leadership on an international scale. These roundtable discussions will provide a forum for sharing of ideas and networking. The selection of discussion topics will be chosen by attendees shortly prior to the meeting; enabling the content to be timely and relevant. All attendees, speakers and sponsors are encouraged to become active participants allowing for better exchange of ideas, peer-to-peer learning, and open discussion. Potential topics to be addressed include: Managing & Developing Introverted Leaders, Leadership Development Approaches Across Different Cultures, Tailoring Training Content & Delivery to Reflect the Audience, etc.

5:50 DAY ONE CONFERENCE CONCLUSION

DAY TWO / FRIDAY, JULY 19

2ND ANNUAL GLOBAL LEARNING & LEADERSHIP DEVELOPMENT CONGRESS

8:00 CONFERENCE REGISTRATION & MORNING COFFEE

8:25 CHAIRPERSON'S OPENING REMARKS

8:30-9:20 DEVELOPING GLOBAL LEADERSHIP COMPETENCIES IN LEADERS

Today's leaders must be able to lead not only in domestic work settings, but in global contexts as well. They must have the ability to understand and interpret multi-cultural business situations as well as be able to communicate, connect, negotiate, and work with others who differ culturally from them. Leading and managing a multi-cultural workforce requires competencies that are often not taught or developed in business schools or throughout one's career. What are the critical global leadership competencies that are prerequisite to success in global business? How can they be measured? And how can they be proactively developed in students, managers, and executives? Based on the research literature on global leadership and experiences of "best practice" companies in the area of global leadership development, this session will provide answers and direction for individuals and organizations interested in enhancing their global leadership development.

Mark E. Mendenhall, Ph.D.

J. Burton Frierson Chair of Excellence in Business Leadership
UNIVERSITY OF TENNESSEE, CHATTANOOGA

9:20-10:10 GLOBAL OPPORTUNITIES FOR SOCIAL & COLLABORATIVE LEARNING

Enterprise-wide collaboration tools, social media and mobile technologies create a global, digital networked environment with tremendous potential to impact learning and leadership development. Individuals and teams from around the world can easily develop a network of professional relationships – both inside and outside your enterprise – that contributes to their learning and development. It can be a daunting task, however, to determine how best to think about these technologies as part of a learning and leadership development strategy. What new individual capabilities are necessary to effectively learn in this digital, networked environment? What resources are needed to support such efforts? And what happens when an employee's learning network extends outside the enterprise (e.g., through participation in Massive Open Online Courses - MOOCs?). Through review of key trends in digital, networked learning attendees will learn strategies to leverage social and collaborative learning across the globe.

Jeff D. Merrell, Associate Director, Master's Program in Learning & Organizational Change, School of Education & Social Policy
NORTHWESTERN UNIVERSITY

10:10-10:30 COFFEE & NETWORKING BREAK

10:30-11:20 LINKEDIN CASE STUDY HIGHLIGHTING NEW ONLINE LEARNING PORTAL Learn[In]

A case study highlighting LinkedIn's new internal online learning portal, Learn[In], a personalized learning experience for all employees. The vision? Enabling transformation of each and every employee's career trajectory through learning and development.

trans-for-ma-tion

/ˈtrɑnsfərˈmɑːʃən/

Noun

1. A thorough or dramatic change in form or appearance – a metamorphosis.
2. A change from within.
3. A shift in root perspective.
4. Non-reversible – you cannot go back.

Synonyms

conversion - metamorphosis - change - alteration

Laura McBride

Learning & Talent Development
LINKEDIN

11:20-12:10 EMOTIONAL INTELLIGENCE: DEVELOPING STRONG PEOPLE SKILLS WITHIN HIGH-POTENTIAL TALENT

It takes a dedicated individual to guide and lead internal teams, organizations and companies on a global level. For LD professionals involved in coaching strong people skills to high-potentials, it is vital to teach characteristics of self-awareness, self-regulation, motivation and empathy. Instilling traits of emotional intelligence is key to building leaders of the future; and influences talent to succeed through relating well to others as well as the ability to achieve any business goals they desire.

- Instill success amongst talent through traits of emotional intelligence
- Discussion of EI components and their impact on developing future leaders
- Develop emerging leaders to control their emotions and guide others successfully

Steve King

Vice President, Talent and Leadership Effectiveness
ALLSTATE INSURANCE COMPANY



12:10-1:10 LUNCHEON FOR ALL ATTENDEES, SPEAKERS & SPONSORS

1:10-2:00 SUCCESSION PLANNING: ACKNOWLEDGING, GUIDING & TRACKING EMERGING LEADERS

Leadership Development executives are working harder than ever to implement succession planning programs that acknowledge, guide and track emerging leaders within their organization. There must be significant focus on high potential talent within global companies; allowing management to closely develop these individuals into positions that will prepare them for future corporate leadership roles as well as the future business needs of the company. This session will highlight the transformational work of one global company that has successfully re-designed their organization's workforce and succession plan from the ground-up.

