

HIGH POTENTIAL TALENT

*Identifying, Developing and Retaining
High Potential Employees*

*13th & 14th January 2015
The DoubleTree By Hilton London Victoria, London*



“The team with the best players wins”

- Jack Welch

Ensuring that your organisation has a ready pipeline of leadership talent is a necessity in an increasingly competitive world. Once you've identified who your top talents are, these high potential employees need quality support and training with a range of rich leadership development opportunities to in order thrive in your organisation.

Shifting Culture and Mind-Sets Regarding Potential and Performance

TMA's 2nd Annual High Potential Talent conference brings together an expert and diverse pan-European Speaker panel who will share insight into the best methods to identify, develop and retain your top talent at all levels of your organisation.

Key sessions include:

- **Building a Talent Pipeline with a Global Mind-Set:** Hear how **Sodexo** are using their talent agenda to engage high potential employees worldwide
- **Developing and Retaining Trustworthy Leaders:** Kirstin Furber at **BBC Worldwide** explores the link between trust and the bottom-line and how you can encourage and support leaders to be authentic and 'real'
- **Unlocking the Potential of Women Leaders for Senior Executive Roles:** Helen Benson at **Thomson Reuters** shares insight into their 7 month "Leadership Program for Women" for high potential women leaders
- **Exploring the concept of 'Conscious Leadership':** Hear how **Cisco** EMEAR is driving the transformation of the business through a mind-set shift in their leaders

This year's event sees more group interaction than ever including:

- **A 'fireside chat' with David Reay, VP Organisation Development, Sony Music Entertainment**
This informal interview will explore how Sony Music Entertainment are setting up and structuring their leadership development programmes including how they are focusing on the individual, from their 'brand' in and out of work, to their personal well-being
- **Group Debate: Is the Nine Box Model Failing? Why?**
There's nothing like a good debate to really get to the bottom of your challenges! Join this unique opportunity to get together with your peers to share experiences of various methods of measuring performance and potential. What are the common pitfalls found in the nine box model? Do better models exist?
- **Plus, take part in two interactive roundtable discussions** to explore how you can '**Develop An Inclusive Approach To Talent Management**' and how you can determine the differences with '**Performance vs. Potential vs. Readiness**'

Visit us online at the-tma.org/high-potential-uk

MEET THE SPEAKERS

- Kirstin Furber, *People Director*, **BBC Worldwide**
- Charlie Johnston, *Vice President - Human Resources*, **EMEAR, Cisco**
- Judy Goldberg, *Former Executive Director, Leadership & Organisation Development People & Organisation*, **Sony Pictures Entertainment**
- Mariana Popovic, *Head of Learning and Organisational Development*, **eBay**
- Angela Williams, *HR Director for the UK and Ireland*, **Sodexo**
- Dr. Amanda Potter, *CEO*, **Zircon Management Consulting**
- Emma Rees, *Former Global Talent Manager*, **Tate & Lyle**
- Helen Benson, *Senior Director, Talent & Development*, **Thomson Reuters**
- Caroline Curtis, *Head of Executive Talent, Succession and Development*, **Santander**
- Matt Williams, *Group Talent & Development Manager*, **Merlin Entertainments Group**
- Steve Newhall, *Managing Partner*, **Korn Ferry**
- Danny Kalman, *Managing Director*, **Danny Kalman Ltd**, and *Former Global Director of Talent*, **Panasonic**
- Elsie Akinsanya, *Global Head of HR, Treasury and Trade Solutions, Institutional Clients Group*, **Citi**
- David Reay, *VP, Organisation Development*, **Sony Music Entertainment**
- Maxim Strashun, *Head of Talent Development*, **Lenovo**
- Hayley Tatum, *Senior Vice President - People*, **Asda**

THE TMA DIFFERENCE



TMA strictly enforces an attendance policy to guarantee the best possible experience for our speakers and attendees. TMA maintains a 70/30 split between practitioners from end user companies and vendors that provide talent management and recruitment solutions. www.the-tma.org

CONFERENCE DAY ONE: TUESDAY 13TH JANUARY 2015

08.15 Morning Coffee and Registration

08.45 Chairperson's Welcome

09.00 **Keynote Presentation: Developing and Retaining Trustworthy Leaders**

- The link between trust and the bottom-line
- Encouraging and supporting leaders to be authentic and 'real'
- Implementing values-based interviewing and asking interviewees about beliefs and behaviours
- Encouraging the use of assessment practices, such as 360 degree feedback
- Explore how BBC Worldwide instil a culture of trust through people and processes

