ICEDR Forum—

How Organizations Win – The Power of Innovation, Integration and Inspiration

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Program Faculty

Anthony Cerquone
Global Head of Talent Management and Organizational Development

Novartis International

Anthony Cerquone is the Group Head Talent Management and Organizational Development at Novartis. He is responsible for organizational development, performance management, leadership development and ensuring a strong pipeline of leaders for the company's most senior roles. Prior to this role, Anthony started at Novartis as Group Head Talent Management in late 2004. He ensured the establishment of a robust global talent management process and its execution across all divisions globally. In addition, he acted as the senior talent management and organization development specialist at the Novartis corporate level and supported global functions such as finance, communications, internal audit and legal. In September 2007, Anthony assumed the role of Global Head Talent Management, Organizational Development and Staffing for Novartis' newest division, Vaccines & Diagnostics. He was responsible for performance and talent management, organizational and leadership development, and all staffing activities for V&D globally. Anthony started his HR career at Credit Suisse Financial Services (CSFS) as HR manager within the division Corporate Services. After assuming divisional responsibility for staff training and management development, he implemented the first career development system in the division, linked to performance management, salary review, promotion, learning, and skills management. In later positions at CSFS, Anthony worked at the corporate level as head talent management and learning technologies, overseeing performance management and developing the first enterprise-wide talent development process, including a leadership competency model, 360 feedback and succession management. In addition, the first learning management system for CSFS was implemented. His last position at CSFS included leadership of the internal assessment services. He has a B.Sc. in Physics and a Ph.D. in Theology.

Lauren DeSimone
Director of Talent Management and Leadership Development Initiatives
ICEDR

Lauren DeSimone is the Director of Talent Management and Leadership Development Initiatives at ICEDR. Lauren's current research focuses on best practices and future innovations in talent management. Lauren has extensive experience managing programs around the world for executives. At the Young Presidents' Organization (YPO), she coordinated over sixty leadership development programs for CEOs and their families. In that role, she developed program content, designed marketing strategies and led an advisory board of a

dozen CEOs. Prior to joining YPO, Lauren worked at Harvard Business School, where she partnered with faculty and staff to manage Executive Education programs for global business leaders. In addition to her program management endeavors, Lauren has contributed to several talent management research projects. Her prior experience includes analysis of employee engagement survey data from 1300 employees in large US companies for the Accenture Institute for High Performance. She also worked on a recruiting project for Goldman Sachs that focused on attracting next generation talent. She holds an MBA from the MIT Sloan School of Management and a BA in Economics from Middlebury College.

Ellen Dubois du Bellay
Vice President, Global Initiatives and Learning & Development
Four Seasons Hotels and Resorts

Ellen Dubois du Bellay has led Four Seasons Hotels' global learning and development efforts for the past decade and, since 2009, has been assigned to lead the company's change initiatives, reporting to the Chief Executive Officer. A twenty-five year employee of Four Seasons, Ellen has lived and worked in three countries with the Company, held a number of operational and HR roles, and been instrumental in several key strategic initiatives from global goal alignment to guest experience improvements. Ellen's learning role encompasses talent development and succession planning for all roles, from entry level to Senior Leadership, in the organization's 85 properties and Corporate Offices around the world.

Mary Eckenrod
Vice President, Global Talent Management & Learning Solutions
Research in Motion

Mary Eckenrod is Vice President of Global Talent Management and Learning Solutions for Research in Motion (RIM), the BlackBerry smart device provider. RIM was named Fortune Magazine's 2009-10 #1 Fastest Growing Technology Company in the world. Mary's team leads RIM's global talent management and development, employee, and customer education initiatives. Mary has led global talent management for Cisco Systems, Rockwell International, Johnson Controls International and Kraft Foods. She has also managed a successful Talent and Organization Capability consulting practice for several years, Her experience and impact has been in the areas of organization capability and change, succession and talent management, learning and executive education, global talent initiatives, staffing, and recruiting. She has served in several senior HR generalist roles. Mary has collaborated with senior management on complex change initiatives related to organization design, post-merger integration, employee engagement, retention, and leadership continuity. She has built organization specific coaching practices and networks, as well as being an experienced executive coach herself. She has extensive global work experience and rotations in Europe, Asia and China. Mary has BS and MS degrees in Business, with her PhD work focused on Business Strategy. She has been on the faculty at the University of Wisconsin where she taught in the MBA program. Mary been active in advancing strategic HR practices through her leadership roles in The Human Resource Planning Society where she served in numerous officer and committee roles, and as Board Chair.

