

2010

CATALYST
AWARDS
CONFERENCE

WALDORF=ASTORIA, NEW YORK, NY

WEDNESDAY,
MARCH 24

CHANGING WORKPLACES. CHANGING LIVES.

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PROGRAM

7:00 A.M. - 7:45 A.M. Continental Breakfast and Check-In

8:00 A.M. - 11:30 A.M. Morning Program—Changing Workplaces

Welcome and Opening Remarks

Julie S. Nugent, Director, Research, Catalyst, and Chair, Catalyst Award Evaluation Committee

CAMPBELL SOUP COMPANY

Campbell Soup Company's comprehensive initiative, *Winning in the Workplace, Winning in the Marketplace, Winning With Women*, has utilized employee engagement, knowledge sharing, and innovation to develop a culture of diversity and inclusion and support the company's overall plan to transform its workplace and marketplace performance. This strategy is also aligned with business objectives designed to ensure the makeup of Campbell's workforce mirrors its diverse audience of consumers, 80 percent of whom are women. Learn how the Campbell's Leadership Model drives both how work is accomplished and what results are achieved, how the initiative utilizes staff across office and manufacturing plant sites, and about unique and inclusive affinity network events.

Panelists

Douglas R. Conant, President and Chief Executive Officer, Campbell Soup Company

Rosalyn Taylor O'Neale, Vice President and Chief Diversity and Inclusion Officer, Campbell Soup Company

DELOITTE LLP

Deloitte LLP's *The Women's Initiative: Living the Lattice* builds on the success of the Task Force of the Initiative for the Retention and Advancement of Women. The mission of the Women's Initiative (WIN) is to drive marketplace growth and create a culture where the best talent chooses to work. Launched in 1993, WIN addressed two related issues: a high rate of female attrition and underrepresentation of women in leadership positions. Learn about the initiative's broad range of leadership and development programs, including workshops addressing the distinctive communication styles of women, as well as Deloitte's approach to providing sustainable career-life fit without sacrificing a high level of performance, and robust accountability mechanisms, including in-person reports to the CEO on inclusion goals.

Panelists

Barry Salzberg, Chief Executive Officer, Deloitte LLP

Barbara Adachi, National Managing Principal, Initiative for the Retention and Advancement of Women, Deloitte LLP, Principal, Deloitte Consulting LLP

RBC

RBC's initiative, *Client First Transformation: Achieving Business Results and Cultural Revitalization Through Diversity*, embeds diversity and inclusion principles into its approach with employees, clients, and communities, reframing the company's business strategy to be more client-focused and revitalizing its corporate culture. A diverse employee and client population, including women, visible minorities, Aboriginal people, people with disabilities, and lesbian, gay, bisexual, and transgender (LGBT) individuals helps build institutional knowledge and understanding about important cultural markets in Canada and around the globe. Learn how the initiative supports diverse employees through targeted recruitment strategies and specific programs designed to reach newcomers to Canada and people with disabilities. In addition, learn how RBC's strong mentoring culture is supported by unique programs and about its robust succession planning approach.

Panelists

Gordon M. Nixon, President and Chief Executive Officer, RBC

Zabeen Hirji, Chief Human Resources Officer, RBC

TELSTRA CORPORATION LIMITED

Telstra's *Next Generation Gender Diversity: Accelerating Change for Women Leaders* initiative uses an integrated approach to increase women's representation at senior and pipeline levels and engage men as change agents, creating an inclusive culture of mentoring and networking. As Australia's largest telecommunications provider, Telstra believes it has a responsibility to serve as a leader for women and other underrepresented groups across the country. Learn about mentoring and gender leadership programs for both women and men that reinforce how to make a personal impact and an annual company-wide pay equity review program to correct anomalies based on gender. With its strong community focus, learn how Telstra's external women's leadership award honors outstanding women and helps them accelerate their advancement and realize their potential.

