

# ICEDR Forum—Developing Leaders at Every Level— Cascading Leadership Development & Building Organizational Cohesion

Jointly Hosted by Suez & INSEAD

Fontainebleau, France ❖ October 13-15, 2004



<i>Wednesday, October 13</i>	<i>Thursday, October 14</i>	<i>Friday, October 15</i>
<p>16:00 <i>Developing Leaders at Every Level—Key Challenges</i></p> <ul style="list-style-type: none"> <li>• <b>Doug Ready</b>, President, ICEDR</li> <li>• <b>Pavita Walker</b>, Director of Organisation &amp; Leadership Development, Barclays</li> </ul> <p>18:30 <i>Reception &amp; Dinner Forum Welcome Hosted by INSEAD</i></p> <ul style="list-style-type: none"> <li>• <b>Gabriel Hawawini</b>, Dean, INSEAD</li> <li>• <b>Doug Ready</b>, President, ICEDR</li> <li>• <b>Oscar Rosendahl</b>, Executive Vice President, Human Resources, A.P. Møller – Maersk, Chairman, ICEDR</li> <li>• <b>Jacques Escoufflaire</b>, SVP, Corporate Executive Career Management, Suez</li> </ul>	<p>Breakfast at Hotels</p> <p>8:30-11:00 <i>Developing Leaders Enterprise-Wide</i></p> <ul style="list-style-type: none"> <li>• <b>Doug Ready</b></li> </ul> <p><i>Cascading Leadership Development in HSBC</i></p> <ul style="list-style-type: none"> <li>• <b>David Fawcitt</b>, Head of Leadership Development, HSBC</li> <li>• <b>Barbara Simpson</b>, Head of Talent Management, HSBC</li> </ul> <p>11:00-11:30 Break</p> <p>11:30-13:00 <i>Linking High Potential Development to Senior Executive Development—BP</i></p> <ul style="list-style-type: none"> <li>• <b>Ann Ewing</b>, Vice President, Organisational Capability, BP</li> </ul> <p>13:00-14:00 Luncheon</p> <p>14:00-15:30 <i>Linking Business Strategy with Leadership Development—The Global Leadership Development Program</i></p> <ul style="list-style-type: none"> <li>• <b>Peter Kirschbauer</b>, Member of the Extended Management Board, SAP</li> <li>• <b>Heinz Thanheiser</b>, Professor of Strategy and Management, INSEAD</li> </ul> <p>15:30-16:00 Break</p> <p>16:00-17:30 <i>Linking Leadership Development with Career and Succession Management</i></p> <ul style="list-style-type: none"> <li>• <b>Werner Braemscheute</b>, Deputee Director, Development Manager, Tractebel S.A./Suez</li> <li>• <b>Jacques Escoufflaire</b>, Senior Vice President, Corporate Executive Career Management, Suez</li> <li>• <b>Nadine Lemaître-Rozencweig</b>, President, Suez University</li> </ul> <p>19:00 <i>Gala Dinner Hosted by Suez</i></p> <ul style="list-style-type: none"> <li>• <b>HR's Role in Business Strategy and Leadership Development—Emmanuel van Innis</b>, Member of the Board, Suez</li> </ul>	<p>Breakfast at Hotels</p> <p>8:30-9:00 <i>Lessons from Day 1</i></p> <p>9:00-10:30 <i>Company Case Example—The World Bank</i></p> <ul style="list-style-type: none"> <li>• <b>Gail Campbell Davenport</b>, Lead Management Consultant, The World Bank</li> </ul> <p>10:30-11:00 Break</p> <p>11:00-12:30 <i>Partnering for Enterprise-Wide Talent Development</i></p> <ul style="list-style-type: none"> <li>• <b>Soumitra Dutta</b>, Professor and Dean for Executive Education, INSEAD</li> <li>• <b>Ian Hardie</b>, Associate Dean Executive Education, London Business School</li> <li>• <b>Blair Sheppard</b>, President and CEO, Duke Corporate Education</li> </ul> <p>12:30-13:30 Luncheon</p> <p>13:30-14:30 <i>Key Ingredients to Developing Leaders at Every Level (Lessons Learned) and Agenda Setting for the Berlin Forum</i></p> <ul style="list-style-type: none"> <li>• <b>Doug Ready</b></li> <li>• <b>Pavita Walker</b></li> </ul> <p>14:30-15:00 <i>Welcome to the Berlin Forum, Jointly Hosted By Deutsche Bank, Deutsche Telekom, and London Business School</i></p> <p>15:00 <i>Forum Concludes</i></p> <ul style="list-style-type: none"> <li>• <b>Oscar Rosendahl</b></li> </ul>

*Draft schedule subject to change.*