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8TH DIVERSITY LEADERSHIP FORUM & AWARDS CEREMONY



Powering Asian Talent: Leveraging Intersections to Drive Marketplace Solutions

JUNE 9-10, 2016 • NEW YORK CITY



The HR Certification Institute has pre-approved Asia Society's Diversity Leadership Forum for recertification credit towards the aPHR®, PHR®, PHRca®, SPHR®, GPHR®, PHRI® and SPHRI® certifications. The content of the activity submitted has met the criteria of the Approved Provider Program.

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8TH ANNUAL DIVERSITY LEADERSHIP FORUM



Powering Asian Talent: Leveraging Intersections to Drive Marketplace Solutions

THURSDAY, JUNE 9

PRESENTING SPONSOR:

Time Warner

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THURSDAY, JUNE 9, 2016

LOCATION: ASIA SOCIETY - 725 PARK AVE, NEW YORK, NY 10021

6:00 – 7:00 PM
(Lobby)

Registration

6:00 – 7:00 PM
(Garden Court)

Cocktail Reception

7:00 – 9:00 PM
(Rose Conference Hall)

2016 Best APA Employer Awards Ceremony Dinner

Awards will be presented for the 2016 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
- Best Employer for Promoting Asian Pacific American Women

*All guests receive the survey

Opening Remarks

Josette Sheeran, President and CEO, **Asia Society**

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



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FRIDAY, JUNE 10

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LOCATION: TIME WARNER CENTER, COLUMBUS CIRCLE, NEW YORK, NY 10021

8:00 AM
(Lobby)

Registration

8:00 – 9:00 AM
(Columbus Room)

Continental Breakfast

9:00 – 9:15 AM
(Columbus Room)

Welcome

Sofla Chang, Executive Vice President, Worldwide Digital Distribution & Home Entertainment, HBO

Christine Davles, Vice President, Global Partnerships and Development, Asia Society

Royanne Dol, Chief Ethics Officer, Prudential

9:15 – 10:00 AM
(Columbus Room)

Morning Panel

BECOMING A GLOBAL LEADER: WHAT DOES IT TAKE?

According to Deloitte's 2014 Global Human Capital Trends Report, companies are not developing enough leaders. They also aren't equipping new leaders with the critical capabilities and skills they need to succeed. Despite this finding, gain insights from leading executives who "have been there and done it."

This panel brings together leading executives who *have* cultivated needed capabilities and skills. These leaders, who manage significant line responsibilities, will demonstrate the tactical steps required to shift from a local to a global career. During times of perpetual change, these leaders have cultivated qualities and traits that empowered them to become today's leaders—and they know how they will stay front and center in tomorrow's marketplace. Learn how they've built on existing strengths, tapping innovation and problem solving skills. Discover how to realize your own potential, transitioning from high-potential leader to established executive.

MODERATOR:

Anne Lim O'Brien, Vice Chairman, Global CEO & Board Practice; & Global Consumer Markets Practice, Heidrick & Struggles

SPEAKERS:

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

Mahendra Nair, Senior Executive – Business Operations, GE Aviation

Nancy Pak, General Manager, Tom's of Maine



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10:00 – 10:15 AM
(Columbus Lounge)

Networking Break

Leadership Development Sessions – Round I

Business leaders will present case studies and sessions/workshops, drawing on their greatest challenges and best practices to identify potential solutions.

10:15 – 11:30 AM
(Hudson Room)

1. Fast Track Your Career: The C-Suite Leadership Agenda

[this session repeats]

Advancing into an executive role demands a strong understanding of the C-suite's agenda – and insight into how executives measure their own success, how they prioritize and adjust initiatives, and how they adapt to the company's culture.

This session will provide insights from successful C-suite leaders, so participants can align their own priorities with those of the company's senior-most leadership.

Learning Objectives:

- Identify your leadership skill gap by having direct conversations with C-suite leaders
- Learn how to leverage C-suite agenda insights, positioning yourself for your next stretch assignment
- Understand what business acumen is relevant during ongoing change
- Learn how to identify blind spots early on, and how to avoid pitfalls

MODERATOR:

Frank Brown, Chief Operating Officer, **General Atlantic**

SPEAKERS:

Tracey Dol, Chief Financial Officer, **Toyota Motor Sales, USA, Inc.**, & Group Vice President Accounting & Finance, **Toyota Motor North America, Inc.**

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

10:15 – 11:30 AM
(Tower East)

2. YOUR Brand & Executive Presence: Steps to YOUR Success

[this session repeats]

A successful leader pays careful attention to “what they want to be known for.” Building your brand means acting with intent, and aligning people's impressions of who you are. Building your strategic action plan will mean establishing organizational impact and, taking it a step further, assembling a personal board of directors comprised of internal and external leaders who can help you on your journey.



