Executive Coaching
CONFERENCE
Coaching for Agility and Transformation

Pre-Conference
March 03, 2020
Team Effectiveness in Times of Disruptive Change

Conference
March 04 – 05, 2020
Westin New York at Times Square
New York, NY

Mark C. Thompson
Executive Coach
Author, ADMIRED: 21 Ways to Double Your Value; Now Build a Great Business; and Success Built to Last - Creating a Life that Matters

Aicha Evans
CEO
Zoox

Harry Kraemer
Former Chairman and CEO
Baxter International, Inc.

Jennifer Paylor
Coaching, Culture, and Leadership Development Strategy Leader, Enterprise Operations & Services, IBM Corporation

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Pre-Conference Agenda

Tuesday March 3, 2020

8:00 am – 8:45 am
Breakfast & Registration

Team Effectiveness in Times of Disruptive Change
Over the past decade, change has been the new normal. In 2020 and beyond, change will only continue to accelerate, bringing both great opportunities and challenges to organizations. In this new context, building high-performing teams will be one of the most important differentiators for business success in 2020 and beyond. Team leaders will need to harness levers for team performance that may not have been as relevant in times of relative stability. Designed for the organizational leader seeking to implement a culture of team effectiveness, this year’s full-day workshop will dive into why some teams thrive while others continuously struggle in times of accelerated change. Featuring nationally recognized experts from industry and academia, participants in this exclusive, full-day pre-conference, will gain:

• Understanding: A deep understanding of why teams matter more than ever and how an enterprise team coaching strategy can generate robust business outcomes
• Insights: First-hand insights from talent leaders from some of the most dynamic organizations in the world experiencing accelerating, disruptive change
• Application: New tools and techniques for assessing and intervening with a team
• Science: Applied neuroscience research and its implications for the future of teams
• Strategy: A personalized, team effectiveness strategic roadmap

8:45 am – 9:00 am
Introduction and Welcome
Dr. Jonathan Kirschner, CEO of AIIR Consulting, will introduce the day’s theme of teaming in times accelerating, disruptive change.

Dr. Jonathan Kirschner, Founder and CEO, AIIR Consulting

9:00 am – 10:00 am
Team Effectiveness in Times of Disruptive Change
Keynote
Renowned thought leader, Dr. Tomas Chamorro Premuzic, will share his latest research on collaboration and team performance in the context of disruptive change.

Dr. Tomas Chamorro-Premuzic, Chief Talent Scientist, ManpowerGroup; Professor of Business Psychology, Columbia University & University College London

10:00 am – 10:15 am
Break

10:15 am – 11:15 am
Understanding the Foundations of Team Effectiveness
Interactive Presentation
Participants will explore the foundational components of Team Effectiveness, how those components can be measured, and four types of teams. Data-driven insights and implications from AIIR Consulting’s Team Effectiveness practice will be shared. In small groups, participants will examine a case study if a real team to apply and deepen learned concepts.

Bernadette Cabrera, Senior Level AIIR TE Coach, AIIR
Dr. David Yudis, Senior Level AIIR TE Coach, AIIR
Dave Gloss, Principal, AIIR

11:15 am – 12:30 pm
Building a Resilient Talent Pipeline through Leadership and Team Effectiveness
Interactive Panel Discussion
This panel discussion will feature global talent professionals who are focused on maximizing organizational performance through individual and team development. The panel will speak to their own organization’s change context, key learns, best practices, tips, and tools for building resilience into the talent pipeline.

Abby Maldonado, HR Business Partner, Pinterest
Per Hugander, Head of Leadership and Organizational Development, SEB
Rebecca Romano, Vice President, Global Head of Talent Development, NBC Universal
Merche del Valle. Managing Director and the Chief Talent Officer. Grain Management

Lunch 12:30 pm – 1:30 pm

1:30 pm – 3:00 pm
Applied Team Effectiveness: Designing a Team Intervention
Interactive Table Group Exercises
In this highly interactive roundtable session, participants will interpret team assessment data and work together to design a team intervention under the guidance of a table group facilitator. This interactive discussion will lead by Dr. David Yudis as well as table group facilitators composed of senior AIIR Consulting Team Coaches.

Break 3:00 pm – 3:15 pm
coaching practice leaders and managers, and those who are invested in helping their leaders and organizations in their transformation process — how do we do it?

In this session, Dr. Thompson will share the three drivers of success in transforming self and organizations: Purpose, Performance, and Passion. Besides also sharing examples of how to coach for these drivers, he will also take us through a short exercise that we can take back to use with our leaders, and he will conduct an interview with CEOs who have accompanied him to this session!!! This session will include round table discussions on how to apply knowledge from this session to your organizations.

