

FORUM AGENDA

POWERING ASIAN TALENT:
**Innovation
through Inclusion**

MAY 24–25, 2017 • NEW YORK



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Asia Society 725 Park Avenue, New York, NY 10021
AsiaSociety.org/Global-Talent-Initiatives



POWERING ASIAN TALENT: Innovation through Inclusion

MAY 24–25, 2017 • NEW YORK

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

8:00 AM – 9:00 AM

Registration & Continental Breakfast

9:00 AM – 9:15 AM
(Columbus Room)

Welcome Remarks

Matt Hong, COO, Turner Sports

Tom Nagorski, Executive Vice President, Asia Society

EMCEE:

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

9:15 AM – 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

Sophla Khan, Senior Director Global Inclusion Diversity and Engagement, Medtronic

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

9:30 AM – 10:00 AM
(Columbus Room)

Morning Keynote

Transforming into an Innovation-Driven Culture

Dr. Khan will share insights into how talent diversity is driving innovation at PepsiCo with lessons from a frontline transformation journey that saw PepsiCo’s global R&D function evolve from a “go do” cost center to a “go to” function that informs strategy and drives topline business results as PepsiCo advances its Performance with Purpose agenda. This multi-year transformation journey included a refresh of the leadership team, expansion



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into new disciplines and a complete organizational redesign with a focus on diversity, and has yielded significant demonstrable competitive advantaged for the business.

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

In conversation with **Rohini Anand**, Global Chief Diversity Officer, Sodexo

10:00 AM – 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 AM – 11:15 AM
(Columbus Lounge)

Break

Transition to Morning Breakout Sessions

11:15 AM – 12:30 PM
(Hudson Room)

MORNING LEADERSHIP 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.

MODERATOR:

Sophia H. Khan, Senior Director Global Inclusion Diversity & Engagement, Medtronic

PANELISTS:

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

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

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

11:15 AM – 12:30 PM
(Tower East Room)

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

MODERATOR:

Shirley S. Ma, Strategist, McKinsey & Company

PANELISTS:

Nell Glacobbi, Associate Vice President, Citizenship & Sustainability, AT&T

Seema Kumar, Vice President, Innovation, Global Health, & Policy Communication, Johnson & Johnson



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11:15 AM – 12:30 PM
(Tower West Room)

3. Leadership Traits: Leading from the Frontlines

[this session does not repeat]

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

MODERATOR:

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

PANELISTS:

Claire Chlno, Executive Vice President, Chief Administrative Officer, Itochu International Inc.

S. Sharq Yosufzal, Vice President, Global Diversity, Ombuds & University Partnerships, Chevron Corporation

11:15 AM – 12:30 PM
(City Room)

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, Chief Diversity Officer and Head of Global Citizenship and Sustainability, BNY Mellon

Tom Nagorski, Executive Vice President, Asia Society



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12:30 PM – 1:30 PM
(Columbus Room)

Networking & Keynote Luncheon

High Impact Storytelling For Business

How to tell the who, what, when, where, why, and how to internal and external audiences, is not a honed craft by many CXOs and business leaders, and yet the story told will be judged, quoted and forever traceable. But it's not only important for business. Storytelling and one's personal brand is one of the most important characteristic of a prosperous career.

Richard Lul, Anchor, MSNBC & NBC News

1:30 PM – 2:45 PM
(Tower West Room)

BREAKOUT SESSIONS

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

MODERATOR:

Christine Davles, Vice President, Global Partnerships, Asia Society

PANELISTS:

Manolet Dayrlt, Partner, KPMG

Austin Fernandes, Managing Director in Global Markets Technology & APN Committee Lead, Credit Suisse

Amy Rosen, Country Managing Director & General Counsel, Telstra

1:30 PM – 2:45 PM
(Hudson Room)

Rock Climbing – Career Road Mapping

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Nell Glacobbi, Associate Vice President, Citizenship & Sustainability, AT&T

Seema Kumar, Vice President, Innovation, Global Health, & Policy
Communication, Johnson & Johnson

1:30 PM – 2:45 PM
(City Room)

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

2:45 PM – 3:15 PM
(Columbus Lounge)

Networking Break

3:15 PM – 3:45 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.

MODERATOR:

Apoorva Gandhi, Vice President, Multicultural Affairs, Marriott International



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PANELISTS:

Kevin Chen, Tech Lead Information Technology, Enterprise BTO, Freddie Mac

Rebecca Garcia, Program Manager, Microsoft, Co- Founder CoderDojo NYC& Founder, Geekgirlweb

3:45 PM – 4:45 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.

MODERATOR:

Meeka Bondy, Senior Vice President, Legal Affairs, HBO

PANELISTS:

Naeem Ishaq, CFO, Boxed

Omar Nagji, Lead Healthcare Partnerships, Lyft

John Sheldon, Senior Vice President, Innovation Management, Mastercard Labs at Mastercard

Karen Sumberg, Americas Diversity, Google

4:45 PM – 5:00 PM

Closing