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Lessons learned from two successful Asian leaders form the backbone of this workshop.

Learning Objectives:

- Position your skill set as a benefit to the company through articulating and acting on their vision
- Promote YOUR self through positioning YOUR achievements
- Build a strategic personal board of directors
- Broaden the professional network that will speed you toward your dream job
- Increase your confidence by communicating with intention and clarity

SPEAKERS:

Nozomi Morgan, Global Executive Coach & Founder, **Michiki Morgan Worldwide**

Betty Ng, Senior Vice President, Corporate Development, **Moody's**

10:15 – 11:30 AM
(Tower West)

3. Honing Your Edge with Diverse Collaboration

[this session does not repeat]

Today's global marketplace demands the ability to lead with speed and flexibility, and to build cross-functional teams. In this session, panel members will explore how to leverage the unique values, strengths and weaknesses each diverse group brings to the table. They will provide tactical strategies on global cultural agility, identifying the skills and perspective needed to set direction and drive employees to achieve business goals. A key focus will be assessing the Asian workforce's market influence.

Learning Objectives

- Grasp how to synergize business and people strategies for talent development and business success
- Identify future trends that will impact the relevance of your talent pool and operation
- See how to adjust/derive/customize programs across various business units

MODERATOR:

Subha Barry, Vice President, General Manager, **Working Mother Media**

SPEAKERS:

Anil HInduja, EVP, Chief Enterprise Risk Officer, **Freddie Mac**

Dr. Dong Wu, Vice President, Research & Development Center, **Medtronic Greater China**

11:30 – 11:45 AM
(Columbus Lounge)

Networking Break



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11:45 AM – 1:00 PM
(City Room)

Executive Roundtable *[Invitation Only]*

Economic Empowerment through Unleashing Talent

According to a 2015 report, McKinsey estimates that if women's labor force participation equaled that of men, it would generate a total of \$11 trillion additional dollars in annual GDP for the Asia-Pacific region. Addressing and closing this gap will unleash substantial economic opportunities in the global market place.

Learning Objectives:

- Discuss what policies and steps can be taken to empower women in the workforce
- Strategize ways in how to close the gender gap through advancing Asian talent into leadership roles
- Understand the critical link between women's labor force participation and economic growth in the Asia-Pacific and the US
- Explore how to gain the buy-in of male leadership to build a greater sense of alignment across genders

MODERATOR:

Anthony Samml, Partner, Skadden, Arps, Slate, Meagher & Flom LLP

SPEAKERS:

Wendy Cutler, Vice President, Asia Society Policy Institute & Managing Director, Asia Society Washington

Dr. Henry Hulyao Wang, President, Center for China & Globalization

Leadership Development Sessions – Round II

11:45 AM – 1:00 PM
(Hudson Room)

1. Fast Track Your Career: The C-Suite Leadership Agenda *[repeat]*

11:45 AM – 1:00 PM
(Tower East)

2. YOUR Brand & Executive Presence: Steps to YOUR Success *[repeat]*

11:45 AM – 1:00 PM
(Tower West)

3. Business Resource Groups [BRG]: Your Ticket to the Top *[new]*

Many companies have transitioned their ERGs/BRGs into a powerful business asset. As a result, BRGs offer a unique platform for leadership opportunities that create greater exposure to the C-suite and also provide a vehicle for building ongoing leadership competencies.

