InSight.

DDI Summit: April 19–20, 2016

Pre-Summit Workshops: April 18
Nashville, Tennessee
Sheraton Nashville Downtown
5 Reasons to Attend DDI Summit 2016

1. Look at your leadership talent in a new light.
2. Learn what’s working for peers facing talent challenges like yours.
3. Meet new people and expand your professional network.
4. Dive deeper into today’s hottest leadership topics, such as neuroscience and data visualization!
5. See actionable ideas you can use immediately.

www.ddiworld.com/ddisummit2016
Challenges demand new ways of seeing, new approaches, new energy.

DDI Summit 2016 is the place where you can tap into all of these! At this exclusive, by-invitation-only event you’ll gain transformative insights on your leadership challenges and hear how organizations are driving energy into—and realizing significant results from—their leadership assessment and development strategies.

Plus, you’ll build your professional network, interact with new research and trends in areas including neuroscience, data visualization, and identifying potential, and get a sneak peek at what’s coming next from DDI.

Register Now!
Your registration fee covers access to all sessions including a pre-Summit workshop, all meals during the Summit, the cocktail reception at The Johnny Cash Museum on April 19, and return ground transportation to Nashville International Airport on April 20. Register at www.ddiworld.com/ddisummit2016.

Regular registration rate .................................................$1,000
Early bird rate (until March 6) ......................................$700
Bring a colleague rate* ......................................................$500
* For additional participants from your organization

“See Leadership from a New Perspective!”

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Humans Are Underrated

Geoff Colvin, senior editor, FORTUNE Magazine and author of Humans are Underrated

It’s no longer the stuff of speculation or science fiction—machines are entering the workplace in record numbers, replacing human labor in the process. It’s a trend that will only increase, so what should we be doing about it? In this keynote, based on his book Humans are Underrated, Geoff Colvin argues that we shouldn’t compete with computers on tasks they excel at—we’ll lose that battle—but instead, focus on qualities they’re incapable of. Empathy, creativity, sensitivity and relationship-building are all key components of any successful organization, and they’re essences that can’t be programmed, wired or calculated; they’re unique to us, and us alone. Colvin will explore how focusing on human qualities not only ensures our survival in a computer-dominated workplace, but also makes businesses more relatable, accessible, and successful in the long run.
Making Space for Creativity and Innovation

Candy Chang, artist, acclaimed TED Talk presenter, and creator of the public art installation, Before I Die

A small seed of an idea can be the source of dramatic innovation. When Candy Chang stenciled the phrase “Before I die I want to______” onto a derelict house in New Orleans, she invited anyone and everyone to participate. It was a simple act. And with it, she unleashed the latent creativity amongst the thousands of people who have taken part. The international success of her public art installations forged her reputation as someone who understood that, many times, the best ideas are communal ideas. Drawing on her body of work, Chang discusses the small acts and levers that have encouraged people to participate, to think differently. Innovation, Chang says, can come from unlikely places. So it’s important to create, as she has, the kinds of safe and engaging environments that allow ideas to flourish.

Workplace of the Future: What’s in Store for Us

George Brooks, Americas Director of Human Capital, People Advisory Services, EY

Radical changes in technology, global demographics and education are shaping the nature of workplace, and, in turn, dramatically changing the workplace and workforce of the future. These changes will redefine the role of leadership and the human resource function. During this session, George Brooks will share interesting global trends and their implications for all of us as employees and employers. He’ll also reflect on his own challenges in becoming a multigenerational digital leader. Your takeaway will be a set of insights on how you can shape your role and better prepare leaders for tomorrow’s workforce.
Peer-To-Peer

Pushing the Boundaries: New Approaches to Drive Inclusion on Gender, Multicultural, and Multigenerational

Lisa George, Vice President, Global Talent Management, Cardinal Health

Julie Holbein, Director, Global Talent Management, Cardinal Health

Keeping up with unprecedented changes in the health care marketplace is one thing. Staying ahead of gender, multicultural, and multigenerational talent issues is quite another. Lisa George, Vice President, Global Talent Management, at Fortune 50 company Cardinal Health will share details about Cardinal’s game-changing approaches, and how they are transforming the company’s culture and its talent at every level.

