



**IACPR Global Conference 2011**  
*The New Talent Management: Strategies for the Future*  
October 23-25, New York City's 3 West Club (51<sup>st</sup> Street)

**Sunday, October 23**

**8:00 AM-11:00 AM/3:00 PM-6:00 PM (Foyer of Ballroom)**  
**Conference Registration**

**6:00 PM-8:00 PM (Pub on 2<sup>nd</sup> Floor Mezzanine)**



**Pub Meet & Greet**  
**Our thanks to Cluen for sponsoring the Meet & Greet**

**8:00 PM on**  
**Individual Dinners (a chance to network with IACPR Colleagues)**

**Monday October 24**  
**Morning**

**7:00 AM-8:30 AM (Foyer of Ballroom)**  
**Conference Registration**

**7:15 AM-8:15 AM (Grand Salon)**  
**Networking Continental Breakfast**

**8:15 AM-8:30 AM (Ballroom)**  
**Welcome and Introductory Remarks**  
**Recognition of 2011 Conference Sponsors**  
*Nancie Whitehouse, IACPR Chair and Principal, Whitehouse Advisors*

**8:30 AM-9:30 AM (Ballroom)**  
**Talent Readiness: Facing the "Perfect Storm" of Human Capital Change.** *As companies navigate the uncharted waters of globalization, declining employee engagement and shifting demographics, they are seeing a dramatic imbalance between talent needs and talent availability. But do corporations have realistic strategies in place to successfully address the changing talent marketplace? We address the top ten human capital challenges of the new decade, and provide **immediate solutions** to harness the*

*unique skills and attitudes of the new labor market. It's all about getting the right people, in the right place, at the right time, with the right motivation.*

**Tom Casey, Managing Principal, Discussion Partner Collaborative, and author of Talent Readiness: The Future is Now**

**9:30 AM-10:00 AM (Wetmore Room off Foyer)**



**Break/Sponsors**

**Our thanks to Webber Kerr for sponsoring the break**

**10:00 AM-11:00AM (Ballroom)**

**Why Executives Choose a Company, Want To Stay and Decide To Go.** *Towers Watson shares its recent global research study on how to attract and retain a committed executive pipeline. An engaged workforce is perhaps the greatest source of competitive advantage for any organization and can spell the difference between a firm experiencing a sluggish recovery or a strong return to growth. At issue is not just the size and shape of that pipeline, but also the degree of alignment with changing business strategies and skill needs. The study provides insights into how companies can create a work experience and deal that attracts, engages and retains the right people – at a cost the organization can afford. Plus what clues do you look for when you are trying to bring new top talent on board?*

**Sean Connelly, Practice Leader, Organizational Research, Towers Watson**

**11:00 AM-12:15 PM (Ballroom)**

**Successful Approaches to Employee Engagement.** *Moving from the Towers Watson research in the previous session to real-life examples, our panel shares the challenges of creating true employee engagement and the successful initiatives that help companies stand out from the competition – and be recognized as the best places to work. In the 1990s, we first heard the term “employee engagement” – the idea that top-performing companies are populated by engaged employees. Twenty years later, how much progress has really been made – and are top companies doing enough to address the issue? Studies have documented the value of employee engagement: higher profitability, increased productivity, enhanced flexibility and innovation, greater customer satisfaction and improved employee retention and loyalty. How does your firm measure up?*

**Scott Stevenson, Director, Organizational Design, Talent Management & HR and Transformation, PricewaterhouseCoopers (moderator)**

**Lou Bury, Executive Director, Freeborn and Peters**

**Erin Moran, Senior VP of People & Client Services, Great Place to Work® Institute, Inc.**

**Jamie Naughton, Speaker of the House, Zappos**

**12:15 PM-1:15 PM (Grand Salon)**

**Networking Lunch**

## Monday, October 24 Afternoon

### 1:15 PM- 2:15 PM (Ballroom)

**Employer Branding: The Motorola Solutions Case Study.** *In January 2011, Motorola, after several difficult years, split into two independent public companies, Motorola Mobility and Motorola Solutions. The challenges for Motorola Solutions: Create a value proposition and employer brand that would reconfirm the company's long-term commitment to "innovation for good," that would help retain and motivate key employees, that would "re-recruit" executives at corporate headquarters who had a choice of which company to move to and that would attract outside talent to grow the new entity. This candid session discusses the process that helped build the brand, the tough problems that were encountered along the way and the ultimate success of the Motorola Solutions employer brand, internally and with the outside marketplace.*

*Howard Belk, Co-President, CEO & Chief Creative Officer, Siegel + Gale  
Michele Carlin, Senior Vice President of Human Resources, Motorola Solutions*

### 2:15 PM-3:30 PM (Ballroom)

**The Candidates Speak Out.** *Our diverse panel of executives, who have been in various significant positions over the past 10 years or more, talk candidly about the do's & don'ts of navigating the market. There are still many people out of work – but the pool of highly qualified top talent continues to shrink. In this environment, companies need to make sure they are optimizing the candidate experience, and keeping their employer brand intact. What bothers candidates most about the recruitment process – and what do they feel works well? What role has technology, especially the much-lauded social media, played for these executives in their search for a new position? Is recruitment technology the real deal, or have we over-estimated its value? In the end, it's the experience that should reign supreme...right?*

