



Chairman & CEO
Consumer Goods

New York, NY

2009 CATALYST AWARDS CONFERENCE

Driving Change, Inspiring Results

Sponsors:



MORNING PROGRAM

7:00 A.M.–8:00 A.M.

CONTINENTAL BREAKFAST AND CHECK-IN

8:00 A.M.–11:30 A.M.

WELCOME AND OPENING REMARKS

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

BAXTER INTERNATIONAL INC.

Baxter's Asia Pacific operations developed *Building Talent Edge* as a talent management initiative to cultivate a more effective, diverse, and sustainable organization built for growth and maximized opportunities. The initiative strives to develop a 50/50 gender balance across management-level and critical positions throughout the 14 countries in the region. Although Baxter aimed to reach its target by 2010, its goal was achieved two years ahead of plan. Learn how this was achieved through robust recruitment and development strategies, including the Leadership Acceleration Program (LEAP), Baxter's program for high-potential talent, and Fitness training, which aims to improve the clinical, product, and marketing knowledge of Asia Pacific teams.

Panelists

- Victoria Elegant, M.D., Vice President, Regulatory Affairs and Pharmacovigilance, Baxter Asia Pacific
- Gerald Lema, Corporate Vice President and President, Asia Pacific, Baxter International Inc.
- Joanna Yao, Business Unit Director, Bioscience, Baxter China

CH2M HILL

CH2M HILL's initiative, *Constructing Pathways for Women Through Inclusion*, utilizes the company's long-standing inclusive workplace to accelerate women's advancement. In the traditionally male-dominated industry of engineering and construction, CH2M HILL provides a model for leveraging women employees to achieve business success. Learn how the Women's Leadership Summits deliver strategic learning opportunities to a cross-section of women leaders, how formal succession planning ensures slates are diverse and include at least one woman or person of color, and how the Board of Directors' Workforce and Diversity Committee develops strategy and policy.

Panelists

- Bill Dehn, President, North American Operations and Corporate Shared Services
- Catherine Santee, Chief Financial Officer
- Michelle Stradford, Vice President and Area Manager

GIBBONS P.C.

Gibbons' initiative, *The Women's Initiative: Driving Success Through Diversity Investment*, has contributed to, and continues to support, a workplace culture that is flexible, innovative, engaging, and inclusive. Learn how the initiative has become embedded in the firm's business development strategy and has become critical to its branding in the marketplace, how women-only "mentoring circles" give attorneys a chance to connect with role models and share career insights, and how performance evaluations and compensation reviews at each level, including among women and men directors/partners, account for corporate citizenship activities.

Panelists

- Christine A. Amalfe, Chair, Employment Law
- Patrick C. Dunican, Jr., Chairman and Managing Director
- Ghillaine A. Reid, Director, Business & Commercial Litigation

KPMG LLP

KPMG's initiative, *Great Place to Build a Career*, is a comprehensive set of programs, resources, and benefits that has transformed the firm into an inclusive employer of choice that partners and employees, including women and people of color, consider a great place to work. Learn how KPMG has built a culture of career growth, mentoring, and accountability that focuses on recruiting, retaining, and developing talented people from a diverse pool of backgrounds and experiences through specialized components including a robust recruitment strategy, person-to-person career guidance, and a formal mentoring program with 6,000 mentors and nearly 10,000 mentees.

Panelists

- Angela L. Avant, Partner in Charge of Diversity
- Kathy Hopinkah Hannan, Midwest Area Managing Partner–Tax
- Bruce Pfau, Ph.D., Vice Chair, Human Resources

11:45 A.M.–12:45 P.M.

DISCUSSIONS WITH AWARD-WINNING ORGANIZATIONS

Representatives from each Award-winning organization will engage dynamically with one another and with Conference attendees in these concurrent sessions. Representatives will share their organizations' varied experiences and insights on a topic. Discover which features of the initiatives your organization can replicate.

Accountability Mechanisms for Diversity and Inclusion (D&I)

Accountability is an important requirement for making change. Discover from Award-winning experts how to leverage accountability systems and processes to maintain the momentum of D&I efforts and ensure that procedures are integrated into D&I programs.

Moderator

- Laura Jenner, Senior Associate, Catalyst Canada

Panelists

- Manny Fernandez, National Managing Partner, University Relations and Recruiting, KPMG LLP
- Guy Fusco, Vice President, Human Resources, Baxter Asia Pacific
- June M. Inderwies, Executive Director and Chief Operating Officer, Gibbons P.C.
- Mike McKelvy, President and Group Chief Executive, Industrial, CH2M HILL

Elements of an Inclusive Culture

The distinctive culture of each organization influences the sustainability of any change effort. Learn how Award-winning organizations have developed, maintained, or strengthened aspects of their cultures to drive diversity and ensure an inclusive environment for all staff.

