



18TH ANNUAL **Executive  
Coaching  
CONFERENCE**

**Coaching In A World  
of Disruption and Transformation**

**VIRTUAL EVENT**  
**April 20 – 21, 2021**

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*Advancing Leaders, Teams & Organizations™*

# Day One | Tuesday, April 20, 2021

11:00 – 11:05 am

## Opening Remarks

**Audrey McGuckin**, Conference Program Director,  
**The Conference Board**

11:05 – 11:45 am

## Coaching for Transformation: How Industry-Leading Organizations are Leveraging Coaching for Success

Executive Coaching has the incredible potential to transform leaders, their organizations, and the world around them. As we find ourselves in a time of unprecedented change and competition, it has never been more important to give leaders the right support. In this discussion, we will cover how some of the world's top organizations are leveraging coaching to:

- Transform culture and leadership
- Advance race and gender equity
- Learn to “ride the waves” of change

**Dr. Jonathan Kirschner**, Founder and CEO, **AIIR Consulting**  
**Paula Fagundes-Ventura**, Global Head of Coaching,  
**Goldman Sachs**  
**Stacy Maher**, Director of Talent Management, **Merck**  
**Kristen Hartley**, Learning & Development Manager, Leader  
and Manager Development, **Pinterest**  
**Megan Marshall**, Head of Executive Coaching, **AIIR**

11:50 am – 12:20 pm

## Accelerating the Development of Leaders Who Create the Networks to Move the World Forward

An ambitious business strategy spearheaded by a new purpose-driven culture set the stage for Verizon's evolution in its executive coaching journey. Transforming to a “2.0” culture presented new opportunities for a pipeline of emerging leaders to quickly advance which fueled Verizon's push to expand external executive coaching in a programmatic way to those in transitions deeper in the organization.

Discover how Verizon engaged multiple coaching partners to help key talent to reach their full potential and build its pipeline of leaders, accelerate onboarding and acculturate executives, develop a new generation of leaders through digital coaching, and reinforce new ways of working in Verizon 2.0.

**Angela Blake**, Executive Coaching, Talent Assessments and Capability Building, **Verizon**

12:20 – 12:30 pm

## Panel Discussion: Ask the Coachees

Hear first-hand from recipients of coaching for impact and lessons learned in an interactive panel discussion.

**Marissa Wilkins**, Strategic Partnerships Manager, **Verizon**  
**Dave Takisaki**, Director of Business Sales, **Verizon**  
**Arthi Manivasakam**, Marketing Technology Manager, **Verizon**

12:30 – 12:50 pm **Break**

12:50 – 1:05 pm

## Integrating Coaching to Fully Leverage Development Investments

The mission of Mayo Clinic is to inspire hope and promote health through integrated practice, education and research. They believe that one of the key levers for continuing to lead and transform healthcare is through the development of its leaders. Mayo has integrated Executive Coaching as a key component to their leadership development work to further drive the impact and outcomes of this investment.

Hear how Mayo embarked on a unique approach to build a collective cohort of physician leaders to further invest in their coaching skills and support peers in accelerating individual and organizational performance.

**Karen Mellum**, Ph.D., SPHR, Senior Advisor Leader  
Assessment and Development, **Mayo Clinic**

1:05 – 1:25 pm

## A Personal and Inspiring Story from an Institutional Leader at Mayo Clinic

Dr. Michele Halyard, Vice Dean Mayo Clinic School of Medicine, Dean Arizona Campus, will share a deeply personal story of investing her own personal time in coaching during 2020. She will also share how Covid 19, racial unrest and other disrupters impacted her experience as a coach.

**Dr. Michele Y Halyard, M.D.** Vice Dean Mayo Clinic School of Medicine, Dean Arizona Campus, **Mayo Clinic**

**Karen Mellum, Ph.D., SPHR**, Senior Advisor Leader  
Assessment and Development, **Mayo Clinic**

1:30 – 2:00 pm

## Mentor Connect

Scott Bonneau will share with our audience how Indeed has designed a unique 3-month Mentoring Program.

Indeed believes Mentorship is a two way learning opportunity and everyone has something to teach. A Mentee learns new skills from their Mentor and a Mentor learns new skills as a teacher that can apply to their career as a potential future manager. Learn how this program was designed and delivered with technology to 100 Mentees at Indeed.

