



POWERING ASIAN TALENT: Innovation through Inclusion

MAY 24-25, 2017 • NEW YORK

\$975 CONFERENCE REGISTRATION AT ASIASOCIETY.ORG/DIVERSITYFORUM

FEATURED SPEAKERS



Naveen Agarwal
Chief Customer Officer,
Prudential Financial



Philip Berry
Chief Human Resources
Officer, Clinton Foundation



Annabel Chang
Director of Public
Policy, Lyft



Teddy Cho
Head of Markets and Corporate
Treasury Technology, BNY Mellon



Apoorva Gandhi
Vice President,
Multicultural Affairs,
Marriott



Mehmood Khan
Vice Chairman & Chief Scientific
Officer, Global Research &
Development, PepsiCo



Richard Lui
Journalist and news anchor,
MSNBC and NBC News



Moni Miyashita
Partner,
Innosight



Josette Sheeran
President & CEO,
Asia Society



Vipul Sheth
Vice President Corporate
Quality, Medtronic



Karen Sumberg
Americas Diversity
Lead, Google



Suzzanne Yao
Managing Director and Associate
General Counsel, Goldman Sachs

Chief Diversity Officer Roundtable: Leading During Times of Uncertainty and Upheaval

SPECIAL
OFFER



Jyoti Chopra
Managing Director, Head
of Global Citizenship and
Sustainability,
BNY Mellon



Yrthya Dinzey-Flores
Executive Director, CSR &
Diversity,
Time Warner



Tom Nagorski
Executive Vice
President,
Asia Society

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Medtronic

AS OF APRIL 2017



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WEDNESDAY, MAY 24, 2017
LOCATION: ASIA SOCIETY - 725 PARK AVE, NEW YORK, NY 10021

6:00 – 6:45 PM
(Lobby & Garden Court
Cafe)

Registration & Cocktail Reception

7:00 – 7:10 PM
(8th floor)

Welcome Remarks

7:10 – 9:00 PM

Dinner and Awards

2017 Best Asian Pacific American Employer Awards Ceremony

Awards will be presented for the 2017 Best Companies of Asian Pacific Americans in the following categories*:

- Overall Best Employer for Asian Pacific Americans
- Best Employer for Asian Pacific Americans to Develop Workforce Skills
- Best Employer for Promoting Asian Pacific Americans into Senior Leadership Positions
- Best Employer for Asian Pacific American Employee Resource Groups
- Best Employer for Marketing & Support to Asian Pacific American Community
- Best Employer for Sponsorship
- (Global Reward) Best Employer for LGBT Asian Employees
- Best Employer for Promoting Asian Pacific American Women

OPENING REMARKS:

Josette Sheeran, President and CEO, Asia Society

EMCEE:

David Reid, Executive Director of Global Talent Initiatives, Asia Society



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THURSDAY, MAY 25, 2017 LOCATION: TIME WARNER CENTER, COLUMBUS CIRCLE, NEW YORK, NY 10021

8:00 – 8:45 AM

Pre-event Corporate Survey Briefing

Join this breakfast meeting to gain insights in how to navigate Asia Society’s 2018 Corporate Survey. Award committee members and judges will offer guidance in how to prepare your company’s data, leverage this survey for employee engagement and showcase D&I initiatives that demonstrate the advancement of Asian Pacific Americas in your workforce.

8:00 – 8:45 AM
(Columbus Lounge)

Continental Breakfast

8:00 AM
(Lobby)

Registration

9:00 – 9:15 AM
(Columbus Room)

Welcome Remarks

Time Warner
Asia Society

EMCEE:

Apoorva Gandhi, Vice President, Multicultural Affairs, Marriott International, Inc.

9:15 – 9:30 AM
(Columbus Room)

Key Findings from the 2017 Asian Pacific Americans Corporate Survey

Asia Society’s eighth annual benchmarking study looks at where Asian Pacific American leaders are on the corporate leadership ladder within Fortune 500 and other large companies. Discover winning initiatives for promoting and developing Asian Pacific American leaders and what key factors enable companies to:

- Attract & retain Asian Pacific American and Asian talent
- Build market opportunities
- Tie profit and loss into leadership development
- Build sustainable sponsorship and mentorship programs
- Develop workforce practices that facilitate employee growth and advancement

David Reld, Executive Director of Global Talent Initiatives, Asia Society



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9:30 – 10:00 AM
(Columbus Room)

Morning Keynote

Mehmood Khan, Vice Chairman & Chief Scientific Officer, Global R&D, Pepsico

10:00 – 11:00 AM
(Columbus Room)

Opening Panel

Disruption in the Marketplace: Leveraging Diversity for Innovation

As companies are faced with disruption on a daily basis, disruption is also the key driver to innovation. Hear from leading companies how they create new markets while perceiving disruption not as a threat but as an opportunity.