Danielle Domingue Garde
Senior Director, People & Organizational Development
The Dannon Company, Inc.

Danielle Domingue Garde is Senior Director, People & Organizational Development at The Dannon Company, Inc. Since joining Dannon in 2007, she has led the company HR business partner team as well as the Talent Acquisition team. In her most recent role, Danielle focuses on transforming the people, organization and culture to accelerate aggressive business growth and results. She also launched the Dannon Women's Network in the past year, with a focus on mentoring and leadership for women in the company. Prior to joining Dannon, Danielle led the Talent Development team for undergraduate and masters hires in Corporate Finance at JP Morgan Investment Bank. She also brings experience from Unilever, American Express and Deloitte.

Adrian Lajtha
Chief Leadership Officer
Accenture

Adrian Lajtha is Accenture's chief leadership officer. In this role he has primary responsibility for Accenture's leadership development program, which focuses on building the leadership capabilities of Accenture's more than 11,000 senior executives and senior managers globally, and is responsible for the development of and succession planning for the company's top 200 executives, considered to be Accenture's next generation of leaders. Adrian also oversees Accenture's corporate citizenship initiatives globally and is a member of Accenture's Executive Leadership Team. Prior to being named chief leadership officer in September 2007, Adrian was group chief executive of Accenture's Financial Services operating group, which serves clients in the banking, capital markets and insurance industries. From 2000 to May 2005, he was managing partner of Accenture's Financial Services business in the United Kingdom and Ireland. He led Accenture's resource management group in the United Kingdom, Ireland and South Africa from 1999 to 2000 and the company's Strategy unit in the Europe, Middle East and Africa (EMEA) region from 1993 to 1999. Adrian has spent nearly his entire professional career in Accenture's Financial Services operating group, with a particular focus on banking. His clients have included most of the large financial institutions in the United Kingdom, as well as a number of major retail financial services organizations in the United States, continental Europe and Australia. He has specialized in recent years on customer relationship management, large complex strategic change management and the emergence of new business models in the financial services industry. Mr. Lajtha joined Accenture in 1979 and became a partner in 1990. He served on Accenture's Board of Partners prior to Accenture's incorporation in 2001. He is a Fellow of the Chartered Institute of Bankers and a former member of the Council of the Institute of Financial Services in the United Kingdom.

Dr. Michael Byungnam Lee
President
LG Academy

Dr. Lee is President of LG Academy, a world-class leader in corporate management and human resource training. Dr. Lee began his education in Economics at Sogang University in Seoul and received his PhD in Industrial Relations from the University of Minnesota. After spending several years as a professor in the United States, LG convinced him to return to Korea to work as Vice-President of the LG Academy.

Dr. Lee is the author of numerous articles related to human resource management and industrial relations. He has also worked extensively in an advisory and research capacity with representatives from labor, management, government and academia and has contributed his expertise to the Presidential Commission on Industrial Labor Reform, the National Labor Relations Commission, and the Ministry of Education. He is a Judiciary Committee member for the National Labor Relations Commission and was the Vice Chairman of the Executive Board for the Korean Academic Society of Business. In addition, he served on the Board of the American Society for Training and Development and Development and is an Executive Board Member for the Korean Association of Business Education Accreditation. He is a regular speaker, conference discussant and chair.

