14TH ANNUAL SIOP LEADING EDGE CONSORTIUM

HIGH POTENTIAL:
IDENTIFYING, DEVELOPING & RETAINING FUTURE LEADERS

RENAISSANCE BALTIMORE HARBORPLACE HOTEL
OCTOBER 19–20, 2018
WORKSHOPS: OCTOBER 18
To access the hotel WiFi, find the name Renaissance_CONF in the list of WiFi options and use the password LEC2018.

Visit the SIOP resources page to download the presentations from this consortium
my.SIOP.org/LEC/resources
Greetings LEC Guests,

Welcome to the 14th Annual SIOP Leading Edge Consortium (LEC) in Charm City—Baltimore, MD.

We can hardly wait to hear about the insights you gain and networking connections you make at the LEC.

Once again, the LEC begins with three strong preconsortium workshops, which provide a deeper dive in to key HiPo topics.

The next few days bring us all a unique opportunity to learn from leaders in our field and to deepen our own knowledge of high-potential talent.

The outstanding LEC team includes the LEC planning committee—Rob Silzer, Allan Church, David Baker, Karen Grabow, Rafi Prager, John Scott, and Lorainne Stomski—as well as the SIOP Administrative Office staff. Their strong commitment to making this event a success has produced a program full of valuable insights and useful applications. As you participate in the consortium over the next few days, we invite you to share your learning with others and help ensure that the content of this LEC lives on far beyond our time together.

Thank you for being part of this important professional learning opportunity!

Rob Silzer
LEC 2018 Co-Chair
HR Assessment and Development/Baruch CUNY

Allan Church
LEC 2018 Co-Chair
PepsiCo

2018 LEC Planning Committee
Co-Chair – Rob Silzer, HR Assessment and Development/Baruch CUNY

Co-Chair - Allan Church, PepsiCo
David Baker, IMPAQ International
Karen Grabow, Grabow Consulting, LLC
Raphael Y. Prager, PepsiCo
John Scott, APT Metrics
Lorraine Stomski, Walmart
Thursday, October 18

7:00 am: Registration Opens

7:30 am: Coffee
Baltimore Ballroom

8:30 am: AM Workshops Begin

Workshop 1: Identifying and Assessing High-Potential Leadership Talent
(This workshop is eligible for Continuing Education credits)
Baltimore A
Presenters:
Dr. John Scott, COO, APTMetrics
Dr. Rob Silzer, Managing Director HR Assessment & Development, Doctoral Faculty, Baruch/Graduate Center, CUNY
Dr. Matt Paese, Senior Vice President | Succession & C-Suite Services | DDI

Workshop 2: Agile Approaches to Developing Agile High Potentials
Baltimore B
Presenters:
Dr. Jeff McHenry, Rainier Leadership Solutions
Andrew Webster, ExperiencePoint
Robin Cohen, Johnson & Johnson
Lorraine Stomski, Walmart

Workshop 3: Building Integrated and Sustainable High-Potential Talent Management Programs
(This workshop is eligible for Continuing Education credits)
Maryland B
Presenters:
Dr. Allan H. Church, SVP Global Talent Assessment & Development, PepsiCo
Dr. Laura Mattimore, VP Global Talent, The Procter & Gamble Company
Dr. Seymour Adler, Partner, Aon Hewitt

10:00 am: Break (15 minutes)

12:00: Lunch on Own

1:30 pm: PM Workshops Begin

3:00 pm: Break (15 minutes)

6:00 pm: Welcome Reception, Presented by U.S.S. Constellation
7:00 am: Registration Opens

7:00 am: Breakfast
Baltimore Ballroom

8:00 am: Welcome and Introduction

8:15 am: Marcia Avedon, Ingersoll Rand
*Building the High-Potential Pipeline to Achieve Strategic, Operational and Cultural Goals: The Board of Directors Perspective*

8:50 am: Rob Silzer, HR Assessment & Development/Baruch, Graduate Center, CUNY
*The Potential for Leadership*

9:25 am: HIP Talk: High-Potential Identification and Assessment issues
Alison Hartmann, IBM
*Living in a UX World: Evolving the Assessment Experience in the Age of the Linkster*
Rafi Prager, PepsiCo
*Using Personality to Predict Potential: When it Matters Most*
Joe Garcia, Home Depot
*What’s Old Is New: Why Traditional Methods Are Still the Best for Building Field Officer Bench at The Home Depot*

10:00 am: Break (30 minutes)
(Final opportunity to sign up for Networking Dinners or change a Networking Dinner reservation. Check your status at the registration desk.)