Furthermore, they will speak to what opportunities Asian leaders can seize to grow their influence, and increase their participation in leadership roles.

MODERATOR:

Moni Miyashita, Senior Advisor & Partner, Innosight

PANELISTS:

Naveen Agarwal, Chief Customer Officer, Prudential Financial

Teddy Cho, Head of Markets & Corporate Treasury Technology, BNY Mellon

Janice Lin, Senior Executive & General Manager, Sourcing, GE Aviation

11:00 – 11:15 AM
(Columbus Lounge)

Break

Transition to Morning Breakout Sessions

11:15 AM – 12:30 PM
(simultaneous track)

MORNING BREAKOUT SESSIONS

1. Rock Climbing – Career Road Mapping

[this session repeats]

In today's diverse, global, and technologically savvy work environment, careers are no longer perceived as strictly vertical movements up the rungs of a ladder. Instead, Cornell University describes a more appropriate metaphor for one's career path as a rock-climbing wall. You can go straight up the rock face, climb at an angle, or you may choose to go up for a while, move over to find a different path, and then continue on.

Likewise, an effective career path process should be multi-faceted, support each step in the talent management cycle, and align a workforce to the company's future state. During this session, participants will hear from companies' emerging practices that have established them as an employer of



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choice for advancing Asian talent into senior leadership positions. Panelists will demonstrate best practices around how to retain Asian talent and will showcase innovative programs for creating a talent pipeline stocked with next gen leaders.

PANELISTS:

Vipul Sheth, Vice President, Corporate Quality, Medtronic

Suzanne Yao, Managing Director & Associate General Counsel, Goldman Sachs

2. Asian Pacific Women on the Leadership Rise

[this session repeats]

This panel of leading experts, both men and women, representing a range of industries will showcase initiatives and best practices adopted to support the leadership development and advancement of Asian women. According to Grant Thornton's 2016 International Business Report, women now comprise 24 percent of all senior executive positions worldwide. This data has not changed in three years. Other research shows that, globally, the percentage of men increases with the level of leadership. For example, in most U.S. companies, white men hold more than 70 percent of the senior leadership jobs. As a result, engaging male leaders, and white male executives in particular, is a key and under-developed driver for leveraging a diverse workforce.

This session will offer insights from a winning company on how they advanced their talent strategy, by engaging white male and other leaders as allies for opportunity, with Asian women.

During this session participants will:

- Hear from companies that create successful initiatives to advance Asian Pacific American talent- into senior positions
- Explore emerging practices in engaging white male leaders as allies with women, globally and how to gain the buy-in of male leadership to build a greater sense of alignment across genders
- Discover how women's advancement benefits male leaders and the company's growth

PANELISTS:

Seema Jain, Director, Multicultural Affairs, Marriott International, Inc.

Rekha Rao, General Manager, Professional Oral Care, Colgate-Palmolive

3. Leadership Traits: Leading from the Frontlines

[this session does not repeat]

11:15 AM – 12:30 PM
(simultaneous track)



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11:15 AM – 12:30 PM
(simultaneous track)

A successful leader takes deliberate steps while they build their career. Being promoted to run a high level P&L, is not based only on hard skill sets, but also on soft skills. Likewise, one’s own personal brand is a driving factor in landing that stretch assignment. What are the character and leadership traits that put you at the front lines?

A strategic action plan is a key tool that establishes ones organizational impact and allows you set the foundation of leading from the front lines. Assembling a personal board of directors comprised of internal and external leaders who can advance an individual career, is another enabler and driver bringing you closer to the ultimate career.

During this session participants will learn how to:

- establish organizational impact
- build a strategic personal board of directors
- broaden ones professional network

PANELISTS:

Donald Fan, Senior Director Global Office of Culture, Diversity & Inclusion, Wal-Mart Stores, Inc.

