

4th Annual

Talent, Skills, and Capabilities Development Canada 2014

Aligning Talent Management Practice with Strategic Business Goals to Ensure a Robust Pipeline of Skilled Talent

August 13-14, 2014

Pantages Hotel Toronto Centre | Toronto, ON

Grow skilled leaders
to bridge talent gaps and
achieve sound successions

Conference Chairperson:

Neil Hunter
Director, Learning and Capability
Suncor Energy



Building a strong, positive employee experience
through strategic talent management initiatives.

Attending This Premier marcusevans Conference Will Enable You to:

- **Define** collaboration strategies to link workforce planning and strategic talent management practices
- **Structure** a skills assessment platform that mirrors the employee journey to enhance employer loyalty while creating customized employee opportunities
- **Execute** a blended capabilities development program to optimize curriculum delivery and achieve utilization of new skills
- **Utilize** detailed succession planning to achieve a natural flow of employees into managerial roles
- **Engage** senior-level executives in playing an active role in leadership development to build a culture of development and succession
- **Integrate** the employee value proposition into all talent management functions to ensure alignment with internal brand and company culture
- **Designing** an employee value proposition that keeps employees engaged for the long-term
- **Realize** the value of high-potential employees in leading specialized teams to achieve pressing, short-term business goals
- **Enhance** talent strategy development through the utilization of persona-based segmentation strategies
- **Leverage** recognition and reward programs to encourage sustained participation in skills development across the organization

Who Should Attend:

marcusevans invites Heads, Vice Presidents, Directors, Senior Managers and other Leaders with responsibilities or involvement in the following areas:

- Talent Management
- Talent Development
- Leadership Development
- Learning & Development
- Succession Planning
- Performance Management
- Engagement & Retention
- Corporate Culture
- Change Management
- Human Capital Strategy
- Organizational Effectiveness
- Talent Acquisition & Recruitment

Current Speakers Include:

Lyne Parent-Garvey
Chief Human Resources Officer
Hydro Ottawa

Anne Rimmel
Global Head, Learning
ERCO Worldwide

Donna Londry
Senior Manager, Global Leadership,
Learning and Development
Eli Lilly Canada

Peter Mayne
Manager,
Culture and Employee Experience
Farm Credit Canada

Emily McQueen, SPHR
Regional Talent and OE Manager,
North America
Imperial Tobacco Canada

Mary Beth Alexander
Assistant Vice President,
Organizational Development
and Corporate Marketing
Economical Insurance

Neil Hunter
Director, Learning and Capability
Suncor Energy

Patrick Milne
Senior Manager,
Learning Operations
**HBC (Hudson's Bay,
Lord & Taylor, Saks,
Saks off 5th, Home Outfitters)**

Stephanie Speal
Senior Director, CIBC Learning
& Development
CIBC

Steven Beggs
Senior Manager,
Learning Innovation
The Home Depot Canada

Rehana Ciriani
Director, RBC Career
Launch Program
Royal Bank of Canada

Julie Branscombe
Women in Leadership
TD Bank Group

Vandana Juneja
Director, Central Canada
Catalyst

Ashley Dalziel
Recruiting Manager,
Retail + International
lululemon athletica

Carole Landry
Talent Development Manager
TJX Canada

Jacqueline Misshula
People Potential Manager, Canada
lululemon athletica

Greg Leskew
Head of Consulting and Operations
**Development Dimensions
International, Inc. (DDI)**

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conferences

7:30 Registration and Morning Coffee

8:15 Chairperson's Opening Remarks
Neil Hunter, Director, Learning and Capability
Suncor Energy

EXECUTING A BLENDED CAPABILITIES DEVELOPMENT PROGRAM TO OPTIMIZE CURRICULUM DELIVERY AND ACHIEVE UTILIZATION OF NEW SKILLS

8:30

Accelerating People Development and Creating Employee-Owned Career Plans

- Uncover the best talent – Putting the same effort & enthusiasm into internal recruiting as external recruiting
- People Acceleration – Creating true leaders, who succeed through developing others
- Career Possibilities – Empowering employees to own their own development plan & career journey

Ashley Dalziel, Recruiting Manager, Retail + International
lululemon athletica

Jacqueline Misshula, People Potential Manager, Canada
lululemon athletica

9:15

An Innovative Internship Program and Test & Learn Opportunities

- How is corporate Canada addressing youth employment?
- What creative solutions can be created?
- How can an organization use a program like this to test innovative approaches to sourcing, attraction and development?
- What does the RBC program look to solve and how is it designed?
- Could your organization benefit from something similar?

