



TALENT DEVELOPMENT **THINK TANK** 2020

Hyatt Regency Sonoma Wine Country

AGENDA

Tuesday, January 21, 2020

5-8 pm - Welcome reception with hors d'oeuvres, cocktails, local wine, and live music --
Educational wine tasting by [The Wine Militia](#), Sponsored by [Celemi](#) - [Alexander Valley III & IV](#)

Wednesday, January 22, 2020

6:30 – 7:30am - Optional free yoga class with Lisa Ellisen – Soul Yoga - *Space is limited! Open to first 25.* – [Russian River II](#) (new!)

7:30 – 8:30am - Breakfast - [Alexander Valley III](#), Registration - [Alexander Valley Foyer](#), VIP event - [Alexander Valley I](#) (VIP ticketholders only)

8:30 – 8:45am - Welcome Message - *Andy Storch* - [Alexander Valley I](#)

8:45 – 9:45am - Opening Keynote - *Josh Bersin* – [Alexander Valley I](#)

Learning in the Flow of Work - This research-based presentation explains a new learning model driven by machine intelligence, microlearning, and new video and social platforms that are helping companies radically up-skill and transform their workforce. HR and learning technology expert Josh Bersin will share his findings on where we are in the evolution of corporate learning and how to embrace the future.

9:55am – 10:55am - Concurrent interactive workshops:

1. ***Measuring Impact for Learning: Not Always Easy but Possible*** – *Kevin M. Yates, Fact-Finder for L&D* - [Alexander Valley I](#) - Learning & Development organizations are increasingly asked to answer the question "What is the impact of learning?" with facts, evidence, and data. Senior leaders want proof for how L&D is driving results for employee performance and business goals. Join Kevin as he explores the challenges and opportunities for measuring the impact of learning.

Wednesday, January 22, 2020 (continued)

2. ***The Work IS the Training: Managing for Agility Means Managing for Continuous Learning*** - Ed Muzio - [Russian River Valley I](#) - Too often, management is the driver of busywork and ceremony instead of continuous learning and adaptation. To fix this, HR and L&D must play a train-the-trainer role with managers, positioning them as facilitators of constant, immersive learning – and as the decision-makers who coordinate intelligent action based on what’s learned. Bestselling author, speaker, and management culture expert Ed Muzio will show you the keys to a culture of **iterative management**, and how to make concrete improvements in culture.
3. ***Treating Employees Like Customers*** – Phil Hamburg, VP at Root Inc. – [Dry Creek Valley I](#) (new!) - It has been proven time and again that no company’s customer experience can ever outperform that of its employee experience. It is simply not possible... not for long anyway. In this immersive discussion, the brilliant minds from Root Inc. will employ visual metaphors, critical trends, data (communicated visually), and robust dialogue to help each of us unpack how we can **take our customer experience to the next level** by starting with our employee experience.
4. ***Moving Initiatives Forward in a Complex Environment*** – Celemi - [Chalk Hill Meeting Room](#) - Project challenges are universal. Maximizing business value while balancing diverse stakeholder needs can be problematic with time and budget constraints. We’ve all been there. In this simulated experience you’ll uncover the secret to project success before the stakes are high and you’re in the hot seat. Celemi invites you to take taste of *Cayenne*, but don’t worry, you’ll leave feeling cool!

10:55 – 11:20am - Networking break, visit the [Tech Café – Alexander Valley Foyer](#)

11:20am – 12:20pm - Concurrent interactive workshops:

1. ***Top Trends in Talent Development*** - Andy Storch - [Alexander Valley I](#) - Based on 125+ episodes of the Talent Development Hot Seat, podcast host and conference emcee Andy Storch will share the lessons he has learned in his career as a talent development consultant, wisdom gained from the talent & learning leaders who have been guests on the podcast, and he will incorporate the ideas and expertise that you, the members of the Talent Development Think Tank, bring to the table. This interactive conversation will culminate in a new *Top Trends in Talent Development* report exclusively for members of the Talent Development Think Tank.

