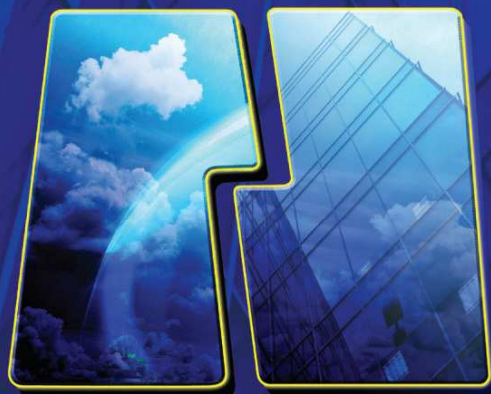


IACPR Global Conference

2010 and Beyond: Forging New Talent Paths

October 24-26 at Philadelphia's Rittenhouse Hotel

!! We are in midst of major change and turmoil – and the need for new and innovative talent strategies has never been greater... Firms that don't have a focused vision for how they will be building exceptional leadership, today and down the road, will seriously lag behind their competitors. !!



International Association for Corporate & Professional Recruitment



The IACPR Global Conference
2010 and Beyond: Forging New Talent Paths
October 24-26, Philadelphia's Rittenhouse Hotel

We are in midst of major change and turmoil – and the need for new and innovative talent strategies has never been greater. It has been easy to get bogged down in day-to-day problems and immediate solutions – but developing great leaders and implementing strong talent practices are still essential to organizational success, in up times or down. Firms that don't have a focused vision for how they will be building exceptional leadership, today and down the road, will seriously lag behind their competitors.

Sunday, October 24

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

6:30 PM-8:00 PM (Cassatt)
Welcome Cocktail Reception

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

Monday, October 25
(Morning)

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

7:15 AM-8:15 AM (Cassatt)
Networking Continental Breakfast

8:15 AM-8:30 AM (Ballroom)
Welcome and Introductory Remarks
Recognition of 2010 Conference Sponsors
Nancie Whitehouse, IACPR Chair and Principal, Whitehouse Advisors

8:30 AM–9:30 AM (Ballroom)

Baby Boomers and Shifting Intergenerational Values. *Today in the United States there are 78 million Baby Boomers – those born in the post-World War II years between 1946 and 1964. That’s over one-quarter of the U.S. population. What’s more, a significant number of Baby Boomers are over the age of 55 – a time we have traditionally thought of as retirement. But, more and more, Boomers are choosing to stay in the marketplace – but with very different expectations. While money is a key motivator, it is also about mental stimulation and pursuing fluid working arrangements. What creative programs must companies have in place to attract and retain Baby Boomer talent? How do you successfully leverage their valuable knowledge throughout the organization? How do you address generational differences that have an impact on recruiting, building teams, dealing with change, motivating, managing and productivity? AARP, the expert source on Baby Boomers and intergenerational conflicts, shares the insights gained through its in-depth research into the role of Baby Boomers in the workplace.*

Ellie Hollander, Executive Vice President & Chief People Officer, AARP

9:30 AM-10:00 AM (Foyer)

Break/Sponsors

10:00 AM-11:15 AM (Ballroom)

Developing Tomorrow’s Leaders. *Why do we continue to hear of major companies scrambling to fill key leadership roles, with seemingly little or no bench strength in place? Unfortunately, too many organizations have been busy focusing on short-term survival, neglecting longer term planning around future leadership. But these companies can be at significant risk, facing the disruption of normal business activities and loss of market share if management positions are not filled quickly and effectively. Our panel discusses the creative and results-oriented approaches they have implemented to assess current executives with leadership potential and groom them for success.*

Mark Landsberg, Senior Consultant, Guttman Development Strategies, Inc. (moderator)

Sherry Duda, Vice President Global Talent and Organization Capability, The Hershey Company

Mary Eckenrod, Vice President of Global Talent Management and Learning Solutions, Research In Motion/Blackberry

Nicole Kahny, Senior Director, Talent Management and Senior Leader Capability, Pfizer Inc.

Jonathan Rosin, Vice President, Leadership Development, Fidelity Investments

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

The New Diversity: Creating a Global Mindset. *Traditionally, we have thought of diversity in terms of HR initiatives – built around a company’s hiring practices and focused on differences in race and gender. But today, diversity encompasses the whole human outlook – age, culture, personality, skills, training, education and total life experience. Companies that understand this – and have jettisoned the outdated management wisdom – are using intercultural wisdom and competency to innovate and steer the organization to success in today’s global environment.*

Nancy Altobello, Americas Vice Chair of People, Ernst & Young

**Monday, October 25
Afternoon**

12:15 PM–1:15 PM (Cassatt)

Networking Lunch

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

Redefining Culture Through Your Leadership Brand. *In a time when leadership is under increasing scrutiny, a positive reputation can help a company demonstrate resilience and promote growth. In fact, studies show that organizations that were attractive to candidates ten years ago have sustained that reputation far more than the top economic performers have held on to their positions. But how can companies begin to define and embed value and generate a strong leadership brand? What investments need to be made to reshape the culture of a firm – and what does this mean for assessing prospective talent fit and employee retention? The session looks at what leadership brand is, why recruiters should care and the real impact on talent management.*