- Use high potential tracking to establish a framework for leadership success
- Focus on what positions help guide high potentials to meet leadership needs
- Developing critical leadership for the future of the company

Laura Heaton, Senior Director, Global Talent Development
THE HERSHEY COMPANY

2:00-2:20 COFFEE & NETWORKING BREAK

2:20-3:10 COACHING VS. MENTORING: UNDERSTANDING & ADDRESSING THE LEARNING & DEVELOPMENT NEEDS OF EMERGING LEADERS

Whether it's leading a business or function reorganization, leading a newly formed team or being promoted to a position with expanded responsibilities, leaders are expected to lead change while they are experiencing it themselves. Coaching and mentoring are two development approaches that can help individuals successfully navigate through these changes - often at an accelerated pace. This interactive session will share how one company is revitalizing these proven approaches in their organization and integrating them with an aim for a systems approach to developing, engaging and retaining key talent. We'll take an expanded view of "emerging leader" as we'll share how we are focusing on bringing out the leader in every individual regardless of level and role. Areas we'll touch upon:

- Differentiation between coaching & mentoring & strategic use of each approach
- Developing increased self-awareness and agility - for today and for the future
- Managing coach and mentor interactions - the continuum we embrace and wrestle with
- Learner experiences when working with a coach or mentor

Anne Marie Pernice, Director, Organization Development and Learning
MEDTRONIC

Leslie Vatne, M.A., SPHR, Global Leadership & Organization Development
MEDTRONIC

3:10-4:00 STRATEGIC PARTNERSHIPS: BUILDING RELATIONSHIPS FOR GROWTH AND IMPACT

Businesses employ a myriad of strategies from targeted communications plans, to public relations campaigns, and customer centric marketing tools to increase market share. The success of a business not only centers on the quality of products or services it provides, but also whether and how a business improves the quality of life in the communities in which it operates. Hence, a business must create shared value—economic and social—to grow a business and generate impact. Case studies, real life examples, and rich discussion will deepen attendees' understanding on how to scan their external environments to identify opportunities, align the needs of business to support the needs of a community, and how the concept of creating shared value can be applied in diverse business environments.

Alberto Ortega, MA, Director of Community Relations
SODEXO

4:00 CLOSING REMARKS & CONFERENCE CONCLUSION

2ND ANNUAL GLOBAL LEARNING & LEADERSHIP DEVELOPMENT CONGRESS

JULY 18-19, 2013 | CHICAGO, IL



CONFERENCE LOCATION:

**Hilton Garden Inn Chicago Downtown
Magnificent Mile**
10 East Grand | Chicago IL | (312) 595-0000



WHO SHOULD ATTEND:

Executives that will find this program of greatest relevance are those involved in the learning and leadership development within a global organization. Job titles of those executives that will find this program to be most applicable to their job functions include:

- Learning & Development
- Leadership Development
- Organizational Development
- Career and Talent Management

SPONSORSHIP OPPORTUNITIES:

At this time, there are a variety of sponsorship and exhibition opportunities available for companies wishing to increase their visibility and participation in the program, ranging from keynote speaking opportunities through to exhibitor and documentation sponsors. Organizations most suitable for this type of exposure provide services and solutions including:

- Recruitment and Workforce Solutions
- Human Capital Management
- Employee Recognition Systems
- Digital and Video Technologies
- Human Resource Management
- Organization and leadership Consulting
- Online Assessment Solutions
- Organizational Effectiveness Consulting

PREVIOUS ATTENDEES INCLUDE:

Manager Leadership Development, **3M**
Senior Leadership Consultant, **AAA Insurance Exchange**
Sr. Manager, Sales Force Dvmpt, **Abbott Medical Optics**
Global Training Manager, **Abbott Medical Optics**
Leadership Development Executive, **ADP**
Director, R&D Global Project Team, Training, **Allergan**
Director, Leadership Planning, **American Airlines, Inc.**
Organization Development Manager, **American Airlines, Inc.**
Head of Global LD, **ARI Fleet**
Director of Talent Management, **Baker Hughes**
Director, Talent Planning, **Baylor Health Care System**
VP of Talent Management, **Black & Veatch**
Global Head, Leadership & Executive Dvmpt, **BlackRock**
Leadership Development Director, **Cigna**
Director, Center for Collaborative Leadership, **Cisco**
Manager Leadership Development, **Deere & Company**
Director of Leadership & OD, **Devon Energy**
Senior Manager, Global LD, **Dolby Labs**
WW Learning & OD Specialist, **EFI**
College of Leadership FMCU, **FMC Technologies**
Associate Director, Management & LD, **Genentech**
Director, Management & LD, **Genentech**
Sr. Training Manager, MLD, CTD, **Genentech**
Dir. Organization & LD, **General Motors Corporation**
Senior Manager, LD, **Greyhound Lines, Inc.**
Competence & LD Manager, **IKEA**
Vice President, Senior LD, **Johnson Controls**
Director, Global LD, **Lenovo/Computer Hardware**
Sr. Director, Human Resources, **LinkedIn**
Project Manager, **McDonald's Corporation**
Executive Development Leader, **Merck**
Director, Professional Training, **NOLS**
VP, Talent Development, **New York Life Insurance Company**
Dir. Leadership & Professional Dvmpt Center, **Oracle**
Sr. Director, Commercial Training, Diabetes, **Sanofi-Aventis**
Director of Community Relations, **Sodexo**
Deputy Director, Division of HR, **UNICEF**
Managing Director, Talent Management, **United Airlines**
Director, Graduate Leadership Program, **The Wharton School**
...and many more!

KEY SPEAKER HIGHLIGHT:



CHRISTINE DIDONATO
Director of Talent & Organizational Development
SONY ELECTRONICS

SONY

Christine DiDonato, Director of Talent and Organizational Development for Sony Electronics, Inc. and founder of Career Revolution Inc., has been innovating in the space of employee and leadership development over 15 years. Her experience in leading Organizational Development groups ranges from Household Finance, HSBC, Thornton Financial Services, Inc. and Executive Counterparts serving clients such as Blue Cross Blue Shield, Microsoft, and Ernst and Young. Her passion and research are focused on coaching and developing organization's youngest generations of employees to become the next generation of leaders.