Phillip Han, Managing Director, Global Head of Quantitative Prime Services, Goldman Sachs

11:15 AM – 12:30 PM

Chief Diversity Officer Roundtable: Leading during times of Uncertainty and Upheaval

[limited seats available, by invitation only & pre-registration is required]

C-Suite leaders representing a range of industries will gather to learn insights of what they deem as top priority in 2017 and through 2021. Furthermore, they will discuss drivers and milestones in how to advance inclusion during times of uncertainty and upheaval. Participants will discover, share best practices and identify some of the greatest opportunities they will be facing as diversity leaders.

WELCOME:

Yrthya Dinzey-Flores, Executive Director, Corporate Social Responsibility & Diversity, Time Warner Inc.

CO-MODERATORS:

Jyoti Chopra, Managing Director, Head of Global Citizenship and Sustainability, BNY Mellon

Tom Nagorski, Executive Vice President, Asia Society

12:30 – 1:15 PM
(Columbus Lounge)

Networking & Keynote Luncheon



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Richard Lul, Anchor, MSNBC & NBC News

1:15 – 2:30 PM

BREAKOUT SESSIONS *[two (2) sessions repeat]*

How Winning Companies Attract & Retain Asian Talent *[NEW session]*

2017 winners of the “Best Company for Asian Talent,” award showcase the strategic initiatives they employed to attract and retain talent. Participants will hear about case studies from the 2017 winning companies and their internal success stories in how to become a best employer for:

- Best Overall Employer for Asian Pacific Americans
- Best Employer for LGBT Asians
- Best Employer of Asian Pacific American Employee Resource Groups

Rock Climbing – Career Road Mapping

[this session repeats from the morning]

Asian Pacific American Women on the Leadership Rise

[this session repeats from the morning]

1:15 – 2:30 PM

Executive Roundtable

Mobility and the Global Mindset

[limited seats available, by invitation only & pre-registration is required]

Global mobility is an enriching business strategy that benefits both the employee and the company. Professionals gain invaluable, career-boosting experience while companies reap the pay-off of global competencies and innovative ideas. Yet, according to the 2014 Global Mobility Trends Survey by Brookfield Global Relocation, only 22 percent of companies have a formal talent and career management process for international employees.

Join us for an in-depth discussion on maximizing the success of internationally mobile Asian professionals. Learn how to integrate repatriated employees into the workforce—and leverage their talent for leadership roles. Understand how global perspectives and competencies can align with business practices and increase innovation. Hear current trends in global mobility, with an emphasis on talent and D&I programs within the ASIAPAC region.

CO-MODERATORS:

Phillip Berry, Chief Human Resources Officer, Clinton Foundation

Richard Lul, Anchor, MSNBC & NBC News



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2:30 – 3:00 PM
(Columbus Lounge)

Networking Break

3:00 – 3:30 PM
(Columbus Room)

Spotlight

Millennials

Today's young leaders began their ascent at a time when conventional wisdom was colliding with economic upheaval. Hear the values and competencies that millennials believe will be critical to lead in tomorrow's economy. Gain insight into successful strategies of how Gen Xers are providing knowledge transfer to the new generation of leaders. Furthermore, this spotlight will showcase how progressive leaders leverage their rising leaders to support their executive management in implementing new ideas to solve real business problems.

3:30 – 4:30 PM
(Columbus Room)

Afternoon Panel

Driving Inclusion with Tech: Rapid Transformation and Building new Markets

Leading corporations are partnering with communities at large and start-ups to build efficient and fast market solutions. New skill sets and leadership traits are required in how to leverage this paradigm shift and STEM as a platform, while ultimately driving inclusion and business goals.

This panel of start ups, corporations and community leaders will demonstrate the progress made in leveraging Asian Pacific American talent in the tech fields across industry sectors and growing their leadership presence. The audience will have the opportunity to join in a lively question and answer session.

PANELISTS:

Annabel Chang, Director of Public Policy, LYFT

Karen Sumberg, Americas Diversity, Google

4:30 – 5:00 PM

Game Changer for Diversity Leadership Award

This award is presented to a distinguished Asian Pacific American or Asian individual recognizing his/her relentless personal commitment in setting new milestones and for her/his stellar leadership in building strong communities, inspiring many.

The award recipient is reviewed on the following criteria:

- demonstrates impact on Asian and Asian American Pacific community as a whole
- serves as a recognized leader for improving peoples' lives
- supports and mentors the next generation of leaders
- ability to inspire, promote and sustain the advancement of the APA workforce

The award recipient may represent the non-profit, corporate and or academia sector.



9TH DIVERSITY LEADERSHIP FORUM & BEST EMPLOYER AWARDS CEREMONY



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