Mark C. Thompson, Executive Coach, Author of: ADMIRED: 21 Ways to Double Your Value; Now Build a Great Business; and, Success Built to Last – Creating a Life that Matters

Aicha Evans, CEO, Zoox

Harry Kraemer, Former Chairman and CEO, Baxter International

Brian O. Underhill, Ph.D., PCC, Founder & CEO, CoachSource, LLC

Bonita Thompson, World’s #1 Career Coach/Leading Global Coaches. World’s Top 5 Educator/2020 Global 30 Gurus NYTimes Bestselling Author

10:45 am – 11:00 am

Morning Refreshment Break

11:00 am – 12:00 pm

General Session B

The Humility Side of the Agile Enterprise at IBM

Humility is a key indicator of a healthy agile organization. 70% of organizations fail at leading complex agile transformations, because they declare they have it all figured out from the beginning. On the other hand, leaders who demonstrate humility understand the reality of complex change in digital economies and the hard work it takes to change culture and behavior. From day one, humility guides them to leverage a growth mindset belief that they can get better at leading and make work better for people in the company.

The future of work in agile enterprises requires leadership and organizational capabilities that bring together humility with diverse skills, coaching, practices, methods, science, art, technology, and approaches that develop the right leadership behaviors and mindsets.

Agile leadership behaviors are far more open, collaborative, and humane than machine-economy ways of leading. In this session, we will unpack the power of humility and explore techniques that actually work to drive cultural and leadership behavioral change that is compatible with healthy agile enterprises in digital economies!!! This session will include round table discussions on how to apply knowledge from this session to your organizations.

Jennifer K. Paylor, Coaching, Culture, and Leadership Development Strategy Leader, Enterprise Operations & Services, IBM
Right Coaching, Right Moment
The myth of a coaching culture is that it’s all coaching all the time. Rather, a successful coaching culture depends on getting the right coaching for leaders at the right moment. Leaders need different types of coaching for different situations, whether they’re trying to drive transformation or transitioning to an executive role. And they also need different types of coaches, at times needing guidance from a manager or peer while at other times wanting the objectivity of an external coach.

In this engaging interactive session, Dr. Alex Pascal and Dr. Patrick Connell will dive into the nuts and bolts of building a coaching practice focused on getting the right coaching for the right moment. They’ll cover:
- How and when to use internal vs. external coaches
- Scalable coaching approaches from top executives down to first-time leaders
- Designing coaching experiences for specific leadership moments
- How to leverage technology to manage your coaching practice

Patrick Connell, PhD, Manager, Consulting Services, DDI
Alex Pascal, PhD, Founder & CEO, CoachLogix

2:00 pm – 2:15 pm
Afternoon Refreshment Break

Concurrent Sessions E1 and E2
2:15 pm – 3:15 pm – E1
Towards a “Coaching Culture” - Is it Even Possible?
Organizations today often talk about creating a "coaching culture", yet few – if any – actually get there. Learn about the four stages of maturity in an organization’s coaching approach, rate your own organization’s stage, and find out what it really takes to master a coaching culture. Panelists will share their own organization’s journey on the coaching maturity scale

Brian O. Underhill, Ph.D., PCC, Founder & CEO, CoachSource, LLC
Natasha Velikoselskly, Formerly Enterprise Accelerated Development Leader, Diversity and Inclusion Talent Pool, Johnson & Johnson
Vera Gramkow, Global Head of Talent & Performance, Bayer
Simon Wergan, Director of Leadership and Coaching, Carey Group
Charmaine Kwame, National Lead for Coaching and Mentoring, NHS Leadership Academy

2:15 pm – 3:15 pm – E2
Transforming Talent Management and Coaching with Artificial Intelligence
As technology continues to impact all aspects of the HR function, the use of artificial intelligence (AI) is growing in different areas of talent and coaching practices. The power of AI can be significant in shifting how HR works. New research examines the potential and the hype of AI in HR, as well as the risks that need careful consideration.

Amy Lui Abel, PhD, Vice President, Human Capital, The Conference Board
Nabeel Ahmad, EdD, Senior Researcher, Human Capital, The Conference Board

3:15 pm – 3:30 pm
Networking Break

Concurrent Session F1 and F2
3:30 pm – 4:15 pm – F1
The Role of Coaching in Reinventing HR at Netflix
Netflix’s approach to HR uses coaching to replace more traditional HR methods. A key component of this is leveraging HRBPs as coaches rather than controllers. Netflix has:
- A simplified approach to compensation that is owned by leaders who are supported by the coaching the HRBP provides
- Continuous feedback versus traditional performance management where HRBPs coach leaders on how to give and receive great feedback
- A philosophy of people over process, where HR helps leaders navigate the huge amount of freedom they have.

Dr Becks Port, VP Talent, Netflix

3:30 pm – 4:15 pm – F2
Coaching to Create Agility During Transformation
Organizational transformation can create confusion and uncertainty among leaders and staff. Both are looking for clarity and answers, yet those who are seeking answers are the ones who will create much of the clarity themselves. Coaching and a coach mindset create the agility needed to lead during the ambiguity that is inherent in an organization’s transformation.
- Incorporating coach mindset and skillset into all leadership development to create agility
- Coaching as part of patient experience
- Coaching integrated into performance management
- Stories of impact

Tamar Lobell, MBA, ACC, Senior Consultant & Executive Coach, Leadership and Organizational Development, Intermountain Healthcare

4:15 pm – 4:30 pm
Networking Break

For sponsorship opportunities, please contact michael.felden@conferenceboard.org
Concurrent Session G1 and G2

4:30 pm – 5:15 pm – G1
Leadership Development: A Blueprint for Building a Coaching Culture
Championed by senior leaders and HR Business Partners, Fulton Financial Corporation’s opportunity was to make coaching a foundational skill for all 800+ leaders and managers across the enterprise. Answers to the following questions and how they went about implementing is the focus for this session:

- How does a manager make the transition to coaching?
- What is most challenging about this?
- What is most important?
- If we assume that coaching is a key aspect of every leader’s role, how do we prepare leaders to build coaching competence and what is the impact?