*Paul Marchand, VP Global Talent Acquisition, PepsiCo, Inc. (moderator)*

*Sherri Nadeau, Former Vice President, Human Resources, Sony Pictures Entertainment*

*Jeff Nye, Vice President, Divisional Sales Manager, New York Life MainStay Investments*

*Jacqueline Stern, Vice President Innovation, E\*TRADE*

### 3:30 PM-3:45 PM (Wetmore Room off Foyer)



#### Break/Sponsors

**Our thanks to Webber Kerr for sponsoring the break**

**3:45 PM-4:45 PM (Ballroom)**

**Recruitment: What Lies Ahead?** *The Corporate Executive Board shares recent research that speaks to the difficulties associated with executive-level hiring. Especially now, hiring managers seem to have unrealistic expectations – which most recruiters, under the gun, promise to meet. How do you break out of this trap? The best recruiters, whether as part of the internal corporate recruitment department or as retained search partners, have always positioned themselves as consultants and advisors. But why then are so many relationships still transaction-oriented? What stands in the way of fulfilling this more valuable role? And how do we move forward as the talent squeeze continues?*

*Donna Weiss, Senior Director, Corporate Executive Board*

**4:45 PM-5:30 PM (Ballroom)**

**Open Mike: The New Recruitment Landscape.** *We turn the conference over to you, the audience, at the end of day one to share your views on what's happening in recruitment today and what we can expect tomorrow. Corporate recruitment departments and retained search firms alike have had to rethink how they do business to survive over the past several years. How much has search changed in light of the tough times – and what can we anticipate as the scramble for high-quality talent escalates?*

*David Lord, President, Executive Search Information Services (facilitator)*

## **Monday, October 24** **Evening**

**5:30 PM-7:30 PM (Solarium)**



**PEPSICO**

**Networking Cocktail Reception**

**Our thanks to PepsiCo for sponsoring the Reception**

## **Tuesday, October 25** **Morning**

**7:15 AM-8:15 AM (Grand Salon)**

**Networking Continental Breakfast**

**8:15 AM-8:30 AM (Ballroom)**

**Day 2 Welcome**

*Nancie Whitehouse, IACPR Chair and Principal, Whitehouse Advisors*

**8:30 AM-9:30 AM (Ballroom)**

**Diversity Analytics: A Next Generation Approach to Building an Effective**

**Workforce.** *Workforce diversity is no longer simply about limiting legal risk, but often a central pillar of talent strategy, designed to drive business results. To manage diversity successfully, organizations must go well beyond counting heads to understand **why** their workforce looks the way it does and reliably predict **how** changes in their workforce practices - hiring, promotion, career development, retention, supervision, performance management and pay – will affect their ability to achieve diversity goals. Using real case examples, we show how it is possible to statistically model the talent flows that create your workforce, providing practical guidance on how to build the business case, design your policies and ensure accountability for results.*

*Richard Guzzo, Principal and Worldwide Partner, Human Resource Consulting, Mercer*

*Haig Nalbantian, Senior Partner/Director of Global Research & Commercialization, Mercer*

**9:30 AM-10:45 AM (Ballroom)**

**Diversity After the Storm.** *Our panel looks beyond the analytics to discuss how to address the challenges of recruiting, developing and retaining ethnic, cultural and gender diversity at the executive level. How have diversity initiatives weathered the economic downturn – and what are companies doing today to foster the creativity and innovation that a diverse workforce brings? In a global marketplace, a company that employs a diverse workforce is better able to understand the demographics of the marketplace it serves and is thus better equipped to thrive. But according to recent studies, diversity numbers at the top senior levels at Fortune companies still haven't edged past about 15%.*

*Haig Nalbantian, Senior Partner/Director of Global Research & Commercialization, Mercer (moderator)*

*Tara Amaral, Vice President, Chief Diversity Officer, ADP*

*Jennifer Christie, Chief Diversity Officer, American Express*

*Leslie Mays, Vice President of Global Diversity & Inclusion, Avon*

*Anne Szostak, President & CEO, Szostak Partners & Board Member at Dr.*

*Pepper Snapple Group, Tupperware, Belo Corporation and SFN Group*

**10:45 AM-12:00 PM (Ballroom)**

**Innovations in Compensation: Attracting and Retaining Top Talent 2011 and**

**Beyond.** *Despite the widespread perception of a “buyer’s market,” the quality and availability of top talent continue to be at issue, largely due to rising organizational complexity and increasingly unforgiving labor markets. What role can and should executive compensation play? As companies worry about holding on to high-performing executives, they are turning to creative approaches to compensation and perks to attract and retain valued talent. According to moderator Kevin Hallock, “It’s less about how much you pay, but more about how cleverly you do it.”*

*Kevin Hallock, Professor of Economics and of Human Resource Studies &*

*Director of the Institute for Compensation Studies, Cornell University  
(moderator)*

*Timothy Bartl, Senior Vice President and General Counsel, Center On Executive Compensation*

*Alan Gardner, Vice President of Human Resources, Verizon Wireless*

*Blair Jones, Managing Principal, Semler Brossy*

**12:00 PM - 12:15 PM (Ballroom)**

**Closing Remarks: Putting it All Together**

*Nancie Whitehouse, IACPR Chair and Principal, Whitehouse Advisors*



Deutsche Bank

**Gartner.**



International Executive Search Federation