Rehana Ciriani, Director, RBC Career Launch Program
Royal Bank of Canada

10:00 Networking Break

10:30

Transforming Your Training Events to Learning Journeys to Maximize ROI

- Anchoring your development program on the 70:20:10 philosophy with a thoughtful blend of formal and informal learning
- Incorporating assessment and measurement tools to sustain learning and ensure application of learned skills back on the job

Greg Leskew, Head of Consulting and Operations
Development Dimensions International, Inc. (DDI)

11:15

Panel Discussion

Catalyst Insights & Women in Leadership Best Practices

- Overview of Catalyst research including:
 - Mythbusting around the gender gap, flexible work arrangements, and women on boards
 - Women & career planning
 - The role flexibility plays
 - The importance of men as champions
- Examples of best practices/ Women in Leadership initiatives at TD Bank Group
- Specific actions all individuals can take to support diversity & inclusion

Panelists:

Julie Branscombe, Women in Leadership
TD Bank Group

Vandana Juneja, Director, Central Canada
Catalyst

12:00 Networking Lunch

DEFINING COLLABORATION STRATEGIES TO LINK WORKFORCE PLANNING AND STRATEGIC TALENT MANAGEMENT PRACTICES

1:00

Interactive Roundtable

Developing HIPOs through Assessing and Maintaining Engagement and Ensuring Retention to Actualize their Potential

- Assessing HIPOs' perception of development and training programs to determine their satisfaction and big picture awareness of their growth and progression
- Balancing transparency with HIPOs through exposure and potential rating to ensure they understand where they sit
- Utilizing HIPOs in everyday business to ensure they're extracting and integrating learnings to positively impact business and coworkers
- Achieving senior-leader buy-in/sponsorship for HIPO development to incorporate exposure and senior-level sponsorship into the development program and ensure HIPOs feel valued

Carole Landry, Talent Development Manager
TJX Canada

2:00

Managing High-Potential Employees with an Organizational Development Lens to Ensure Strategic Alignment with Overarching Business Goals

- Vetting training curriculum with executive business leaders to ensure skills priorities are being developed
- Linking HIPOs to the most important work in their business to instill trust and accountability and organically grow skills
- Assigning HIPOs to an executive sponsor to create a mentoring relationship and offering strategic insights
- Leveraging HIPOs as Talent Development champions to communicate program offerings, benefits, and success stories

Neil Hunter, Director, Learning and Capability
Suncor Energy

2:45 Networking Break

3:15

Leveraging an Entrepreneurial Culture to Deliver Customized and Cost Efficient Talent Management and Career Transitioning Services

- Managing Your Career – career transitioning program developed for the Zellers wind-down
- Employee Severance Procedure – severance monitoring system for transitioning associates on salary continuance
- Online Performance Dialogue Agreement (PDA) – customized performance management process

Patrick Milne, Senior Manager, Learning Operations

HBC (Hudson's Bay, Lord & Taylor, Saks, Saks off 5th, Home Outfitters)

4:00

Mobile Performance Support (mPS): Using Mobile Devices to Enable Knowledge, Capability and Performance

- Reshaping the corporate learning culture from 'push' to 'pull'
- Designing solutions that are SMaRT: Social, Mobile and Real Time
- Mobile performance support as a strategy to increase learning, retention and results
- Low-cost, high-impact proto-typing
- 5 key considerations for successfully deploying an mPS solution

Steven Beggs, Senior Manager, Learning Innovation

The Home Depot Canada

4:45 Chairperson's Closing Remarks

5:00 End of Day One

PRODUCER INFO:

I would like to thank everyone who has assisted with the research and organization of the event, particularly the speakers for their support and commitment.
Justin Guinn, JustinG@marcusevansch.com.

SPONSORSHIP INFO:

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- 8:30 Registration and Morning Coffee
- 8:55 Chairperson's Opening Remarks
Neil Hunter, Director, Learning and Capability
Suncor Energy

REALIZING THE VALUE OF HIGH POTENTIAL EMPLOYEES IN LEADING SPECIALIZED TEAMS TO ACHIEVE PRESSING, SHORT-TERM BUSINESS GOALS

9:00

Economical's Innovative Approach to High-Potential Leadership Development

- Engaging a broader range of employees in the strategic planning process
- Presenting a development opportunity to identified high-potential employees
- Building leadership competencies and close existing gaps
- Improving the bench strength of the internal succession candidate pool

Mary Beth Alexander, Assistant Vice President, Organizational Development and Corporate Marketing