In Lisa’s dynamic and interactive presentation, you’ll hear about:

- **Gender**: How Cardinal Health is using gender partnership and cultural transformation to help women develop their careers.

- **Multicultural**: How Cardinal is building the talent pipeline of GMs who can operate in a global company rather than a US-centric multinational.

- **Multigenerational**: How Cardinal’s groundbreaking work on performance review pilots is being tied to building a culture of recognition that is inclusive and works across generations.
The Arrival of the Unprepared: Are Your Leaders Future-Ready?

Scott Boston, Vice President, Global Talent Management, HR Strategy & Operations, Kimberly-Clark Corporation

Today is not like yesterday, and it sure won’t be like tomorrow. You deal with the impact of a complex and fluctuating global economy, rapidly evolving customer expectations, and the need to drive growth and manage costs. Add to that the challenges posed by a far more diverse workforce. Are you and your leaders ready for “business unusual?” Or not? All research shows that the quality of leaders is barely improving; we’re going nowhere fast. What will become of organizations with a limited supply of good leaders? How can you proactively prepare your talent for what’s next, expected or not? Drawing from leadership research and analytics and a global organization’s experience, this presentation can prevent the arrival of the unprepared and help you grow future-ready leaders.

Scott Boston will share his perspectives on developing today’s global, millennial, and women leaders, and on scaling and sustaining leadership development efforts worldwide. For 100+ years, Kimberly-Clark has transformed ideas into innovative products that are a trusted part of the lives of nearly one-fourth of the world’s population and used in more than 175 countries.

Driving Executive Leadership Development: Intended and Unintended Outcomes

Lori Bradley, Ph.D., Senior Vice President, Global Talent Management and Organizational Development, PVH Corporation

PVH is one of the world’s largest apparel companies, with $8.2 billion revenues in 2014, and over 30,000 associates operating across 40 countries and speaking 20 languages. The company leverages and markets globally a diversified portfolio of brands, including Calvin Klein, Tommy Hilfiger, Van Heusen, IZOD, ARROW, Speedo, Warner’s, and Olga.

In 2013, a CEO mandate set in motion a business-driven effort to address the organization’s leadership gaps and support executive succession readiness. In this session, Lori Bradley will describe how she and her team set out to carry out the mandate by creating a system to build leadership capability, starting at the Business Unit President level.

During this session, Lori will share:

- How learners moved from reluctant participants to leadership development champions.
- The factors that contributed to this dramatic transformation.
- Outcomes (some of which were unexpected), including an intense focus on collaboration and networking, greater insight into leadership capabilities for both learners and the senior team, and the cascading of development into the leaders’ business units.
InSight: In Action

Choose three from these five fast-paced case studies, each offering a “real world” take on one of today’s pressing leadership talent challenges and showcasing new approaches to solving them.

1. Unlocking the Power of Continuous Learning: Top 5 Ways to Make Real Impact with Learning Journeys
   **Peggy Schroeder**, Director, Leadership and Professional Development, Enterprise Human Resources, The Hartford Financial Services Group, Inc.

   Over the past three years, The Hartford has invested in re-inventing leadership development to support its new business strategy. Gone were the traditional models and programs of the past, as The Hartford built a series of dynamic, “journey-like” leadership development experiences. Through a process of learning and continuous improvement, The Hartford has identified five ways to make these leadership learning journeys as impactful as possible to the business.

   In this session, Peggy Schroeder will share best practices for transforming leadership learning from an event into a continuous journey, including tying learning to business priorities, embedding technology and assessment, measuring on-the-job impact, inserting action learning, and involving program alumni.

2. Getting Smart About Global Programs
   **Sandy Elvington**, Senior Leadership Consultant, Oracle

   Let’s face it, global implementations are hard: competing requirements; multiple countries, languages and customs; confusing rules and regulations. In this session, Sandy Elvington will discuss the challenges of implementing global programs, “gotchas” to look out for, and tips to improve the success of your global implementation. She’ll also talk about how emerging learning technologies can help you better reach your global audience. Come to this session with your questions and ideas to share!