Learning Objectives:

- Identify what drives C-suite engagement, to optimize a BRG's relevance



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- Become a more competent business leader by cross-collaborating with other groups/business units to drive your BRG agenda
- Better align a BRG with the business, making it a “go to” resource
- Leverage relationships with senior leaders to prioritize one’s own skill expansion
- Build your global mindset by inter-phasing with global BRGs

MODERATOR:

Fablan De Rozarlo, National President & CEO, **National Association of Asian American Professionals**

SPEAKERS:

Ravi Aurora, Senior Vice President, Global Community Relations, **MasterCard Worldwide**

Matthew Johnson, Advisory Partner, **KPMG**

1:00 – 2:00 PM
(Columbus Room)

Networking Luncheon & Keynote

SPEAKER:

The Honorable Geraldine Roman, Representative Elect of the 1st District of Bataan, Congress of Philippines

2:00 – 2:30 PM
(Columbus Room)

Spotlight

Marketing to the Asian Consumer: Turning a Soft Skill into Hard Cash

Rapid demographic shifts and changing consumer behavior are the “new” business as usual. This paradigm catapults some organizations to success while leaving others in the dust. According to the Selig Center, by 2017 the Asian American buying power is projected to reach \$1 trillion.

Building on their heritage, academic achievement, and spending power, Asian American consumers are a powerful economic force for significant growth opportunities for businesses.

Examine proven initiatives for building a thriving business by becoming both nimble and relevant to evolving consumer needs. Cultural competency is everything!

MODERATOR:

Phillip Berry, Chief Human Resources Officer, **Clinton Foundation**

SPEAKERS:



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Roy Kuga, Vice President of Energy Supply, **PG&E**

Betty Lo, Vice President, Community Alliances & Consumer Engagement,
Nielsen

2:30 – 2:45 PM
(Columbus Lounge)

Networking Break

2:45 – 4:00 PM
(Tower East/West)

FORUM A *[Development Track]:*

Build Your Influence: Leveraging the Workplace/Marketplace Intersection

This cross-racial, cross-cultural panel featuring leaders of Business Resource Groups [BRGs] will discuss opportunities for greater influence when collaboration happens among BRGs whose membership identifies by different races, genders, sexual orientations, disability, religions and generations. Explore innovative ways a BRG can contribute to the bottom line by solving critical business challenges.

Learning Objectives:

- Identifying mutual beneficial alliances that foster leadership opportunities
- Leveraging relationships to engage leadership
- Driving performance to build business results

MODERATOR:

Ramy Inocencio, Correspondent, **Bloomberg**

SPEAKERS:

Bill Dale, Director of Inclusion, Global Inclusion & Community Engagement,
McDonald's Corporation

Dustin O. Ling, Director, Citi Corporate & Investment Banking, Global Public Sector, **Citi**

Tonya Plear, Vice President & Chief Administrative Advisor, U.S. Client and Business Development, **BNY Mellon**

2:45 – 4:00 PM
(Columbus Room)

FORUM B *[Leadership Track]:*

How Winning Companies Attract & Retain Asian Talent

2016 winners of the “Best Company for Asian Talent,” award showcase the strategic initiatives they employed to attract and retain talent. To help create a road map, these winning companies will share their internal success stories in how to become a best employer for:

- Best Overall Employer for Asian Pacific Americans



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- Best Employer of Asian Pacific American Employee Resource Groups
- Best Employer for promoting Asian Pacific American women into senior leadership positions

MODERATOR:

Linda Akutagawa, President & CEO, Leadership Education for Asian Pacifics, Inc. (LEAP)

SPEAKERS:

Abhl Ingle, Senior Vice President, Distribution and Channel Marketing, AT&T

Kelvin Leung, Project Manager and Chair of the Asian Employee Network Group, Discover Financial

Inhl Cho Suh, General Manager, IBM Collaboration Solutions

4:00 – 4:15 PM
(Columbus Lounge)

Networking Break

4:15 – 4:45 PM
(Columbus Room)

Closing Keynote

Diversity Means (Show) Business

Pop culture is pointing the way to the "polycultural future" — and brands need to pay attention

The future of America is "polycultural" — a reality in which diversity is the default, multiculturalism is mainstream and globalization has erased boundaries between markets. In the world of media and entertainment, the polycultural tomorrow is already here. In Hollywood studios and networks are adapting as fast as they can to this reality by changing how they develop, cast, produce, market and distribute their creative product. What lessons can brands learn from the disruptions that are already occurring in the world of film and television?

SPEAKER:

Jeff Yang, Senior Vice President & Head of Media, Entertainment & Technology, **The Futures Company** and celebrated author of "I am Jackie Chan" and "Once Upon a Time in China"

4:45 – 5:00 PM
(Columbus Room)

Closing Remarks

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