10:30 am: Laura Mattimore, P&G
*Where, Oh Where, Is All the Top Talent?*

11:05 am: Networking Activity

11:25 am: David Day, Claremont McKenna College
*Estimating and Understanding Personal Trajectories of Leader Development*

11:55 am: HR Impact Award Presentation: PepsiCo

12:00: Lunch, Presented by SHAKER
Baltimore Ballroom

1:00 pm: Cindy McCauley, CCL
*Using Experience to Develop High Potentials*
1:35 pm: Seymour Adler, AON  
Nurturing Engaging Leaders

2:10 pm: Carol Surface, Medtronic  
Thriving, Not Just Surviving, the Mega Merger: Scaling Talent Development Systems During Organizational Transformation

2:45 pm: LEC Committee Panel  
Audience Q&A

3:00 pm: Break

3:30 pm: HIP Talk: High-Potential Development Issues  
Mike Benson, General Mills  
Supporting HiPos in a Brave New World of Networked Teams and Organizations  
Lorraine Stomski, WalMart  
Design Thinking—Taking HiPo Talent From End to End  
Robin Cohen, J&J  
Leading Finance Into the Future With HiPo Talent

4:00 pm: Jane Ewing, Walmart  
Building Global Leaders at Walmart

4:30 pm: David Rodriguez, Marriott  
Organizational Culture and the Search for Unicorns

5:00 pm: LEC Committee Chairs  
Audience Q&A, Preview Day 2

5:30 pm: Networking Reception, Presented by  
Maryland Foyer

6:30 pm: Depart for Networking Dinners
7:00 am: Registration Opens

7:00 am: Breakfast
Baltimore Ballroom

8:00 am: Welcome, Opening

8:15 am: Matt Paese, DDI
*Power and Perils of the Underdog*

8:55 am: Karen Paul, 3M,
*Failure to Launch: Why HiPos Fail*

9:30 am: Allan H. Church, PepsiCo
*Building an Integrated High-Potential Talent Process With Succession in Mind*

10:00 am: Coffee Break

10:30 am: HIP Talk: High-Potential Programs and Organizational Issues
Julie Fuller, Nike
*Finding Balance: Accelerating High-Potential Talent in a People-First Culture*
Daniela Calefato-Greenblatt and Darin Artman, Bristol Myers Squibb
*Building a Diverse Leadership Pipeline: Accelerating Talent Growth and Driving Innovation*

11:00 am: Networking Activity

11:20 am: John Scott, APT
*Research Agenda for High-Potential Talent*

12:00 Lunch, Presented by Baltimore Ballroom

1:00 pm: Ken Willner, Paul Hastings Law Firm
*High Potential or High Risk? A Legal Perspective on Assessment of Potential*

1:35 pm: Sandra Davis, MDA Leadership
*Motivation, Secrets, and Hidden Gems for High Potentials*

2:10 pm: Bill Byham, DDI,
*We Have Come a Long Way in Identifying and Developing Leadership Talent, But We Are Not There Yet. What Happens When the Dust Settles?*

2:40 pm: Closing Summary
Audience Debrief
Thank you for attending the 2018 SIOP Leading Edge Consortium. We hope to see you next year October 24-26 at the Loews Atlanta Hotel.

Safe travels!

For articles, newsletters, and career support focused on the practitioner, visit my.siop.org/ProfessionalPractice

Not a SIOP member? Join today at my.siop.org/Membership/HowToApply
Puzzled by Identifying and Developing Future Leaders?

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- The accurate prediction of leadership potential
- Strategically driven reporting options in the context of 21st-century work environments
- A robust and diverse leadership pipeline and more...

Join us at our LEC Networking Cocktail Hour, Friday, October 19th, 5:30 – 6:30 pm in the Maryland Foyer

And visit our table in the LEC exhibit hall to see the difference that APTMetrics’ groundbreaking simulations and assessment processes can make in helping identify, develop and optimally deploy your future leaders.

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PERFORMANCE IS OBVIOUS

SHINE A SPOTLIGHT ON POTENTIAL

The world of work is changing rapidly. Organizations must look beyond current performance to attract, retain, and develop talent with the ability to adapt to an uncertain future. The key to future success lies in identifying potential now.

At Cubiks, we apply scientific insight to deliver talent assessment solutions as a trusted partner of more than 1,000 clients operating in over 50 countries.

We are proud to offer scientifically-grounded solutions that identify and unlock the potential in your talent pipeline. Learn how the Cubiks Potential Solution can help.

Learn more at us.cubiks.com or email usa@cubiks.com for a free copy of our “Potential Unleashed” eBook.
360 Feedback


Assessment


Scott, J. C. (2014, May). Leveraging assessment technology for senior leaders. In C. Wade (Chair), Breaking the assessment glass ceiling. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.


Engagement


**Ethics**


**Global Leadership**


**Identifying Potential**


**Leadership Development**


**Next Generation Leadership**


**Talent Management**


**Tests, Models, and Best Practices**


**Trends**


**Websites**

www.siop.org
www.saba.com/blog/what-are-the-characteristics-of-a-high-potential-employee
hbr.org/2010/06/are-you-a-high-potential
www.softwareadvice.com/resources/high-potentials-vs-high-performers-a-managers-guide/
www.tinypulse.com/blog/20-characteristics-of-high-potential-employees
blog.shrm.org/workforce/the-care-and-feeding-of-high-potential-employees
cdn2.hubspot.net/hubfs/409577/Pre-2018%20Folders/Staffing/Talent/WPT_2016/PDFs/RLS_C_WPT_Guide_06.2016_V2.pdf
Successful organizations must develop high-potential employees.

Too often, skills and leadership potential are defined in the same, complex manner across every department and job level. This results in overlooking talented employees and setting up misplaced workers for failure. Hogan simplifies things. We recognize skills and personalities differ, though all types of high-potential employees can build and lead teams that consistently outperform the competition. Backed by over 30 years of research, Hogan’s High Potential Talent Report makes it easy for organizations to cut through the noise and identify emerging leaders no matter the industry, position, or need.

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