Richard Locke
Class of 1922 Professor of Political Science and Management
Head, Department of Political Science
Deputy Dean, MIT Sloan School of Management

Richard Locke has been a consistent voice for integrating social and economic concerns into curriculum and research. His teaching case on Nike's response to NGO pressures to address labor standards of Nike contractors was selected for teaching at MIT Sloan's 50th Anniversary Convocation. His work has also had an impact on Nike's business practices, helping the company to integrate reporting and auditing labor conditions with its quality improvement efforts. Locke was named a 2005 Faculty Pioneer in Academic Leadership by The Aspen Institute. Richard, along with MIT Sloan colleagues, spearheaded the development of the Laboratory for Sustainable Business (S-Lab). This course seeks to provide students with in-depth knowledge of the various sustainability issues society faces today; a set of analytical tools and frameworks that will help them understand and analyze as well as impact these issues; and experience working with a firm or organization currently developing new business models — or reforming existing ones — in line with sustainable development. Locke also pioneered the popular Global Entrepreneurship Laboratory, a course that teaches students about entrepreneurship in developing countries by placing them in internships with startups in an array of companies in various emerging markets. As a result of this work, Locke was awarded the MIT Class of 1960 Teaching Innovation Award in 2007 and the Jamieson Prize for Excellence in Teaching in June 2008. Locke is currently working on several projects related to globalization and labor standards. Locke began a term as Deputy Dean on July 1, 2009 and is the former faculty director of the MIT Sloan Fellows Program. In addition to MIT, Locke has taught at the Università Degli Studi Ca'Foscari di Venezia; the Georg-August Universität Göttingen, Oxford University, and the Universidade Federal do Rio de Janeiro. At MIT, Locke teaches in both the Sloan School of Management and in the Department of Political Science. His publications include *Remaking the Italian Economy* (Cornell University Press, 1995, 1997); with Thomas Kochan and Michael Piore,

Employment Relations in a Changing World Economy (MIT Press, 1995)., and with Paul Osterman, Thomas Kochan and Michael Piore, *Working in America* (MIT Press, 2001). He has also published numerous articles in *Politics & Society, Industrial and Labor Relations Review*, *European Journal of Industrial Relations*, and *Stato E Mercato*.

LouAnn Muir
Vice President, Talent Management
Fidelity

LouAnn Muir is Vice President, Talent Management for Fidelity Investments, and program executive for the General Management Apprenticeship Program (GMA). The GMA program is a high-potential rotational leadership development program for Master's prepared, experienced front level leaders that rotates participants through challenging placements across multiple businesses within Fidelity. LouAnn has designed, implemented and managed the program since its inception and is the line leader responsible for 79 general managers in the program. Previous to this role, LouAnn contributed to build out of HR Outsourcing models for Fidelity, including significant build out of plans for Fidelity's HR Access subsidiary in Europe. She also was assigned to lead client change management engagements on behalf of Fidelity. LouAnn's work before Fidelity included both senior HR Management Consulting roles and line HR executive leadership roles. Her previous work includes Fortune 100 and Fortune 500 clients both nationally and internationally, including EMC Corporation, Partners Healthcare, Tyco International, 21st Century Insurance, The Harford Insurance Group, the U.S. Naval Undersea Warfare Center, Fidelity Investments and Thompson Financial, among others.

Anand Pillai
Senior Vice President and Global Head of Talent Transformation
HCL Technologies

Anand Pillai is currently the Sr. Vice President and Global Head of Talent Transformation, Intrapreneurship Development & EFCS Transformation Initiatives. Right from the inception of the EFCS Philosophy, he has been actively involved in the creation and development of Key Practices, Processes and Tools that bring EFCS to life. He is a key member of the Blue Ocean Task Force at HCL Technologies and is driving the competency of "Blue Ocean Thinking" in the company. Anand has held various roles in HCL, in the past 12 years beginning with Regional director – Canadian Operations for HCL Technologies Inc. Prior to joining the HCL group in 1998, he was the Country Manager for Bay Networks and was responsible for the operations for India and the SAARC region. With more than 27 years of rich experience in the corporate world, Anand has handled challenging assignments in general management and as head of sales operations in companies such as Honeywell, Tata Unisys, Hughes Network Systems and Bay Networks.

His leadership and strong vision has succeeded in bringing many accolades and recognition to the department, like "Excellence in Training" for 07-08 & 08-09,at the Asia Pacific HR Excellence Awards "Contribution to the Field of Global Training and Development" & Outstanding contribution to the field of Education, at the Global HR Excellence Awards-2009 and 2010, Award for Talent management, Innovation in Employee retention & Career management, Excellence in Training & HR Leadership award at the employer branding awards. He has also been recognized as "HR Professional of the Year" 2008-09 and also given the *HR Leadership award* at the Global HR Excellence Awards and *Pride of the Industry* at the Star of India awards.

