



2012 HRPS Global Conference

The Future of Business: Big Ideas in the Big Apple

May 6–9, 2012
Crowne Plaza Times Square Manhattan
New York, New York

Advance Program



Register at www.hrps.org by February 29 for the best rates!



Make a Difference: *You Can* Shape the Future of Business

"I found the conference to capture exactly the issues senior human resource professionals grapple with in their careers, in the workplace and in their lives. Now with the 2012 theme 'The Future of Business: Big Ideas in the Big Apple,' this will only continue to hit the mark as a must-attend event for my clients and me."

—Jeanne C. Meister

Co-author, *The 2020 Workplace: How Innovative Companies Attract, Develop & Keep Tomorrow's Employees Today* and Partner, Future Workplace

The future of business: it's global, competitive and fast-moving. Ours is a complex world of volatility and uncertainty and the future is promised to no one. However, **there are actions you can take today that will deliver business value**, give your organization a competitive advantage and prepare you for whatever tomorrow may bring.

Attending the HRPS Global Conference, May 6-9 at the Crowne Plaza Times Square Manhattan in New York, is one of those actions. Unlike most HR events that try to cover the broad spectrum of the profession, or are narrowly focused on one vertical, **the HRPS Global Conference is geared specifically to the concerns of strategic-level HR leaders representing every industry segment.**

This four-day event features **enriching, relevant education** to help you gain a deeper understanding of **how to cut through complexities and address ambiguities**. You will learn about innovative approaches that will strengthen your contribution and influence in the C-suite. Most important, the Global Conference offers formal and informal opportunities for collaboration, engagement and personal, one-to-one dialogue with attendees, strategic leaders and partner organizations.

Come listen, learn and even laugh with top strategic HR thought leaders from around the world. This is a once-a-year opportunity to extend your personal and professional network and bring a sense of excitement, energy and a fresh approach back to your organization. See you in The Big Apple!

Take advantage of...

- Quality interaction with presenters
- Solution-driven topics of immediate relevance
- A speaker roster that blends a wide range of unique global perspectives
- A venue that's ideal for energetic conversations and idea-sharing
- An overall agenda and atmosphere that's guaranteed to make peer-to-peer connections and contacts happen

Inspiration and Innovation From Industry Experts

Sessions at the 2012 Global Conference are organized into themes to provide in-depth learning in the following areas:

The Future of Business: Competing Globally

This theme will focus on business, the emerging markets and new sets of competitors, the changes in business models and what leaders are doing to position and prepare their organizations for this environment. Speakers from across the globe will discuss their views of the business environment and how their companies are managing the changing landscape.

The Future of Business: Innovative Practices

HR experts and practitioners will focus on HR transformation using business processes, the impact of large companies on employee policies and practices and connecting to business strategy and engaging a global workforce.







The Future of Business: Looking Ahead

An interactive CHRO panel will share their observations and ideas regarding the future of business and the potential implications for HR.

Sessions include presentations from multiple business leaders and CHROs.

“The conference provided a refreshing and energizing way of looking at current and emerging issues. The ability to network and gain other perspectives and practices is also a great opportunity.”

—Melanie Freiberg
Weyerhaeuser

	<p>◀ Dennis Nally Global Chairman and Senior Partner PwC</p>		<p>◀ Mary Teagarden Professor of Global Strategy Thunderbird School of Management</p>		<p>◀ John W. Boudreau PhD Research Director and Senior Research Scientist Center for Effective Organizations</p>
<p>Libby Sartain ▶ HR Advisor and Distinguished Author</p>		<p>Tom Waldron ▶ Senior Vice President People Group Sam's Club</p>		<p>John Challenger ▶ CEO Challenger, Gray & Christmas, Inc.</p>	
	<p>◀ Mary O'Hara Devereaux, PhD CEO Global Foresight Chair Vistage International</p>		<p>◀ Jeanne Meister Co-Author, <i>The 2020 Workplace: How Innovative Companies Attract, Develop & Keep Tomorrow's Employees Today</i></p>		<p>◀ Annie McKee Founder Teleos Leadership Institute</p>

As of January 4, 2012

Schedule of Events

Visit www.hrps.org for the most up-to-date agenda and session information.