**Scott Bonneau**, VP of Global Talent Attraction, **Indeed**

2:00 – 2:10 pm **Break**

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## Day Two | Wednesday, April 21, 2021

2:10 – 2:30 pm

### Individual Coaching is Not Team Coaching: Why It Matters and What To Do About It

The extremely complex problems modern organizations face will only be solved by the collaborative efforts of teams, not individuals. Unfortunately, while organizations continually make significant investments in individual professional development and one-to-one coaching, research shows that only one in five leadership teams is found to be highly effective. While some organizations do provide support to team development, many interventions are often not informed by meaningful data about the team itself integrated with insights derived from decades of peer reviewed research on the performance of real-world teams.

In this session we will explore the shifts that need to be made to intelligently assess and unlock the collective creative potential of teams across an organization in order to be continually future-fit in a world of ever increasing uncertainty.

**Gabe Abella**, Organizational Coach, **JP Morgan Chase**

2:35 – 3:10 pm

### NEW RESEARCH - Current and Post Pandemic World: Where Is Executive Coaching Headed?

While executive coaching continues to grow and evolve in organizations, this new research examines current trends and how the chaos of 2020 has impacted the practice of coaching. How has coaching been used to support leaders in a health pandemic, social justice dilemma, and economic crises? What do our leaders need? How will coaching evolve beyond these challenges in the future? Organization examples will be shared during the readout of the research.

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

**Matt Dodson**, Manager, Organizational Development, **Chevron**

3:15 – 3:50 pm

### Moving from Disruption to Transformation

The THRIVE wave was developed by EY's Americas Coaching Practice to help leaders and teams develop a strategy to navigate the many disruptions of 2020. Hear about this tool which is a springboard into deeper, more specific and unique coaching conversations to determine how to move through three distinct stages of disruption by tapping into what behaviors could enhance agility and help one find clearer pathways towards success.

**Vera Shevchenko**, Executive Coach, PCC, Americas Coaching Practice, Talent Team, **Ernst & Young**

3:50 – 3:55 pm

### Closing Remarks

**Audrey McGuckin**, Conference Program Director, **The Conference Board**

11:00 – 11:05 am

### Opening Remarks

**Audrey McGuckin**, Conference Program Director, **The Conference Board**

11:05 – 11:35 am

### A CEO's Story of Leveraging Coaching to Build Empowerment and Accountability, Transform Culture, and Accelerate Business Results

Xaver Unkovic is the CEO of Amy's kitchen and a role model CEO in his commitment and actions to develop leaders (and creating extraordinary business results). He leads through sponsoring individual, peer, team and group coaching starting at the top and cascading throughout his organization. He will share stories of how he has done this and how he is currently spearheading BOLD leadership group coaching for women leaders at Amy's Kitchen.

**Xavier Unkovic**, CEO, **Amy's Kitchen**

**Moderator: Gisele Garcia Shelley**, Program Director, **The Conference Board**

11:40 am – 12:10 pm

### Disruption, Empowerment and Cultural Transformation at Microsoft

Microsoft's mission is to empower every person and organization on the planet. Join us to discuss how leadership coaching is central to empowering Microsoft's own leaders through our cultural transformation in a world of technological and societal disruption. We'll share with participants what we've learned through our journey leveraging coaching and also how we're building this into our coaching aspirations for the future of our coaching work.

**Michael Dent**, Director Learning and Development, **Microsoft**

**Shayla Lester**, Senior Learning Consultant, **Microsoft**

12:15 – 12:40 pm

## C-Suite Executive Coaching Priorities: What Matters Now?

Today's leaders continue to face unparalleled demands and pressures. Business models have changed significantly driven by COVID impacts, accelerated digitalization, and global, economic, and political impacts. Virtual realities challenge leaders in new ways to build executive presence, strengthen critical relationships, build Board relationships, retain and develop top talent including succession planning, keep teams motivated, and well, simply lead effectively.

Now more than ever, senior executives must be resilient and flexible, while acting with speed, clarity, and transparency to deliver success regardless of the challenges they face.

The executive panel will discuss what's new, what's different, and what matters most at the top of the house in supporting leaders as they navigate a future of continued complexity and uncertainty.