Kirstin Furber, *People Director*, **BBC Worldwide**

09.45 **The Physiology of High Potential and Talent: What are The Critical Components for Success?**

- As the future leaders of their organizations, high-potential employees should be identified early and developed effectively. Top performing organizations now recognize that the earlier potential talent is identified and put into the pipeline, the sooner the entire organization reaps the rewards of more productive and effective leadership.
- When should early-stage high potentials be identified?
- What are the most effective approaches to engaging early stage talent?
- Balancing future business demands with early stage high potential identification

Dr. Amanda Potter, *CEO*, **Zircon Management Consulting**

10.30 **Developing a Management Pipeline with Limited Internal Resources: A Practical and Internally-Run Approach**

Maxim Strashun, *Head of Talent Development*, **Lenovo**

11.15 Coffee and Networking Break

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CONFERENCE DAY ONE: TUESDAY 13TH JANUARY 2015

11.40 Talent Management as a Strategy Enabler: How eBay are Aligning Business Objectives with the Talent Management Agenda

- Gain insight into how eBay recognise talent management as a strategic enabler for the business
- Identifying top talent within a complex organisation
- How leaders at eBay are driving the talent agenda
- Challenging our own perceptions of high potential talent
- Using assessment methodology to build greater insights into our talent pool

Mariana Popovic, *Head of Learning and Organisational Development*, **eBay**

12.15 Building a Talent Pipeline with a Global Mind-Set at Sodexo

Angela will share insight into how Sodexo have grown their talent strategy during a period of significant growth for the business, upgrading their succession plan and encouraging managers at every level of the business to build a talent pipeline with a global mind-set.

- Explore how Sodexo are developing 420,000 brand ambassadors globally to develop engagement and enhance business performance.
- Gain insight into how Sodexo are using the talent agenda to engage high potential employees worldwide
- Hear details of how a global programme focused on developing top talent has supported the business change and growth

Angela Williams, *HR Director UK and Ireland/Group HRD Global HR Services*, **Sodexo**

13.00 Lunch and Networking Break

14.00 Addressing the Gender Gap: Unlocking the Potential of Women Leaders for Senior Executive Roles at Thomson Reuters

Thomson Reuters have made gender an organisational priority. Helen will share insight into how, through creating a strategic women's task-force, Thomson Reuters are developing female talent:

- Hear an overview of Thomson Reuters' female leadership development initiatives as part of wider range of activities aimed at women
- Gain insight into Thomson Reuters' 7 month "Leadership Program for Women" for high potential women leaders
- Find out about the early impact and analysis of results so far

Helen Benson, *Senior Director, Talent & Development*, **Thomson Reuters**

14.45 Fireside Chat with David Reay, VP Organisation Development, Sony Music Entertainment

15.30 Coffee and Networking break

CONFERENCE DAY ONE: TUESDAY 13TH JANUARY 2015

16.00 Using the Concepts of “Performance” and “Potential” to Drive Talent Management

- The role of performance and potential in talent management
- What does “potential” look like and how do you define performance in its broadest sense?
- How do you start to map where your talent sits against potential and performance?
- How can you optimize the potential of your talent?

Caroline Curtis, *Head of Executive Talent, Succession and Development*, **Santander**

16.45 **Interactive Group Discussion:** Developing An Inclusive Approach To Talent Management

With a shift away from an exclusive and sometimes elitist approach to talent, it's clear that directing resources solely to senior management and HiPos is no longer a valid strategy. This interactive group discussion will give you an opportunity to benchmark your talent practices with peers and determine best practice approaches for developing a more inclusive approach to talent management:

- How do you view talent in your organization? Is there an inclusive approach to talent management?
- What is the impact of inclusivity on employee retention in your organisation?
- What are you doing to leverage and identify talent?
- How can you give everyone opportunities to grow and take on new challenges?

Danny Kalman, *Managing Director*, **Danny Kalman Ltd**, and *Former Global Director of Talent*, *Panasonic*

17.30 Chairperson's Closing Remarks and End of Day One

17.40 Networking Drinks Reception

CONFERENCE DAY TWO: WEDNESDAY 14TH JANUARY 2015

08.00 Morning Coffee and Registration

08.20 Chairperson's Welcome

08.30 **Keynote Presentation: Conscious Leadership – How Cisco EMEAR is Driving the Transformation of the Business Through a Mind-set Shift in Their Leaders**