Wednesday, January 22, 2020 (continued)

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12:20 – 1:15pm - Lunch – **Alexander Valley III & IV**

1:15 – 3:15pm - Interactive workshop – Jim Perry - **Alexander Valley I**

Intentional Disruption of Talent Development - VP of Learning Design at BTS, Jim Perry will facilitate this interactive exploration of where the Learning & Development industry is going and how we can all be the creators of that innovation instead of the victims of it. Using a highly dynamic and interactive **Design Thinking** approach, the ideas for how we can be disruptors instead of disrupted will be cultivated from you, the participants, rather than simply told to you via dozens of boring PowerPoint slides.

3:15 – 3:40pm - Networking break, visit the **Tech Café – Alexander Valley Foyer**

Wednesday, January 22, 2020 (continued)

3:40 – 5:10pm - Closing Keynote - *Liz Wiseman* - **Alexander Valley I**

Creating a Multipliers Culture to Accelerate Business Results - Bestselling author and leadership guru Liz Wiseman will deliver an interactive keynote during which attendees will identify strategies for **unlocking the untapped intelligence** that lives in all of our organizations. According to Wiseman's research, as well as countless real-life *Multipliers* success stories, Multiplier leaders (those who foster creativity and encourage smart risk taking) get nearly double the intelligence contribution than that of their Diminisher counterparts (those who shut down ideas and dominate the conversation).

5:10 – 5:30pm - Applying learnings from the day - *Andy Storch* - **Alexander Valley I** - We'll use digital technology to capture ideas and share them with everyone. Action planning software graciously provided by [BTS](#).

5:30 – 6:30pm - VIP event (*VIP ticketholders only*) - **Alexander Valley I**

7:00 – 9:00pm - Think Tank Celebration & Networking Dinner - **Alexander Valley I & II**

*Brought to you by our Platinum Sponsors: [Advantage Performance Group](#) and [USC Marshall Executive Education](#) - **Improv ice-breaker** - *Caitlin Drago, an actor-turned-leadership coach and president of Inspire Improv and Coaching Inc., facilitates an experiential, improv-inspired team exercise to activate our ability to listen and have more collaborative conversations.**

Thursday, January 23, 2020

6:30 – 7:30am - Optional free yoga class with Lisa Ellisen – Soul Yoga - *Limited space! Open to the first 25.* – **Russian River Valley II (new!)**

7:30 – 8:30am - Breakfast – **Alexander Valley III & IV**, Registration – **Alexander Valley Foyer**, VIP Event – **Alexander Valley I (VIP ticketholders only)**

8:30 – 8:45am - Day 2 kickoff – *Andy Storch* – **Alexander Valley I**

8:45 – 9:45am - Opening Keynote – *Christine DiDonato, Career Revolution (new!)* – **Alexander Valley I** - Today's emerging professionals expect more career development, feedback, and mentoring. Yet managers struggle to keep up with changing business priorities while at the same time also playing the role of "career coach." As this gap increases, organizations lose critical leadership bench strength that can be hard to recover. Imagine if employees could meet manager's halfway and own their development. Learn a formula to **engage and retain a new generation of talent** by increasing your employees' capabilities for developing their career paths.

9:55 – 10:55am - Concurrent interactive workshops:

Thursday, January 23, 2020 (continued)

1. **What We've Learned About Digital Learning** – Panel discussion - **Alexander Valley I**

Paul Middleton, Co-Founder at 1st90

Tim Delroy, Program Manager at Experience It Inc.

Myra LalDin, CEO at VECTRE

Sanchita Sur, Founder and CEO at Emplay Inc.

Digital learning has been around for years, but **the jury is still out on how best to use it**, how to measure its efficacy, when it adds value, and when it's simply a Band-Aid for what is really needed – surgery. Have we expected too much from this learning method, or has it just not evolved enough yet? This moderated panel discussion with active audience participation will help us all find the clarity we need for these questions.

2. **Going Human in a Digital World** - Don Jones, Experience It Inc. – **Dry Creek Valley I** (new!)

- *Fast Company* Innovation Award Winner Don Jones, the founder of Experience It Inc., will engage you in a fun, interactive experience that underlines the **"prime error" of our time** – believing we are *going digital*, when the research shows that **we have to double down on going human first**. Additionally we're proud to announce that Don will also provide a **"sneak peek" of the new digital leadership simulation *Infinity Inc.*** in the Talent Development Think Tank Tech Café just launched after 3 years of design, development, and testing. This leadership experience already has won the *Fast Company* Innovation Award and has garnered great feedback (*"The promise of digital learning has finally arrived"*). Don's simulations and games are in use by more than 200,000 leaders at 90 universities and in 80 countries for clients including Microsoft, Boeing, GE, Whirlpool, Mercedes-Benz, ABB, and more.