3. How BC Hydro’s Tailored Leadership Development Lights Up Engagement
   **Christy Innes**, Senior Manager, Enterprise Learning and Leadership, BC Hydro

   What do you do when you have experienced, competent technical staff that are reluctant to step permanently into open frontline leadership roles? The Answer: Be practical! BC Hydro’s answer was to channel its employees’ love of their work to “keep the lights on” and to support and develop them through a special blended frontline leadership program.
Christy Innes will share BC Hydro’s journey to equipping staff with the tools and resources they need to assume managerial positions on a more than temporary or rotational basis. Hear how a robust program was created to support and grow high-performing powerline technicians into leaders, by teaching them the skills to be successful frontline managers. The end result was a successful program that included many elements of leadership development best practices. Today there is less than one percent vacancy in the frontline leadership roles and a growing thirst for more development across the other leadership levels in the organization.

Say Goodbye to the Hi Po Hunger Games: How to Build Trust and a Shared Vision for Leadership Development

Stephanie Speights, Ph.D., Vice President and Chief Learning Officer, Children’s Health

Children’s Health in Dallas understood that if it really wanted to build a strong bench of future ready leaders, it would first need to identify those leaders who could—and would—take advantage of strategic development opportunities. Taking action, Stephanie Speights set out to create differential development for leaders with high performance and potential. But first, she and her team had to transform the internal perception of talent reviews from mysterious and suspicious to open and credible. In her presentation, Stephanie will explain how her team demystified the high-potential process, identified leaders for Children’s Health’s acceleration pool, and built meaningful development experiences to grow influence and scope.

Filling in the White Space: How HR Transformed to Drive the Key Business Strategy at Cameron International

Steven Geiger, Ph.D., Vice President and Chief Administrative Officer, Cameron International Corporation

HR leaders have long sought a “seat at the table” when it comes to being included in strategy, execution, and operations discussions. Steve will share how this has actually happened at Cameron. He’ll discuss the transformation of Cameron’s HR organization from a back-office transactional function with limited influence in the C-suite to the principle driver of the company’s ONE CAMERON business strategy to maximize the value within Cameron’s five divisions. He will describe the key steps taken to align Cameron’s board and executive team, and detail how HR worked with the C-suite to devise an approach (Hint...leadership development) to addressing a critical lack of leadership talent and a disjointed culture—an approach that has driven real measurable value for Cameron, including higher EBIT percentages and lower total recordable incident rates.
It's time to get smarter about your leadership and talent challenges! Choose four of these sessions by DDI's leadership and talent experts, as they share research, knowledge, and practical information you can really use in your organization.

Crush the Forgetting Curve: How “Learning Experience Managers” Drive Learning Mastery

Barry Stern, Ph.D., Senior Vice President, Accelerated Development Solutions, DDI

Today’s learner-in-charge era requires a new skill set for those managing complex corporate learning environments defined by new technologies. Organizations now require “Learning Experience Managers” who can leverage technological advances in learning and extract the significant value from them. In this session, Barry Stern will explore the profile for these Learning Experience Managers and explain what they do to launch the mastery journey. He’ll also explain how to:

- Turn the forgetting curve—with only 15 percent of learners applying what they learn in training well enough to improve performance—into a “mastery curve” that drives individual growth and organizational capability.
- Design the best learning experience for today’s learner, with the optimal blend of learning assets and methodologies.
- Transform L&D professionals into Learning Experience Managers.

Less Evaluations, More Conversations: How Leaders Make Performance Management Count

Jim Kauffman, Ph.D., Product Manager, Accelerated Development Solutions, DDI

Rating scales? Check. Online forms? Completed. Installing a cloud-based system? Done. But have you fully realized the potential of your performance management process? Do your leaders approach performance management as an ongoing conversation to drive and develop performance, or simply as a twice-a-year evaluation? The speed of business requires that leaders have regular performance conversations with their teams to check progress, coach, give feedback, and plan development—but most managers just don’t have the necessary skills and many hide behind the process or the software. In this session, you’ll learn:

- How to refocus your approach to performance management onto what matters most.
- Essential elements of ongoing and meaningful performance conversations.
- Top barriers to driving and developing a high-performance culture.