- When it was clear to the Cisco senior leaders that “what got us here, isn’t going to get us there” they turned to the HR Lead for EMEAR to support the shift required and so began the focus on how leaders “show up” versus what they do
- With so many leadership development interventions in the marketplace, finding the “transformational” approach requires a strong understanding of where the business is as much as where it needs to move to so a partnership between legacy Cisco leader and external SME was critical
- Getting buy in to a radically different approach requires strong relationships between HR and the business, the art is in finding the right context in which to position the request
- Being patient when you are driving behavioural change is the most difficult thing to do and to ask of others, however, as more leaders experienced the Conscious Leadership development and began “showing up” in a very different way the beginning of a shift emerged the art is then taking that shift and making it impactful in a very visible way

Charlie Johnston, *Vice President - Human Resources, EMEAR, Cisco*

10.00 The Seven CEOs: The Essential Purpose of Succession Management

Steve Newhall, *Managing Partner, Korn Ferry*

10.45 Coffee and Networking Break

10.45 Curate, Cultivate, Collaborate

High potentials tend to be intrinsically motivated, curious, engaged in their world and wanting to make a difference. So our role as people practitioners is to understand what we can do to guide them in the right direction, grant access to new doors of opportunity, connect them to others and expose them to people of influence to bring new ideas to life. To feed their drive and exploratory spirit, you will hear about new initiatives to educate, inspire, and drive top performance from all levels of the population. From a focus on curation vs. creation, to cultivating a new way of thinking, to new ways to activate networks that lead to meaningful collaboration.

Judy Goldberg, *Former Executive Director, Leadership & Organisation Development People & Organisation, Sony Pictures Entertainment*

CONFERENCE DAY TWO: WEDNESDAY 14TH JANUARY 2015

12.00 Implementing a Sponsorship Programme to Develop and Retain High Potential Female Talent

- Gain insight into details of Citi's Treasury and Trade Solutions latest programme to help develop high potential women
- Explore why this sponsorship programme gives high potential women a voice across the organisation
- Understand how the programme can enhance flexibility for women and help retain top talent

Elsie Akinsanya, *Global Head of HR, Treasury and Trade Solutions, Institutional Clients Group, Citi*

12.45 Lunch and Networking Break

13.45 Interactive Roundtable Discussion: Performance vs. Potential vs. Readiness

Many people (and even entire organisations) confuse performance with potential, and potential with readiness. During this interactive session, delegates will be split into groups to work through one of these problem scenarios. You will explore feasible solutions to the challenges by joining forces with your peers and sharing your own experiences with:

1. How you can help managers learn to tell the difference between solid performance and promotion-ready
2. Ways to align potential and aspiration when employees aspirations change over time
3. How to prevent high potential ratings being confused with readiness for the role

Emma Rees, *Former Global Talent Manager, Tate & Lyle*

14.30 Growing Talent in Emerging Markets

Matt Williams, *Group Talent & Development Manager, Merlin Entertainments Group*

15.15 Coffee and Networking Break

16.30 Group Debate: Is the Nine Box Model Failing?

- Is the nine-box model failing? Why?
- Do we need to go beyond the nine box model? Why?
- What other tools exist? Explore what's working well for your peers

Debate led by:

Emma Rees, *Former Global Talent Manager, Tate & Lyle*

Judy Goldberg, *Former Executive Director, Leadership & Organisation Development People & Organisation, Sony Pictures Entertainment*

17.15 Chairperson's Closing Remarks and End of Conference

CONFERENCE DETAILS

PRICING INFORMATION

Options	Standard Pricing
2 Day Conference	£1,199.00

REGISTRATION INFORMATION

Fax form to 281-552-8914, Call 888-339-9599 or Email info@the-tma.org

Attendee Name _____

Title _____

Company _____

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PAYMENT INFORMATION

Account No. _____

Expiration Date _____ Security Code _____

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Make Checks Payable in US Dollars to:

Talent Management Alliance

re: High Potential Europe
1504 Bay Road Suite #1418
Miami Beach, FL 33139

Reference:

Please fill out & include registration form with payment.

Payment Policy:

Payment is due in full at the time of registration and includes lunches and refreshments. Your registration will not be confirmed until payment is received and may be subject to cancellation. Please go online to: <http://bit.ly/pADvji> to view our cancellation policy.

VENUE INFORMATION



The DoubleTree By Hilton London Victoria, London

2 Bridge Place, Victoria., London, SW1V 1QA, United Kingdom TEL: +44-207-8348123

Conveniently located opposite Victoria Station, the DoubleTree by Hilton Hotel London - Victoria provides an immediate link to London's public transport network, Gatwick and Heathrow airports, and some of the city's most popular points of interest.