3. **Influencing Within the Realities of Gender Bias** – Kelly Dozois, Ocean Beach Consulting

(new!) – **Russian River Valley I** - *Kelly shares her personal story, provides statistics on gender bias, and leads interactive activities to help female professionals learn how to navigate and overcome gender bias, understand the power of first impressions and non-verbal communication, discover how to establish the perception of competence, and explore how bias impacts trust as it relates to the power of influence.*

4. **The Impact of Emerging Technologies on the Future of Human Capital**– **Chalk Hill**

Meeting Room - *USC Professor Bhaskar Krishnamachari, USC Professor of Electrical Engineering & Computer Science (Jt. Appt.), and Director, Center for Cyber-Physical Systems and the Internet of Things, USC Viterbi School of Engineering*

Thursday, January 23, 2020 *(continued)*

Our lives have become embroiled by the impact of the digital transformation. As talent management professionals, we are challenged with creating strategies to wrestle with the rapidly growing choices of digital technologies. This session will take **a futurist's perspective** into **how digital sciences and emerging technologies** - from autonomous AI-based systems and the Internet of Things to blockchain technologies - **will continue to shape how we need to lead and think about human capital**. Join us in this session to gain insights on how to prepare for and embrace what's coming.

10:55am – 11:20am - Networking break, visit the [Tech Café – Alexander Valley Foyer](#)

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Thursday, January 23, 2020 *(continued)*

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12:20 – 1:15pm - Lunch – **Sonoma Valley Courtyard** *(weather permitting)*

1:15pm – 3:15pm - Interactive workshop – **Alexander Valley I**

The Business Case for Diversity & Inclusion – Brent Snow - *Interactive session and group discussions with corporate D&I leaders serving as table coaches.* Led by award-winning simulation designer and facilitator Brent Snow (founder and creative director of Ten Thousand Feet, LLC, and creator of the Inclusive Leader simulation experience), and supported by Diversity & Inclusion leaders from 6 different major corporations, this team-based interactive experience will bring to the surface **the benefits of embracing a D&I strategy** in your company as well as **the risks of letting the topic remain hidden, misunderstood, or ignored.**

3:15 – 3:45pm - Networking break, visit the **Tech Café – Alexander Valley Foyer**

Thursday, January 23, 2020 *(continued)*

3:45 – 4:45pm - Closing Keynote – *Michael Bungay Stanier* – **Alexander Valley I**

The 5-Question Leader - Despite many initiatives, most coaching training doesn't stick in today's busy workplaces. Managers and leaders are frustrated by teams that have become overdependent on them. They're overwhelmed by the amount of work they have to do. And they're disconnected from their own great work. In this talk, bestselling author and prolific speaker Michael Bungay Stanier will introduce 5 deceptively simple, quick-to-master questions to help your people get next-day-ready skills to embed coaching into their daily routine.

4:45 – 5:00pm - Applying learnings from the day – *Andy Storch* – **Alexander Valley I** - *We'll use digital technology to capture ideas and share them with everyone. Action planning software graciously provided by [BTS](#).*

5:00 – 6:00pm - VIP Event – **Alexander Valley I** (*VIP ticketholders only*)

5:30pm – 8:30pm - Networking happy hour – **Russian River Valley I & II**
Free drink sponsored by [DeFinis Communications](#)

Friday, January 24, 2020

The Multipliers Simulation - **Chalk Hill Meeting Room**

Experience *Multipliers*, the simulation based on Liz Wiseman's groundbreaking research and book. Learn how to multiply the intelligence of the people around you.

*Facilitated by **Andy Storch** - Partner, Advantage Performance Group*

7:30 – 8:30am - Breakfast & Registration

8:30 -10:30am - *The Multipliers Simulation*

10:30 -10:45am - Break

10:45am -12:00pm - *The Multipliers Simulation*

12:00-1:00pm - Lunch

1:00-3:00pm - *The Multipliers Simulation*

3:00 -3:15pm - Break

3:15-5:00pm - *The Multipliers Simulation*