Economical Insurance

9:45

Transforming Leaders at Farm Credit Canada

- Providing leaders at Farm Credit Canada with a clear picture of what great leadership looks like – right down to the level of concrete actions that they can take every day
- Redesigning our leadership development program from the ground up – ensuring that our unique organizational culture is fully integrated into the experience
- Delivering an intensive learning experience that helps leaders transform their presence and be more authentic and vulnerable
- Creating follow-up activities and accountability mechanisms to ensure that leaders sustain their transformation back in the workplace
- Measuring outcomes – at an individual level and at a program level – to ensure continuous improvement and accountability for corporate resources

Peter Mayne, Manager, Culture and Employee Experience

Farm Credit Canada

10:30 Networking Break

11:00

Embedding Diversity and Inclusion into Everyday Business at Hydro Ottawa

- Attracting, retaining and developing a diverse base of talent
- Creating an inclusive culture through awareness and education
- Enhancing engagement and innovation and broadening involvement to add a new dimension to brand
- Fully leveraging collaboration with colleagues and interaction with customers at a meaningful level

Lyne Parent-Garvey, Chief Human Resources Officer

Hydro Ottawa

11:45

Panel Discussion

Cultivating Leadership Capabilities from the Beginning of the Employee Life-Cycle to Ensure a Strong Succession Pipeline at all Business Levels

- Designing strategic talent moments as employee touchpoints with leadership development to stay relevant in everyday operations
- Embedding strong leadership development as a company-wide attitude to ensure perpetual growth within the organization
- Addressing various learning processes early in the employee lifecycle to accommodate needs and optimize development

Panelists:

Anne Rimmel, Global Head, Learning,

ERCO Worldwide

Donna Londry, Senior Manager, Global Leadership, Learning and Development

Eli Lilly Canada

12:45 Networking Lunch

ENGAGING SENIOR-LEVEL EXECUTIVES TO PLAY AN ACTIVE ROLE IN LEADERSHIP TRAINING TO BUILD A CULTURE OF DEVELOPMENT AND SUCCESSION

1:45

Interactive Roundtable

Measuring Success of Learning and Development Initiatives by Designing Custom Evaluations that Focus on the Impact of the Learning on the Skills/Capabilities of Employees and the Resulting Impact on the Business

- Exploring opportunities and possibilities to measure the impact of soft skill training on business results
- "Right-sizing" evaluations based on business requirements
- Leveraging existing business performance outcomes, validating assumptions and sponsorship, sponsorship, sponsorship

Stephanie Speal, Senior Director, CIBC Learning & Development

CIBC

2:45

Shifting Talent Management from an HR 'Push' to a Business 'Pull' During a Global Organizational Realignment

- Re-articulating your cultural alignment with your evolving business strategy
- Utilizing your cultural anchors as the business case for Talent Management practices
- Optimizing employee feedback to support your Talent Management approach
- Giving employees what they want- people leadership capabilities in all people decisions
- Moving from 'adaption' to 'adoption' of global practices at end-market level by gaining employee buy-in

Emily McQueen, SPHR, Regional Talent and OE Manager, North America

Imperial Tobacco Canada

3:30

Interactive Closing Discussion

Before heading our separate ways, this session will give delegates an open forum to discuss lingering questions and get clarity on topics

4:00 Chairperson's Closing Remarks

4:15 End of Conference

WHY YOU MUST ATTEND:

Faced with an aging workforce, a deficit in skilled-trade workers, the need to assimilate an immigrant workforce, and the increasing need to promote workforce diversity, Canadian Organizations must move to create, maintain, and continually innovate the talent management practices.

A review of best practices finds successful organizations accurately assess their workforce on a regular basis and design curriculums to bridge skills and talent gaps. At a specialized level, they're building strategic leadership development programs to ensure a robust succession pipeline for critical roles and incorporating these initiatives with the employee value proposition to create a consistent employee experience, foster a culture of development, and encourage retention of top talent.

The **4th Annual Talent, Skills, and Capabilities Development Canada 2014 Conference** will give talent management professionals a deeper look into the key issues affecting the design and delivery of meaningful and effective talent development strategies, programs, and platforms to bridge skills gaps, grow exemplary leaders, and achieve a strategically aligned workforce.

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- Successful Profile Management
- Selection & Assessment
- Leadership & Workforce Development
- Succession Management
- Performance Management

DDI's comprehensive, yet practical approach to talent management starts by ensuring a close connection of our solutions to your business strategies, and ends only when we produce the results you require. You'll find that DDI is an essential partner wherever you are on your journey to building extraordinary talent.

ASSOCIATION PARTNER:



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