Panelists

David Thodey, Chief Executive Officer, Telstra Corporation Limited

Andrea Grant, Group Managing Director, Human Resources, Telstra Corporation Limited

11:45 A.M. - 1:00 P.M. Concurrent Sessions

It takes champions to make change. We all have a part to play—diversity and inclusion practitioners, as well as employees at every level, including women and men—in creating inclusive environments in which all people can reach their potential. It may be easier than you think to champion women. Learn ways in which you can make a difference, inspire others, and revolutionize your workplace.

Women Championing Women: Collaboration, Competition, and the Context of Culture

The either/or scenario that professional women can be their “own best friends” or their “own worst enemies” is limiting and unnecessary. Leadership opportunities for women will be realized, in part, by women championing other women. In this session we debunk the myths and explore the concepts of collaboration, competition, and the importance of cultural differences (geographical, socio-economic, corporate, racial/ethnic, or otherwise) when women can and do help women.

Panelists

Deepali Bagati, Consultant

Kathryn C. Mayer, Author, *Collaborative Competition: A Woman's Guide to Succeeding by Competing*

Men Championing Women: How to Energize, Educate, and Engage This Critical Resource

Women cannot continue to go it alone. Men are essential allies in ensuring that women grow as leaders—making sure they receive developmental opportunities and that they grow in numbers. Catalyst research shows that some prior attempts by organizations to engage men more fully have been unsuccessful because the assumptions upon which these activities were based were, in fact, misguided. Learn from a Catalyst researcher and a male champion what it really takes to get men involved in championing change for women.

Panelists

Heather Foust-Cummings, Senior Director, Research, Catalyst

Frank J. McCloskey, Vice President, Diversity, Georgia Power

Practitioners Championing Women: What's Working, What's Not, and What's Next

Is it apathy or optimism? Organizations worldwide seem to be banking on the notion that time is all that is needed for women to reach parity in the workplace. Numbers, however, don't lie. It is more than just waiting for the women to get educated and hired. Women are not making it to the top in numbers that reflect the impact of decades of investment in diversity and inclusion efforts. Join a peer discussion to share successes and challenges and learn how to shape the future we all want to see.

Moderators

Deborah Gillis, Vice President, North America, Catalyst

Meryle Mahrer Kaplan, Vice President, Advisory Services, Catalyst

1:00 P.M. - 2:45 P.M. Luncheon

Anne M. Mulcahy, Chairman, Xerox Corporation, and **Ilene H. Lang**, President & Chief Executive Officer, Catalyst, engage in a conversation about women's leadership.

3:00 P.M. - 4:00 P.M.

Afternoon Program—Changing Lives Concurrent Sessions

Engage dynamically with leaders who helped make change through targeted initiatives and with the employees whose lives directly benefitted. Participants will gain an understanding of the Award-winning initiatives, the complex cultures in which they and the employees exist, and how diverse perspectives were utilized to positively impact workplaces and the world beyond.

Beyond Gender

Both diversity and inclusion are essential ingredients in any change effort. Discover how Award-winning initiatives have engaged diverse populations, including lesbian, gay, bisexual, and transgender (LGBT) employees, people with disabilities, and Aboriginal people, and how these efforts have changed their workplaces and lives.

Moderator

Laura Sabattini, Director, Research, Catalyst

Panelists

Yvette Holt, Vice President, Commercial Financial Services, Halton, Canadian Banking, RBC

Tonie Leatherberry, Principal, Deloitte Consulting

Troy Roderick, Human Resources Manager, Diversity, Telstra Corporation Limited

Charles D. Vila, Vice President Consumer & Customer Insights Department, Campbell Soup Company

Community and Marketplace Involvement

The work environment has changed, and so have consumers. Hear from individuals representing the Award-winning initiatives how a strategic focus on external outreach makes a difference in the community, engages employees, and empowers a culture of inclusion in the workplace.