Get Visual! Using Data Visualization to Inform and Influence

Evan Sinar, Ph.D., Chief Scientist, DDI

Visualization is an immensely powerful way to explore and communicate data, tapping into our incredible visual processing skills to make all types of data
accessible, clear, and engaging. Information presented graphically is much more memorable and persuasive than information that relies solely on numbers or text. While the use of data visualization in business is surging alongside the rise of Big Data and analytics, many HR professionals haven’t had the chance to learn and apply these compelling techniques. Using real-world examples of talent data visualized, Evan Sinar will show you how to get started doing it yourself. You’ll leave this session inspired to try out visualization with your own data and well-armed with resources and a plan of action for doing so adeptly.

Talk to the Brain: What Neuroscience Reveals About Leadership
John Verdone, Manager, Global Facilitation Excellence, DDI

Emerging research in the field of neuroscience is laying out the precise leadership behaviors needed to drive the high trust, engagement, collaboration, and motivation your workforce needs to perform at its very best. And these vital few “brain-friendly” leadership behaviors must define the day-to-day interactions leaders have with their direct reports. That’s right: Leaders need to know how to talk to the brain. In this session, you will learn:

- The brain chemical most connected to trust, engagement, and collaboration.
- The top five behaviors leaders can use to spark the desired brain chemistry.
- How brain-friendly leadership creates a work environment that works for everyone.

Reframing The Talent Review
Matt Paese, Ph.D., Vice President, Succession Management, DDI

You’ve run the numbers, and you’ve seen the worry in your business leaders’ eyes. Your organization’s leadership shortage looms so large that buying talent from outside won’t come close to filling the gaps. You’ll have to look inward to find and grow your own leaders. But who are they, and how do you identify them? The lessons from hundreds of clients help us understand how (and how not) to make this aspect of a succession management system work. In this session, Matt will explore:

- How to reframe your talent review to yield more business-driven decisions about whom to accelerate.
- Practical ways to improve your accuracy in identifying the people who will grow quickly, and succeed as leaders.
- Tactics that generate energy in the talent review process, so that it propels the subsequent development of your leaders.

Thin Ice: Why Yesterday's Leaders Can't Solve Future Manufacturing Needs
Jill George, Ph.D., Director, Manufacturing Practice, DDI

Digitization, automation, changes in customer demands, employee demographics, and expansion are transforming manufacturing. Collectively, these megatrends are referred to as “Manufacturing 4.0,” and are driving the next industrial revolution. What is less known is how the gap is widening between production system advances and manufacturing leadership skills, resulting in quality and cost problems. The new reality is that leader quality and engagement are no longer just table stakes—they are strategic imperatives.

This session explores, through research and example cases, how leaders’ roles are changing in the Manufacturing 4.0 environment and how manufacturers can close the critical leadership skill gap. Those manufacturers who realize that leader quality and engagement are the keys to capturing productivity gains, reducing costs, and retaining hard to find talent are the ones who will seize revenue and profits in 2016!
Choose from one of three sessions that combine professional development with self-discovery. Take note: two workshops are a half day and one is a full day. Your pre-summit workshop is included in your DDI Summit registration.

Monday, April 18
Half-day Workshop
12:00 p.m. – 5:00 p.m.

**Mission Possible: Using Innovation Tools to Solve Leadership Challenges**

**Bruce Court**, Vice President, U.S. Operations, DDI

Your mission, should you choose to accept it (you should!), is to apply proven and powerful innovation tools to craft solutions for tough leadership challenges.

You’ll work in small groups to tackle challenges for two organizations, identifying solutions that go beyond ordinary approaches. You’ll help drive culture change, create a global strategy, and gain buy-in from stakeholders who may not see the value in a talent solution. When you’re done with these challenges, you’ll take on a common challenge with your peers.

This “hot-seat simulation” will help you solve challenges, such as:

- How to build a culture of high-performance?
- How to ensure that your program can be implemented globally?
- How to mitigate organizational risk with the right intelligence about your talent?
Monday, April 18
Half-day Workshop
12:00 p.m. – 4:00 p.m.

#LeadLikeAGirl: Advancing Women in Leadership

Tacy Byham, Ph.D., Chief Executive Officer, DDI
Jill George, Ph.D., Director, Manufacturing Practice, DDI

The business case for diversity has never been stronger. Yet, although more women graduate from college than men and are earning entry-level jobs in fields previously dominated by males, women are still outnumbered in the leadership ranks.