Dr. Susan Dunn, Senior Partner, Oliver Wyman

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

The Real-world Challenges of Global Recruitment. *How have top companies continued to recruit the talent they need around the world throughout the economic downturn? What are the stumbling blocks to finding and keeping executives in far flung locations – and what are the short-term tactics and longer term strategies to make sure a company has the global leadership needed to stay on top? Drawing on their own experiences in the field, our panelists take an unvarnished look at the challenges they face in identifying, assessing, recruiting and retaining worldwide talent.*

Jeremy Eskenazi, Managing Principal, Riviera Advisors (moderator)

David Amsden, Director of Recruiting, Cognizant Technology Solutions

Rick Badgley, Senior Vice President, Selection Staffing & University Relations, Wyndham Worldwide

Rodney Moses, Vice President, Global Talent Acquisition, Research In Motion/Blackberry

3:30 PM–3:45 PM (Foyer)
Break/Sponsors

3:45 PM-5:00 PM (Ballroom)

The Shifting Balance: Search in a Turbulent Market. *There is no question: internal recruitment departments and retained search firms alike have had to rethink how they do business to survive over the past two years. But has the search process really been re-imagined in light of the tough times – or are we still assuming that everything will be the same once the “war for talent” raises its head again? The panel looks at what has happened in the recruitment arena, which new business models and approaches should and will become the permanent foundation for ongoing change and what it means for corporate and retained search as they forge new partnerships.*

David Lord, President, Executive Search Information Services (moderator)

June Barry, Senior Vice President, Human Resources, AmerisourceBergen

Jennifer Christie, Vice President, Global Executive Recruitment, American Express

Damali Curry Edwards, CEO, Conscious Recruiting

Paul Groce, Partner, CT Partners

Monday, October 25

Evening

6:30 PM–9:30 PM (Union League Club)

IACPR’s Pro Awards Dinner - Our 2010 Pro Award goes to *John Murabito, Executive Vice President, Human Resources & Services, Cigna*, to celebrate his outstanding contributions to the field of human capital

Tuesday, October 26

Morning

7:15 AM–8:15 AM (Foyer)
Networking Continental Breakfast

8:15 AM–8:25 AM (Ballroom)

Day 2 Welcome

Nancie Whitehouse, IACPR Chair and Principal, Whitehouse Advisors

8:25 AM-9:30 AM (Ballroom)

Talent in a Changing World: What Lies Ahead? *Companies everywhere, in all industries, are wrestling with the impact of the global economy, changing workforce demographics and increased competition. Which critical workforce challenges are companies facing today, how are they handling them – and what can you expect three years from now? Drawing on research IBM will have just completed September 2010, we*

look at what companies are doing to address talent supply and demand, ways to motivate collaboration and innovation throughout the organization, how to attract and retain your valued executives now and in the future, and how to prepare for the rocky road that lies ahead.

Hemant Minocha, Global Leader for HR Strategy and Transformation, IBM

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

Executive Comp 2011: Are You Prepared? *From government oversight of senior pay to new bonus structures and the disappearance of traditional perks, executive compensation has a whole new look. At the same time, companies are worried about holding on to their top talent, as executives become ever more disgruntled and restless, tired of budget cuts and lack of job satisfaction. We take a hard look at how companies can build packages to attract and retain valued executives today and what to expect down the road.*

Peter Miterko, Managing Director, Pearl Meyer & Partners (moderator)

Julie Casella-Esposito, Managing Director, Human Resources Strategy, CCMP Capital

*Raj Gupta, Former Chief Executive Officer and President, Rohm and Haas/
Board Member for Hewlett Packard and CONSOL Energy*

April Stercula, Senior Vice President Administration, Sallie Mae

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

That Social Media Thing – Getting Down to Earth. *LinkedIn.. Twitter.. Facebook.. YouTube.. MySpace – these are just the tip of the iceberg. There are hundreds of social media sites with tens of millions of participants. But it's not just individuals. Multinational companies and their CEOs are increasingly active through blogs, Facebook Fan pages and YouTube channels as they look to build brand and promote customer and employee loyalty. And, as companies and employees are populating the new social media in droves, corporate recruitment and retained search firms are also turning to these same platforms to help identify and provide background on potential candidates. The panel discusses the pros and cons of these new media, what you have to watch out for and how to successfully and creatively incorporate them into your hiring, retention and employment branding efforts.*

Douglas Wood, Partner, Media & Entertainment Group, Reed Smith (moderator)

Lance Abisror, Executive Talent Scout, Nike, Inc.

Anne Buchanan, President, Buchanan Public Relations

Keith McIlvaine, Global Social Media Recruiting Lead, Unisys Corporation

*Susan Strayer, Senior Director of Global Employment Branding & Marketing,
Marriott Corporation*

12:00 PM – 12:15 PM (Ballroom)

Closing Remarks: Putting it All Together

Nancie Whitehouse, IACPR Chair and Principal, Whitehouse Advisors

Our goals throughout the conference are to provoke thought, create interactive dialog, foster relationships and explore the challenges in practical ways that provide insights and solutions that create true competitive advantage.

To Join Us, Go to *www.iacpr.org!*



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