Registration

- Please register online at www.icedr.org or email ICEDR at info@icedr.org.
- ICEDR partner companies may send 4-5 participants free of tuition. Tuition for participants who are invited to attend from non-ICEDR companies is US$4,000 per person.
- The program starts at 8:00 on May 2 and ends at 13:30 on May 4. *Participants are expected to attend the entire program.*
- Hotel reservations **must be made by the participants at least one month prior to arrival** and you must request the **AMA meeting rate** to receive a special low rate. There are several suggested hotel options for this program with discounted rates:

  Crowne Plaza Manhattan,
  1605 Broadway, New York,
  NY 10019, 1-800-243-6969
  or main (212) 977-4000
  (indoor connection to AMA Conference Center)

  Novotel of New York,
  226 West 52nd Street, New York,
  NY 10019, 1-800-221-3185
  or main (212)-315-0100

  Sheraton Manhattan,
  790 7th Ave., New York,
  NY 10019, 1-866-500-0223
  or main (212) 581-3300

Cancellation Policy

There is a cancellation fee of **US$1,000** for all cancellations received **after April 3, 2006**, unless we can refill the place.

Check www.icedr.org for the latest information on all our programs.

ICEDR is an international, partnership-driven alliance of approximately forty leading global corporations and twenty exemplary academic institutions.

ICEDR has emerged as the world's premier resource for the professional development of development professionals.

Through ICEDR, partner companies and business schools engage in the highest-quality exchange in the areas of

- The global management of talent
- Building and sustaining global organizational capability
- Innovations in change leadership
- Effective approaches to advising the top management team

Corporate Partners

A.P. Moller - Maersk
ABN AMRO Bank
Alcoa
ANZ Bank
Arcelor
AXA Group
Barclays
BP
British Telecommunications
DaimlerChrysler Financial Services AG
Deloitte
Deutsche Bank
Deutsche Telekom
Dow Chemical Company
Duke Corporate Education
Eli Lilly and Company
Ericsson
HSBC Holdings
Kraft Foods
METRO AG
Microsoft Corporation
National Australia Bank
Novartis
Orica
Pearson
Pfizer
Philip Morris
Philips Electronics NV
PricewaterhouseCoopers
Raytheon
RBC Financial Group
Roche
Royal Dutch/Shell Group
Standard Chartered Bank
Suez
UBS
Unilever
United Technologies Corporation
The Walt Disney Company
Westpac Banking Corporation
Whitbread

Partner Institutions

Australian Graduate School of Management
Babson School of Executive Education
Columbia Business School
Cranfield School of Management
Harvard Business School
HEC School of Management
Henley Management College
IFL at the Stockholm School of Economics
IMD
INSEAD
London Business School
MIT Sloan School of Management
Penn State Smeal College of Business
RSM—Erasmus Graduate School of Business
Stanford Graduate Business School
University of Chicago Graduate School of Business
University of Michigan Business School
UNC Kenan-Flagler Business School
UPenn Wharton School
USC Marshall School of Business
UVA Darden Graduate School of Business

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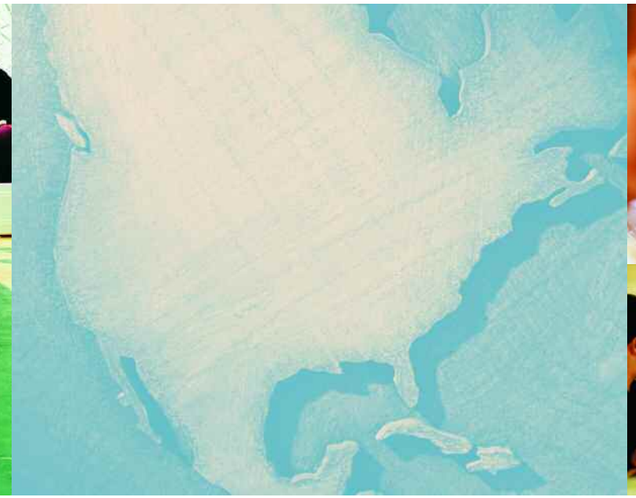
Web Site: www.icedr.org

The ICEDR HRD Leadership Program – USA



AMA EXECUTIVE CONFERENCE CENTER,
NEW YORK, NY, USA
MAY 2-4, 2006

Competitive advantage through people. . . .
An easy slogan to repeat.
An enormous challenge to execute.

Companies have come to believe that the best way to achieve competitive advantage is through leveraging human resources strategically.

The key question is, Do your organization's HRD professionals have the strategic thinking skills, action orientation, and business acumen required to help your company achieve its competitiveness objectives? The HRD Leadership Program has been created to help your organization develop these critical capabilities.