This session, which was originally designed for women leaders, is also open to men who are supporters of women’s initiatives within their organizations, leaders of women associates, and parents of the next generation of women leaders. It will kick off with a 75-minute interactive presentation exploring what it means to #LeadLikeAGirl, and incorporate improvisation techniques and innovation design thinking principles to promote sharing and learning.

Themes will include:
- Finding your strength—and the leader within you.
- Exploring the confidence gap—the real difference between genders when it comes to leadership.
- Identifying your personal wake-up call to overcome what’s holding us back.
- Super-powering your network to help you grow as a professional and navigate what will make you a successful in your company.

Monday, April 18
Full-day Workshop
9:00 a.m. – 3:00 p.m.

Succession Management Bootcamp: Accelerating Leadership Growth in a Faster World

Audrey Smith, Ph.D., Senior Vice President, Talent Diagnostic Solutions, DDI
Matt Paese, Ph.D., Vice President, Succession Management, DDI

More leaders, ready now. It’s what successful businesses must generate to stay viable, and what most are currently unable to achieve. From the lessons of more than 1,000 organizations across the globe, it’s clear that the problem is not the absence of tools, technology, or process. The problem is a desperate lack of energy. But that energy must be harnessed. Traditional approaches no longer work the way they once did. It’s time to rethink.

This full-day workshop will take a deep dive into building a program that generates a pipeline of leaders ready for where your business is going.

Learn how you can leverage assessment to make better leadership decisions, look at the key traits for identifying leadership potential, and have talent reviews that create growth and build leadership strategies that begin with your business strategies.

Spend one hands-on day with us to create a strategy for increasing the speed and effectiveness of leadership growth. You’ll leave with a fresh approach to your succession management strategy.

Better Leaders Faster: Sneak Peek at DDI Innovations

Barry Stern, Ph.D., Senior Vice President, Accelerated Development Solutions, DDI
Matt Paese, Ph.D., Vice President, Succession Management, DDI

Since the last Summit in 2014, DDI's R&D labs have been busy! That means we have a bunch of new inventions and innovations to share! Barry Stern will provide a guided tour of our new global leadership learning solutions, from games to micro-learning. He will also offer a sneak preview of a three-year road map for the future. Matt Paese will share our new assessment breakthroughs, including the new mid-level Leader3 Ready® virtual assessment, a totally updated competency library, and our C-Suite assessment services.

In addition, during this session, Barry and Matt will debut our two newest books, Your First Leadership Job and Leaders Ready Now, and provide a walkthrough of our new, “big data”-based assessment report, “High Resolution Leadership.”

Talk To The Experts

Here’s your opportunity to schedule a one-on-one meeting with a DDI expert to discuss one of your talent management challenges. Among the broad categories our experts can address:

- Development at all levels
- Leader selection
- Succession management
- Global implementation
- Performance and execution
- Leadership evaluation and analytics

When completing your Summit registration, specify your specific challenge and the times you are available, and we will match you with the right DDI expert.
Welcome Reception
Monday, April 18, 6 p.m. to 8 p.m.

At the Sheraton, check in for the Summit, pick up your packet, and start networking as you enjoy a drink with your colleagues from other organizations. We’ll have light hors d’oeuvres and sweets ready for you.

The Johnny Cash Museum
Tuesday, April 19, 6 p.m. to 9 p.m.

Who can resist the lure of one of country music’s most legendary singers—Johnny Cash? Grab your best black gear in homage to the “Man in Black” and look forward to a relaxing evening of networking, cocktails, and heavy hors d’oeuvres in one of Music City’s newest attractions—the Johnny Cash Museum. It’s within walking distance of the Sheraton but shuttles will be provided.

A Great Experience InSight!

Nashville is the perfect city for DDI Summit 2016! From our location at the Sheraton Nashville Downtown to an outing at a special venue you can only find in Music City, you’ll have an experience you won’t soon forget!

The Sheraton Nashville Downtown Hotel is right in the heart of “Music City USA” and is an easy 15- to 20-minute ride from the Nashville International Airport.

DDI secured a block of rooms at a rate of $249 USD per night for single/double occupancy, $269 for triple occupancy, and $289 for quadruple occupancy.

To take advantage of this rate, you must reserve your room by March 17 by calling 1-800-447-9825. Reservations made after this date are subject to availability and will revert to the prevailing room rate.

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