Afternoon Breakout

How We Leveraged Talent Development to Craft Our New Corporate Values at Univita Health
Karl Johnson, Director Executive Education, Carlson School of Management
Univita's Senior Vice President of Human Resources and Director of Talent Acquisition and Development partnered with Carlson Executive Education to launch a unique leadership development program for their high potential leaders. The program's uniqueness stems, in large part, from the willingness of Univita's senior leaders to use two recent business acquisitions and the related need for a new set of corporate values as an opportunity to develop their talent.

Building a Foundation of Human Capital Measurement
Kristi Meier, Vice President HR Operations, Travelers Company
Seeking to bridge the gap between financial measurements (which are ingrained in the company's culture) and workforce measurements (an evolving discipline), Travelers HR has spent the last two years building a foundation for metrics, reports, and analytics. Armed with the new scorecards and the launch of a workforce planning process, Travelers is transforming the way that their HR business partners use human capital measurement as part of their consultative roles.

An Era of Change: Change Leadership in HR
Debbie Sehulster, Director Organizational Effectiveness, Ingersoll Rand
In today's global, competitive environment, organizations are continually forced to deal with change; however, few companies properly manage this change. Ingersoll Rand understands the imperative nature of developing the change leadership competency within its organization. As a result, Ingersoll Rand developed a robust change strategy, which includes a premier change management model, strong best practices, and training and development efforts to ensure sustainability.

Beyond 'Best Practices' in Succession Management
Lisa Stevens, Executive Consultant, PDI Ninth House
In this interactive session the speaker will challenge some traditional task-focused approaches to succession management, and provide ideas and frameworks to help participants think through ways to improve succession management and related high potential leadership development in their organizations. Topics will include common definitions for key terms, areas in most organizations struggle, setting strategic direction and integrating succession management with other talent management processes, and identifying, managing, and developing high potential leaders.