Moderator

- Emily Wakeling, Director, Member Relations, Catalyst

Panelists

- Luis J. Diaz, Chief Diversity Officer, Gibbons P.C.
- Victoria Elegant, M.D., Vice President, Regulatory Affairs and Pharmacovigilance, Baxter Asia Pacific
- Nemo Larmore, Senior Manager, Audit, KPMG LLP
- Sharon Nowlin, Contracts Director, Baton Rouge Office, CH2M HILL

Career Development Approaches

Successful career development approaches are both tactical and strategic. Hear from Award-winning panelists about exceptional practices for providing and supporting career development among women and other underrepresented employees and how they link them to D&I strategies.

Moderator

- Emily L. Falk, Senior Associate, Diversity & Inclusion Practices, Catalyst

Panelists

- Kim M. Catullo, Chair, Products Liability and Co-Administrative Director, New York Office, Gibbons P.C.
- Kristen Johnson, Director of Diversity, KPMG LLP
- Jacqueline Rast, President and Group Chief Executive, Center for Project Excellence, CH2M HILL
- Joanna Yao, Business Unit Director, Bioscience, Baxter China

1:00 P.M.–2:45 P.M.

LUNCHEON AND KEYNOTE

Andrea Jung, Chairman & CEO, Avon Products, Inc., and Ilene H. Lang, President & CEO, Catalyst, engage in a conversation about women in business.

AFTERNOON PROGRAM

3:00 P.M.–4:15 P.M.

CONCURRENT SESSIONS

Global economic challenges have many organizations considering reducing investments in D&I efforts. However, now is the time forward-thinking organizations should seize opportunities to develop cutting-edge strategies for attracting, retaining, advancing, and leveraging *all* employee talent, including women of color. Catalyst provides strategies and solutions so that participants can begin work immediately in these areas within their organizations.

What You Don't Know Could Hurt You, But What You Do Could Too:

The Unwritten Rules and Working Women's Double-Bind

“Unwritten rules” are the norms for behavior in work settings that are not clearly laid out and must be discovered by individuals. Women—especially women of color—who are often left out of important work relationships with senior leaders, mentors, and coworkers, find it hard to learn them. In addition, many rules reinforce gender stereotypes about leadership. In this interactive session, Catalyst’s lead researcher on women of color and a CEO champion will explore the complexities of unwritten rules, the consequences of following or not following them, and successful practices for achieving more inclusive organizations.

Panelists

- Katherine Giscombe, Ph.D., Vice President, Women of Color Research, Catalyst
- Robert W. Pease, President and CEO, Motiva Enterprises LLC

Creating LGBT-Inclusive Workplaces: Policy Isn't Enough

While gender diversity and workplace inclusion have received much attention, policies, practices, and programs focused on lesbian, gay, bisexual, and transgender (LGBT) employees are lacking. Because women may identify as lesbian, gay, bisexual, or transgender, *each* LGBT identity group includes women and *all* LGBT-inclusion efforts enhance gender diversity. In this interactive session, representatives from Out & Equal Workplace Advocates and Catalyst discuss the benefits of including LGBT employees and the barriers they face. Participants will learn how their organizations can move beyond basic human resources policies to a culture of LGBT inclusion.

Panelists

- Stephen Gould, Associate Director, NETWORKS!, Out & Equal Workplace Advocates
- Christine Silva, Senior Associate, Catalyst Canada
- Anika K. Warren, Ph.D., Director, Research, Catalyst

Work-Life Effectiveness: Sustaining Employees *and* Business

In times of economic turbulence, some organizations consider work-life effectiveness (WLE) initiatives a luxury. Yet for organizations with limited resources and tremendous work demands, the stakes—and payoff—of WLE are compelling. In this session, Catalyst and participants will share WLE strategies and practices for reducing costs while partnering with employees to develop creative solutions that increase quality, engagement, efficiency, and responsiveness at work and at home so that all talent may excel and businesses thrive.

Panelists

- Sylvia Apostolidis, Director, Member Services, Catalyst Canada
- Aimee Horowitz, Director, Advisory Services, Catalyst
- Jennifer Kohler, Associate, Advisory Services, Catalyst

4:15 P.M.–4:45 P.M. CLOSING REMARKS

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