Diane Preston
Vice President of Supply Chain
The Dannon Company, Inc.

Diane Preston is the Vice President of Supply Chain for The Dannon Company, Inc. Diane is responsible for strategic direction and leadership of the Supply Chain function which includes Customer Solutions (customer facing organization of Supply Chain), Distribution, Transportation and Supply Chain Planning (both Demand & Supply). Diane is also a member of the Dannon Executive Committee in the U.S. Prior to joining Dannon in April 2007, Diane worked for Kraft where she spent 14 years in both the Finance and Supply Chain functions. In October 2009, Diane was promoted to Senior Director of Planning, responsible for developing and improving the Supply organization through redesigning the network planning process.

Doug Ready
President, ICEDR &
Visiting Professor, London Business School

Doug Ready founded and leads ICEDR, the world's premier global learning network in global talent development. Doug is also Visiting Professor at London Business School. Doug is an active consultant, helping CEOs, top teams, and senior executives develop organizational and leadership resources, and HR development practices, to sustain global competitiveness. He has recently worked with the top teams at HSBC, Westpac Banking, RBC Financial Group, and PricewaterhouseCoopers, helping them build the leadership and organizational capabilities for their newly reconfigured firms. Doug is considered one of the world's leading authorities on strategic talent management and executive development. He has authored a number of highly popular Harvard Business Review and Sloan Management Review articles, including: "Are You a High Potential?", "Winning the Race for Talent in Emerging Markets", "Enabling Bold Visions", "Make Your Company a Talent Factory", "How to Grow Great Leaders", and "Leading at the Enterprise Level".

Craig Reid
Senior Vice President, Operations – The Americas
Four Seasons Hotels and Resorts

In his role as Senior Vice President, Operations, for Four Seasons, Craig Reid oversees 25 properties in the Americas region, encompassing hotels and Resorts in Canada, the United States, Hawaii, and Polynesia. Reporting directly to the President, Worldwide Hotel Operations, Craig has oversight over strategic business operations, including managing owner relationships, advising on long term business plans and coaching and mentoring the Americas leadership team and their more than 15,000 employees. Craig is a twenty-five year veteran of Four Seasons. He began in the industry as a Management Trainee with the Savoy Hotel Group, in London and then moved to the United States, joining Four Seasons in Washington D.C. in 1983. His career with Four Seasons has taken him to Chicago, Boston, Austin, Dallas, and Toronto. Prior to his appointment to his current role in January, 2007, Craig was General Manager and Regional Vice President of the Four Seasons Resort and Club in Dallas at Las Colinas. His regional responsibilities included oversight of properties in Texas and Latin America.

Emily Stecker
Director New Program Development
ICEDR

Emily Stecker is the Director of New Program Development at ICEDR. Her primary responsibility for the past year has been leading ICEDR's Purpose-Driven Enterprise research initiative. She also contributed to a research project on high potentials (Ready, Hill, Conger, Stecker, "The Anatomy of a High Potential," *Business Strategy Review*, Fall 2010). Prior to joining ICEDR in 2009, she spent four years conducting research for *Collective Genius*, a book forthcoming from Harvard Business Press about the relationship between leadership and sustained innovation. Emily is co-authoring the book with HBS Professor Linda A. Hill and Greg Brandeau, the Chief Technology Officer at Disney Studios. She has presented the collective genius research in a variety of settings, including the 2007 International Design Forum in Dubai, the 2010 Diamond Exchange "Designing for Growth" conference, sponsored by Diamond Management & Technology Consultants, and ICEDR's 2010 HRD Leadership Program in Europe. In addition to the innovation research, Stecker has co-authored over a dozen HBS case studies on leadership development and organizational change in a range of industries. Stecker has lived and worked in South Africa and Malaysia. She graduated Phi Beta Kappa from Johns Hopkins University, has a master's degree in Human Development & Psychology from Harvard University and will be starting MIT Sloan's PhD program in Organization Studies this fall.