**Karen May, ECC Executive Partner**, former EVP and CHRO, **Mondelez International and Kraft Foods**

**Kathryn Hayley, ECC Executive Partner**, former CEO, **Aon Consulting Worldwide**

**Keith Johnson, ECC Executive Partner and Executive Coach**, former Head of Strategy & Portfolio Development, **BG Group**

**Dr. Louise Korver, ECC Executive Coach**, former Global Head of Executive Development, **AT&T**

12:40 – 1:00 pm **Break**

1:00 – 1:20 pm

## Scaling Coaching at Intel – Building and Leveraging an Internal Cadre of Coaches

How do you tap into your wealth of experience within your company to help expand and scale coaching? How do you develop and build a comprehensive strategy to integrate coaching into your key people L&D programs?

Come hear the multi-year journey Intel has been on to stand up and build out their internal coaching cadre, how they've expanded into different tiers and modalities of coaching, and how they've recently brought in an internal coaching certification program to continue to scale. Learn about the pitfalls and successes along the way.

**Ginny Gray MA**, Director of Coaching, Assessments, & Facilitation, **Intel Corporation**

**Coleen Snyder**, Global Coaching Product Owner, **Intel Corporation**

1:25– 1:50 pm

## Building an Internal Executive Coaching Capability at Prudential that Drives Ongoing Talent Development

Prudential Financial is in the midst of a broad transformation, which includes how they develop their high potential executive talent. Francine will share why Prudential views executive coaching as an important business capability. She will also share the steps the firm has taken to build an internal team of Talent Partners who will anchor the executive coaching model and provide ongoing coaching (vs. discreet engagements).

Prudential believes these changes will align myriad stakeholders to a common coaching framework and make it easier to share information across HR business partners, talent partners, executive development programs, and managers, all in the service of accelerating talent development and creating a deep bench of succession-ready leaders.

**Francine Chew**, VP People Development Capabilities, **Prudential**

1:55 – 2:15 pm

## Is Internal Coach Certification a Trojan Horse - Changing A Leaders Way of Being in Times of Existential Crisis?

As the world faces new existential crisis such as the recent COVID19 pandemic, leaders have been tested and historical concepts of what constitutes leadership have been exposed, highlighting the need for leadership to evolve. In a systemically dynamic and complex work, leaders have been called forth into more distributed, collaborative, regenerative and conscious forms of leadership, focused more on a "transpersonal way of being" and no longer an individualistic, siloed "hero".

The Medtronic Internal Coach Certification is an award winning and established two-year program which develops skills of advanced coaching and new capability in leaders. It has been shown to create a ripple and multiplying impact, returning investment across the organization by supporting individual leaders in change, evolving organizational culture, leadership approaches and organizational performance.

New research focused on exploring the sustained influence of coach training upon coaches themselves.

This session will explore the findings, considering the nature of the influence coach training has on the personal and professional lives of coaches and the influence the training also has upon leadership.

**Simon Dawson, PCC CPCC**, Consultant Executive Coach, Coaching Global Centre of Excellence, **Medtronic**

**Anne Marie Pernice, M.Ed., CPCC, PCC**, Executive Coach & Senior Program Manager, **Medtronic**



2:15 – 2:35 pm **Break**

2:35 – 2:55 pm

### **The Power of Virtual Coaching**

In this fireside chat with Sally Helgesen we'll explore how coaching has changed in a virtual environment, looking at the upsides and any disadvantages. We will also explore the critical topic of why women in particular can benefit from coaching and look at how specific challenges can be addressed through coaching.

**Sally Helgesen**, Author, *How Women Rise*, **The Female Vision**

**Audrey McGuckin**, Program Director, **The Conference Board**

3:00 – 3:30 pm

### **The Equalizer – Leveling the Playing Field**

In an ever-changing world of technology, rapid change and new consumer habits, Coaching has emerged as the equalizer for women leaders. In this session we'll discuss how coaching can help women leaders emerge as stronger business leaders to have greater impact.

**Jennifer Paylor**, Head of Learning and Development, **Cap Gemini**

3:30 – 3:35 pm

### **Closing Remarks**

**Audrey McGuckin**, Conference Program Director,  
**The Conference Board**