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The ICEDR HRD Leadership Program

The HRD Leadership Program serves high-potential HRD, executive, and organization development managers in large, globally-oriented firms. The HRD Leadership Program:

- Strengthens participants' understanding of how to align HRD strategies with the human resource and business planning processes
- Fosters participants' development of a global perspective on key HRD processes such as competencies initiatives, performance and career management, succession planning, high-potential management, and executive education
- Examines HRD professionals' evolving roles as competitive strategies, organizational responses, and leadership requirements continue to transform
- Helps participants transfer their insights into tangible action plans for application within their companies
- Fosters participants' cultivation of a peer learning network by engaging with HRD professionals attending the program from leading global corporations

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Who Should Attend

The HRD Leadership Program is intended for individuals who are, for example:

- One or two moves away from the top HRD job in their organizations
- Head of the HRD function for a major business unit
- Global HR Directors, responsible for a component of the corporate HRD operation worldwide
- At a career midpoint, with at least 10 years of experience in HR or HRD
- Recently moved into HRD from line management roles

All candidates should be highly regarded by their line management counterparts.

Program Topics

- Creating strategic learning plans that support your company's competitiveness objectives
- Integrating HRD within your organization's strategic human resources plan
- Developing internationally-minded managers and organizations
- Facilitating change to create next-generation organizations
- Changing expectations—New challenges for senior HRD professionals

Learning Process

- Renowned faculty present their most recent thinking and lead participant discussions
- Senior corporate HRD executives from leading corporations present case examples of HRD role effectiveness
- Some participants are invited to present their company's most successful HRD initiatives
- Facilitated peer discussions, consulting workshop, and back-home action planning

The Learning Environment

- The program will take place at AMA's executive conference center, conveniently located at 48th and Broadway in the heart of New York City's bustling Times Square. As a purpose-built meeting space, it provides an excellent learning environment.

Please contact us now to reserve spaces for these programs:

- **The ICEDR HRD Leadership Program - Asia-Pacific-March 14-16, 2006**
- **The ICEDR HRD Leadership Program - Europe-July 18-21, 2006**

Program Faculty

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

Doug Ready founded and leads ICEDR, the world's premier global learning network in human resource development. Doug is also a 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.

Jay Galbraith
Professor
IMD & USC

An internationally recognized expert on organizational design, Jay Galbraith helps major global corporations create capability for competing in the next century. He is currently examining organizational units that are rapidly reconfigurable to suit quickly changing demands of customers and markets across international boundaries. His most recent book, *Designing the Global Corporation*, describes how leading multinational corporations deal with the demands of their increasingly global customers to provide solutions, not just products.

Nancy Semkin
Director Leadership Development
RBC Financial Group

In her current role as Director Leadership Development, Nancy Semkin is responsible for building the focus, alignment and capability of RBC Financial Group's senior leaders to execute RBC strategy. This also entails the related accountability of ensuring depth in the leadership pipeline. A former English teacher, Nancy joined RBC in 1981, holding assignments in marketing and communications before moving into Management and Leadership Development some fifteen years ago. Nancy holds a M.Ed. from the University of Toronto. She continues her own personal development by trekking in far-flung places.

Morgan McCall
Professor of Management and Organization, Marshall School of Business, University of Southern California

Morgan McCall is Professor of Management and Organization at USC. During his recent sabbatical he served as Director, HR Labs at Sun Microsystems. Prior to joining USC he was Director of Research and a Senior Behavioral Scientist at the Center for Creative Leadership. Executive leadership, especially early identification, assessment, development, and derailment of executives, is the primary focus of Morgan's research and writing. He is author or co-author of *Developing Global Executives*, *High Flyers*, *and Lessons of Experience*. An active speaker and consultant, Morgan has recently worked with a variety of organizations including Genentech, PricewaterhouseCoopers, First Data, NCR, Sun Microsystems, Toyota, Weyerhaeuser, and Disney.

Donna Riechmann
Director/Team Leader, Executive Education & Development
Pfizer Inc

Donna is Director, Team Leader, Executive Education and Development at Pfizer Inc. She has responsibility for education and development programs for the top 1500 leaders at Pfizer. Prior to joining Pfizer, Donna was an Academic Director at Duke Corporate Education and Director of Executive Education and Development, Worldwide Human Resources at GlaxoSmithKline. She holds adjunct faculty positions at Duke Corporate Education and the Center for Creative Leadership. Donna was also president of her consulting firm, working with clients including A&T, NASA, Ingersoll Rand, GSK, Manchester University (UK) and Mercy Corps Bosnia. Donna has published articles in several journals and her original research on teams appeared as a chapter in Impact of Leadership, Clark, Clark & Campbell (eds). Donna holds B.S. and M.Ed. degrees from the University of Illinois and a Ph.D. from the University of North Carolina.

To register, or for the most up-to-date program information, visit www.icedr.org.