Interactive Learning Workshop for HR and Talent Executives

Talent Transformation Workshop

Chicago | July 23, 2019

Learn how four high-performing companies transformed how they manage talent and the personality profiles of HR leaders who drive change.

Every participant will have the opportunity to personally interact with our presenters both during the interactive workshops and throughout the day.

This intimate workshop is limited to 50 participants so please register early.

All proceeds benefit the Ronald McDonald House Charities.
Meet the Speakers and Program

Carol Cohen
Global Head of Talent & Development
Cognizant

It’s no small challenge to transform 250,000+ employees from delivering flawless transactional service to helping companies thrive in everything digital. Cognizant needed to shift their 20-year old company to serve the rapidly evolving digital services market while simultaneously building the talent management infrastructure to support that change. Learn how this incredibly diverse, fast-moving organization shifted mindsets and grew the capabilities required to continue their unprecedented growth.

Angela Lane
Vice President of Global Talent
AbbVie

When biopharmaceutical company AbbVie ($30B, 30,000 employees) spun-off from Abbott Laboratories in 2013, their senior team wanted a new culture and new approach to managing talent. Angela and her team led a talent transformation process that touched every element of managing and measurably shifted the culture and performance of the organization. Learn how AbbVie transformed talent to drive sustained growth and high performance.

Angela Lane is VP, Talent Management for AbbVie where she leads the company’s work in Talent Management, Leadership and Development, Executive Development, Talent Acquisition, Talent Insights and HR Communications. Angela previously served as VP of HR for Western Europe, Middle East & Africa & APAC and VP Talent Management and Acquisition for Avon Products. Her earlier experience included senior HR roles with Sara Lee and Douwe Egberts.

Chris Scalia
Vice President Global HR
Hershey

The Hershey Company is the midst of a long-term transformation from iconic confectioner to innovative snacking powerhouse and Chris has helped the executive management team rethink how the company organizes itself, uses resources, and builds capability for the digital age. Hershey has smartly evolved its approach to organization and talent management and created a TM team that successfully implemented a crisp, focused, and simple strategy. He’ll share how Hershey upgraded their capabilities and created shareholder value in an era of contracting net sales and SG&A reductions.

Chris Scalia is the VP Global Human Resources for The Hershey Company where he has end-to-end organizational capability, rewards and strategy for all operating units and functions. He also oversees executive team performance and effectiveness. Chris previously served as Hershey’s Chief Talent Officer and Lead Counsel for Global Labor and Employment. Prior to Hershey, Chris was an associate at Morgan, Lewis & Bockius.
Meet the Speakers and Program

Ryne Sherman is the Chief Scientific Officer for Hogan Assessments. Prior to Hogan, Ryne was an associate professor at Texas Tech University and Florida Atlantic University. He was recognized as the FAU College of Science Distinguished Teacher of the Year. In 2016 he was named a “Rising Star” by the Association for Psychological Science. He completed his Ph.D. in Personality/Social Psychology from the University of California, Riverside.

Personality provides important clues about which leaders will thrive in a transformational environment or be able to drive transformation. Ryne will describe the ideal profiles of a transformation leader, the benefits and the pitfalls, and how to assess whether your leaders have the “right stuff” to effectively change your organization. You don’t want to miss this comprehensive look into the personality of successful leaders.

Successful and unsuccessful talent transformations have three elements in common - Speed, Clarity and Capability. Companies that transform quickly move with urgency, communicate directly and upgrade capabilities by both building and changing talent. Organizations that don’t execute this way find themselves mired in multi-year efforts that deliver fewer benefits. Hear Marc and Zac share their findings about the three differentiators and how to use them to accelerate your company’s transformation.


Zac Upchurch directs the daily operations of the Talent Strategy Group, including strategy, research, and finance across all five lines of the TSG business. He frequently consults with the Boards and Executive Teams on Talent Management with a focus on the intersection of people and organizations and enabling the full potential of both.

Melanie Steinbach is VP, Chief Talent Officer for McDonald’s where she is the global leader of executive development, leadership development, succession planning, and talent acquisition. She was previously CHRO for Milliken & Company where she was responsible for global human resources and corporate marketing communications. Prior to Milliken & Company, Melanie was an executive search consultant with Spencer Stuart and Russell Reynolds Associates.

McDonald’s recent growth strategy provided a clear challenge to this iconic organization to reinvent its culture, aspiration, and customer perception. This transformation required a wholesale audit and rebuild of the company’s approach to talent management. Melanie drove an accountability-focused talent transformation to support the current growth plans (and start to embed the capabilities required for future growth) which radically simplified their talent practices and meaningfully increased managers’ responsibility to execute. She’ll discuss how McDonald’s is growing better talent faster and increasing performance through a simple, powerful approach to talent.
Logistics and Registration

Location: McDonald's Global Headquarters
1035 W Randolph St.
Chicago, IL 60607

Time: 8:30am - 5:00pm

Registration:
Click Here to Register
By emailing Laura Martini at laura@talentstrategygroup.com.

All proceeds benefit the Ronald McDonald House Charities

Ronald McDonald House provides a place for families to call home so they can stay close by their hospitalized child at little to no cost. The charity is built on the simple idea that nothing else should matter when a family is focused on the health of their child – and that the love and support of family is as powerful as the strongest medicine prescribed. The generosity of volunteers and donors make it all possible. In return, families either stay at little or no cost under a Global Policy that families are never turned away.

Brought to you by the Talent Strategy Group

Talent Strategy Group is global consulting, education, executive search and publishing business - dedicated to furthering the state of Talent Management worldwide. Founded on a radically simple belief that every talent process should be backed by science or strong practical evidence - we approach transformation by starting with the latest research and following the strategic path that's right for each unique context and business strategy.

Contact Us:
info@talentstrategygroup.com

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