Moderator

Brande Stellings, Vice President, Advisory Services, Professional Services Practice, Catalyst

Panelists

Kirk Dudtschak, Senior Vice President, Strategy & Human Resources, Canadian Banking, RBC

Maureen Frank, Chief Executive Officer, Emberin Pty Ltd

Merrideth Hale, Senior Human Resources Manager, Campbell Soup Company

Paul Silverglate, Strategic Client Services Partner, Deloitte & Touche LLP

Women as Role Models

Successful companies understand the power of women leaders. Panelists from companies whose initiatives won the Catalyst Award discuss their own careers and strategies for supporting women's advancement, which benefits all workers as well as the bottom line.

Moderator

Sarah Dinolfo, Senior Associate, Research, Catalyst

Panelists

Alexandra Badenoch, Executive Director, Talent and Organisational Development, Telstra Corporation Limited

Irene Chang Britt, President, North America Foodservice, Campbell Soup Company

Jennifer Tory, Regional President, Greater Toronto Region, Canadian Banking, RBC

David Williams, Chief Executive Officer, Deloitte Financial Advisory Services LLP

4:00 P.M. - 4:45 P.M.

Closing Remarks and Networking

APPLY FOR THE 2011 CATALYST AWARD

Does your company or firm understand the business value of diversity and inclusion? Do you have specific programs or efforts to drive these values across the organization? Has your focus shown results for women, including diverse women?

Your organization could be the next Catalyst Award winner.

Catalyst assesses a range of strategic approaches related to women's advancement in the workplace during a rigorous, year-long examination of initiatives. Award-winning organizations understand that what's good for women is good for business and are promoted as role models for others.

To learn more about applying for the 2011 Catalyst Award, contact Julie S. Nugent, Director, Research, Catalyst, and Chair, Catalyst Award Evaluation Committee at jnugent@catalyst.org.

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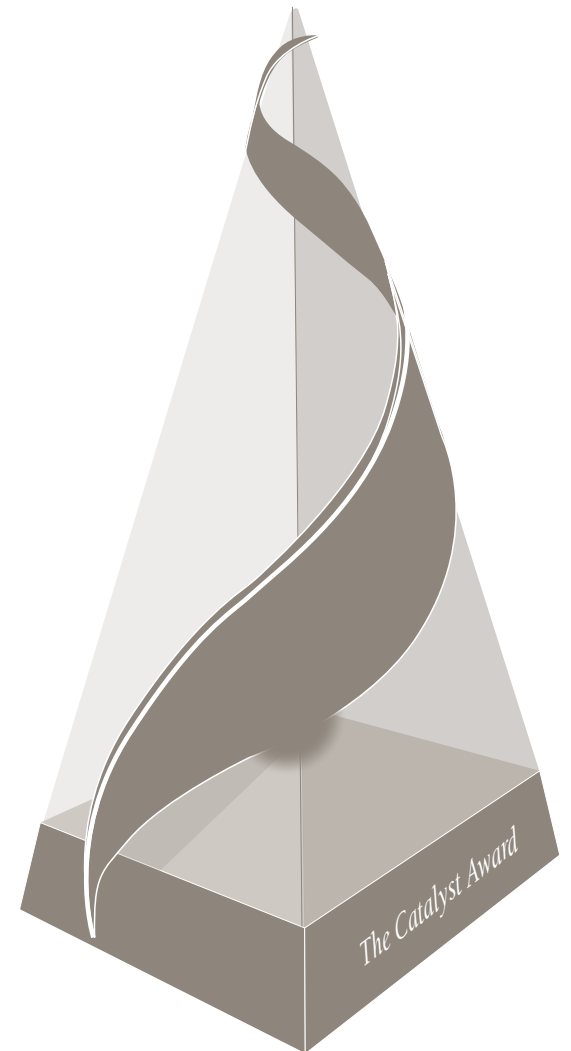
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Complimentary childcare is provided by Bright Horizons Family Solutions, Inc.