Sunday, May 6, 2012

- 1:00 p.m. – 8:00 p.m. Registration
- 5:30 p.m. – 7:00 p.m. New Member & First-time Attendee Event
- 7:00 p.m. – 8:30 p.m. Opening Reception and Exhibits

Monday, May 7, 2012 The Future of Business: Competing Globally

- 8:00 a.m. – 5:00 p.m. Registration
- 8:00 a.m. – 9:00 a.m. Breakfast and Exhibits
- 9:00 a.m. – 9:30 a.m. Welcome and Opening Remarks
- 9:30 a.m. – 10:30 a.m. **Trends or Truths? 8 Issues Shaping the Future of Work**
Mary O'Hara-Devereaux, PhD, CEO, Global Foresight, Chair, Vistage International and Distinguished Author
- 10:30 a.m. – 11:00 a.m. Break/Speaker's Corner/Exhibits
- 11:00 a.m. – 12:00 p.m. **Chairman's Perspective: Are Cultural Identity and Global Leadership Compatible in the New Millennium?**
Dennis Nally, Global Chairman and Senior Partner, PwC and Bob Rosen, Founder and CEO, Healthy Companies International
- 12:00 p.m. – 1:00 p.m. Lunch and Exhibits
- 1:00 p.m. – 2:00 p.m. **You Need How Many 100,000 People by When? Managing Rapid Growth**
Tom Waldron, Senior Vice President, People Group, Sam's Club
The Key to a Competitive International Advantage: Think Global, Act Local
V. Laxmikanth (VLK), Managing Director, Broadridge Financial Solutions
- 2:00 p.m. – 3:00 p.m. **You Say "Gelingen"; I Say "Success": How German Industries Compete (and Win) in Global Markets**
Walter Jochmann, Managing Director and Partner, Kienbaum Consultants International
Worlds Apart: A Look at Leadership in China, India and Mexico
Mary Teagarden, Professor of Global Strategy, Thunderbird School of Management
Eddie Ng, Former Chair, Hong Kong Institute of Human Resource Management (HKIHRM)
- 3:00 p.m. – 3:30 p.m. Break/Speaker's Corner/Exhibits
- 3:30 p.m. – 4:30 p.m. **It's in the Numbers: What Global Labor Force Statistics Are Telling Us**
John Challenger, CEO, Challenger, Gray & Christmas, Inc.
Smart Technology for Smart Leadership
Michael Littlejohn, Vice President, Smarter Cities Strategy and Business Development, IBM Global Business Services
- 6:00 p.m. Night Out on the Town
Enjoy all NYC has to offer on your own!

Tuesday, May 8, 2012 The Future of Business: Innovative Practices

- 8:00 a.m. – 5:00 p.m. Registration
- 8:00 a.m. – 9:00 a.m. Breakfast and Exhibits
- 9:00 a.m. – 10:30 a.m. **Transformative HR: Using Decision Science to Gain Sustainable Advantage**
John Boudreau, Professor, USC and Research Director and Senior Research Scientist, Center for Effective Organizations (CEO) and Ravin Jesuthasan, Global Practice Leader, Talent Management, Towers Watson
- 10:30 a.m. – 11:00 a.m. Break/Speaker's Corner/Exhibits
- 11:00 a.m. – 12:00 p.m. *Jon Younger, Partner, RBL Group*
Hot topic to be determined
- 12:00 p.m. – 1:00 p.m. Lunch and Exhibits
- 1:00 p.m. – 2:00 p.m. **"Customer" or "Employee?" The New "Consumer of Work"**
Libby Sartain, HR Advisor and Distinguished Author
- 2:00 p.m. – 3:00 p.m. **Data Coaching: The Cure for HR Data Analysis Paralysis**
Theresa Welbourne, President and CEO, eePulse, Inc.
Career Management in the 21st Century: It's Not Your Father's Definition of Success
Edie Goldberg, Founder, E.L. Goldberg & Associates
Pure Adrenalin: An Experiential Simulation for the Global HR Leader – Part 1
David Maher, Executive Director, World Action Teams; Chris Nute, Leadership and Executive Development LLC; Lance Giddens, Senior Partner and Lead Facilitator, Action Learning Associates, LLC
- 3:00 p.m. – 3:30 p.m. Break/Speaker's Corner/Exhibits
- 3:30 p.m. – 4:30 p.m. **Pure Adrenalin: An Experiential Simulation for the Global HR Leader – Part 2**
David Maher, Executive Director, World Action Teams; Chris Nute, Leadership and Executive Development LLC; Lance Giddens, Senior Partner and Lead Facilitator, Action Learning Associates, LLC
Understanding How Five Generations in the Workplace Will Impact You and Your Organization
Jeanne Meister, Co-author, The 2020 Workplace: How Innovative Companies Attract, Develop & Keep Tomorrow's Employees Today, and Partner, Future Workplace
- 6:00 p.m. – 10:00 p.m. Celebrating HR Contributions