Debra Hamilton, SVP, Chief Learning & Development Officer | Center for Learning & Talent Development, Fulton Financial Corporation

4:30 pm – 5:15 pm – G2
Tap into Your Extremely Valuable Resources
Intel developed an on-line platform that offers not only resources, but the ability to connect to over 1,200 Career Connections volunteer employees across the globe including Career Advisers, Mentors, Coaches, and more to support employees in their career growth.

Additionally, Intel has career programs including short term temporary assignments, targeted support for internal mobility, and online webcasts focused on career related topics enabling employees to develop and transform for their future growth.

Ginny Gray, Leadership Coaching & Assessment Manager, Intel

5:15 pm – 6:30 pm
Networking Reception

Day 2: Thursday, March 5, 2020

8:00 am – 8:55 am
Continental Breakfast and Round Table Discussions
On Peer Coaching, Team Coaching, Group Coaching, Assessments, Transition Coaching, Development Coaching, And Executive Development

8:55 – 9:00 am
Welcome
Amy Lui Abel, PhD, Vice President, Human Capital, The Conference Board

9:00 am – 9:45 am
General Session H
Confronting Uncertainty with Organizational Agility - Examining the Emergent Nature of Teams and Organizations
Thirty accomplished leadership and team coaches from across the world, joined by renowned scholar-practitioners Dr. Ruth Wageman (Senior Leadership Teams: What It Takes to Make Them Great) and Dr. Peter Hawkins (Leadership Team Coaching: Developing Collective Transformational Leadership), convened onboard a tall sailing ship in the North Atlantic to explore the question of how coaching professionals effectively enable a culture of adaptability while serving the whole organization?

As a leading practitioner operating at the convergence of team coaching and organizational agility and drawing on his experience serving as faculty of the 2019 Norway Nautilus Experience, Gabe Abella shares in this session his unique insights and practical guidance for coaching professionals on seeking to build the necessary capabilities to serve organizations that must bravely and intelligently confront a future where uncertainty and disruption are more prevalent than ever before. Topics that will be covered include:

- Team coaching essentials. Bringing models, assessments, and tools to your team coaching practice.
- Seeing systems. Useful lenses for examining the emergent nature of teams and organizations.
- The next frontier. Where must the coaching profession go next to remain relevant and be the disruptor instead of the disrupted

Gabe Abella, Organizational Coach, JPMorgan Chase, Faculty, 6 Team Conditions & Team Diagnostic Survey, Accredited Trainer, Kanban University

9:45 am – 10:00 am
Networking Break

10:00 am – 11:15 am
General Session I
Creating and Evolving a Powerful Strategic Narrative as you build a Coaching Center of Excellence
In 2014, Medtronic started on a journey to integrate Coaching into its program, processes, and culture as part of building a company of world-class leaders. With a strong strategy, they embarked on a heroic journey that included opportunities and obstacles such as new HR leadership, the largest integration in Med-Tech History, HR Model transformation, and multiple natural disasters. During this journey, the changing conditions required an evolving strategic narrative that blended benchmarking data, internal proof points, and testimonials to become recognized for excellence in coaching both internally and externally.

Join an interactive session where you can learn how Medtronic’s coaching narrative evolved over time and apply a strategic framework in conversation with your peers to evolve your organizational narrative to enable your coaching efforts to realize their full potential.

Karen Mathre, MA, PCC, Coaching Center of Excellence Leader, Medtronic
Patricia (Trish) Meyer, Sr HR Director, Medtronic

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11:15 am – 12:15 am
General Session J

**Transformation and Integration**

Coming to a conference like this, we have an opportunity to transform - to shift the way we look at coaching, the way we look at our own practice and organization, and our role within it. Karen and Jeremy will be facilitating an interactive session to help you make the most of the time you’ve taken to be here. We’ll reflect, share stories of transformation, and set some intentions so that when we return, we can leverage this experience to create more transformation and agility within ourselves, our clients, and our organizations.

**Jeremy Stover**, Learning and Development, **Ripple**

**Karen Mathre**, MA, PCC, Coaching Center of Excellence Leader, **Medtronic**

12:15 pm – 12:30 pm

**Closing Remarks and Evaluations**

**Amy Lui Abel, PhD**, Vice President, Human Capital, **The Conference Board**

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

Online  www.conferenceboard.org/execocoaching
Email   customer.service@conferenceboard.org
Phone  212.339.0345

8:30 am – 5:30 pm ET, Monday – Friday

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Fees do not include hotel accommodations.

Location
Westin New York at Times Square
270 West 43rd Street
New York, NY 10036
Tel: (212) 201-2700

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.