Wednesday, May 9, 2012 The Future of Business: Looking Ahead

- 8:00 a.m. – 2:00 p.m. Registration
- 8:00 a.m. – 9:00 a.m. Breakfast
- 9:00 a.m. – 10:00 a.m. **Cultivating Tomorrow's Global Leaders Today: Lessons from The Top Companies for Leaders**
- 10:00 a.m. – 10:30 a.m. Break/Speaker's Corner
- 10:30 a.m. – 11:30 a.m. **Revitalizing Leadership: It Starts With You**
Annie McKee, Founder, Teleos Leadership Institute
- 11:30 a.m. – 12:30 p.m. Lunch
- 12:30 p.m. – 1:30 p.m. **Evolving Role of HR Leaders**
- 1:30 p.m. – 2:00 p.m. Closing Comments

Schedule as of January 18, 2012. Subject to change.

Connect with Others Facing Similar Issues

"The business context for all the presentations was front and center, which was so appropriate for our leadership roles as we strive to create and sustain global high performing organizations. HRPS did a very good job in creating a 'partnership atmosphere' for leading and learning. I will definitely use the materials within our business sector."

—Kim E. McEachron
Medtronic, Inc.

With Speakers:

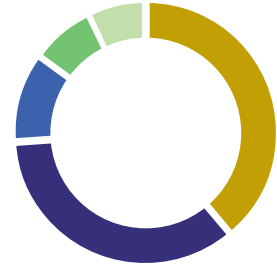
- One-on-one Q&A during presentations
- Speaker's Corner to dive deeper into topics between sessions

With Peers:

- HRPS Global Conference Opening Reception
- New Member & First-time Attendee Event
- Celebrating HR Contributions Event
- Informal dialogue with outstanding strategic leaders
- Dedicated Networking Sessions
- Learning journals for post-session reflection and group discussion

With HR-solution Providers:

- Exhibit receptions (6+ hours) with more than 20 partners who are dedicated to building relationships, not just selling products and services



Attendees at the Global Conference include senior-level HR professionals such as:

- **39%** AVP/VP/SVP/EVP
- **35%** Director/Senior Director
- **11%** President/CEO/Partner
- **8%** Manager/Assistant Manager
- **7%** Other

Experience the Epicenter of Energy and Excitement



Crowne Plaza Times Square Manhattan
1605 Broadway
New York, NY 10019

New York is the city of pursuits and passions, and the Crowne Plaza Times Square Manhattan is just steps from world-class culture, cuisine, art, style and entertainment in the "city that never sleeps." Airy rooms provide an iconic Big Apple view and as a result, you'll experience conversation, ideas and solutions cultivated by an energizing environment. Appreciate the 24/7 energy of Times Square to motivate you to reach your highest potential. Rates start at \$279/night. To take advantage of these special rates, book your hotel room by April 13, 2012.

Register today and book your hotel room at www.hrps.org.



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Registration Fees

Secure your seat by February 29, 2012 to take advantage of these discounted rates:

Full Conference

HRPS Enterprise Members \$1,300

HRPS Individual Members \$1,700

Includes Academic, Alumni and Member in Transition member types

HRPS Affiliate Members \$2,095

Contact info@hrps.org to receive promotion code for discount

Nonmembers \$2,195

Includes individual HRPS membership through December 31, 2012

Note: After February 29, all full conference rates increase by \$100.

Contact info@hrps.org if you are unclear of your member type.

Day Rates*

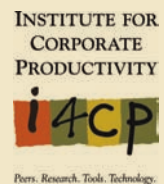
If you are unable to join HRPS for four days of education and networking, consider joining us for the day:

	Member	Nonmember
Sunday/Monday	\$629	\$779
Tuesday	\$749	\$899
Wednesday	\$369	\$519

*Limited to one-day only/person.

Thank You

Platinum Partners



Silver Partners

