

# DIVERSITY MASTERCLASS

London July 4th



## Future Of Inclusive Leadership & Talent

---

Thursday 4th July  
LONDON 2013

*New Cavendish Street - London*

### Speakers & Chair

---

HSBC 

 ERNST & YOUNG

 NHS

Leadership Academy

**Rockwell  
Automation**

**US**  
University of Sussex

---

From the organisers of the  
Diversity & Inclusion Seminar Barcelona

ICON  
GROUP  
INNOVATIONS

## Chair & Keynote Speakers



### Professor Robert Livingstone / Head of Organisational Behaviour/HRM / University of Sussex

Dr. Robert W. Livingstone is Professor and Head of Organisational Behaviour at the School of Business, Management, and Economics at the University of Sussex. He is also the Director of the International Centre for Leadership, Ethics, and Diversity (ICLEAD) at Sussex. Prior to moving to the UK, he held faculty positions as Assistant Professor and Associate Professor at the Kellogg School of Management at Northwestern University, and visiting faculty positions at Princeton University and Carnegie Mellon University.

Dr. Livingstone's research investigates the unique challenges of women and minority leaders, as well as topics related to ethics and power, leader selection, social justice, and intergroup discrimination. His work has appeared in top-tier, four-star journals such as the: Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, Psychological Science, and the Journal of Experimental Social Psychology. He currently serves on the editorial boards of the journal of Basic and Applied Social Psychology and Personality and Social Psychology Bulletin. His research has also been featured in prominent media outlets including: The New York Times, Wall Street Journal, Washington Post, BBC, Newsweek, Forbes, Bloomberg Businessweek, Financial Times, ABC News, Expansion, CNN, Yahoo, and MSNBC. He is a member of numerous professional organizations, including the Academy of Management, and is the recipient of coveted awards for teaching, research, and publication excellence.



### Joan Buccigrossi, PhD / Director of Global Inclusion & Engagement / Rockwell Automation

Dr. Joan Buccigrossi is a highly regarded leader in diversity and inclusion. She has extensive global corporate and consulting experience and proven skills in leadership development, cultural change, race relations, organizational development, and employee engagement. In her current role as director of Global Inclusion and Engagement for Rockwell Automation, Joan leads the company's diversity, inclusion and engagement efforts world-wide, in partnership with business leaders, employees, and HR professionals. Throughout her career, Joan has gained international experience consulting with global companies such as Whirlpool, GE, and Mobil Corporation (now Exxon/Mobil). She has worked in-country in Bolivia, Hungary, and Switzerland as an international film producer.

Joan received her doctorate in Organization Systems and Development from Fielding Graduate University, Santa Barbara, California, with a focus on intercultural competencies and working across differences. She holds a master's degree in Human Development from Fielding and a bachelor's degree in education and English from The College of St. Rose in Albany, New York.



### Karen Lynas / Deputy MD & Head of Programmes & Practice Team / NHS Leadership Academy

Karen Lynas is currently the Deputy Managing Director of the NHS Leadership Academy. Following work in a number of provider organisations, Karen moved into leadership development. She has held roles leading the NHS Graduate Scheme, including a review leading to several national awards for the programme. Karen frequently speaks at national conferences and has worked as an advisor on leadership development strategy.

After spending 3 years as Director of Leadership at the King's Fund, a charitable health policy think tank, she returned to the NHS to create the NHS Top Leaders scheme.



### Audrey Campbell / Associate Director Diversity & Inclusiveness / Ernst & Young

Audrey Campbell is Associate Director at Ernst & Young, UK & Ireland. She leads the firm's work on Inclusive Leadership which she positions as a key enabler to EY's business strategy. She is a senior member of the team responsible for developing and implementing the firm's diversity and inclusiveness strategy - a central pillar in the firm's wider organizational change programme.

Audrey joined EY at the beginning of 2009. Alongside her work to embed the firm-wide D&I strategy and her work on Inclusive Leadership, she leads the firm's strategies targeted at Race/Ethnicity and Disability.

Prior to joining EY Audrey ran a small consultancy that supported public sector organisations to comply with the imposed 'public duty' following the McPherson report. Before that she led D&I at Zurich Financial Services.

Audrey holds a Masters in Employment Law from Kingston Law School (Kingston upon Thames).



### Simon Lamb / Head of Talent, Resourcing & Organisation Development, Europe / HSBC

Simon is responsible for the first values-led leadership programme in the Bank. Simon is an experienced organisation development, strategy and transformation director. He is also an experienced lead facilitator and team effectiveness coach working with groups, from small executive teams to 3000 people in one session, to enable change to happen.

He has scoped, defined and implemented strategy and transformation approaches within public and private sectors focused very clearly on outcomes that drive behaviour change, business growth, organisational efficiency and building competitive capability.

Specifically, Simon has delivered programmes and consultancy focussed on leadership effectiveness, business capability, culture change, talent management, employer branding, process re-engineering and organisation design.

Simon has most recently developed and is delivering an all systems culture change programme focussed on ethical decision making, moral values and behaviours, aligned to corporate and individual purpose in a global bank.

Thursday 4th July 2013 – London

## Introduction

Now entering its 7th year, the international Diversity & Inclusion Seminar in Barcelona welcomes many of the world's leading minds on Diversity, Inclusion, HR, Recruitment, Leadership and Talent and last year saw the introduction of this new series of One-Day Diversity Masterclasses to the city of London.

Building upon the success of the 2012 **Inclusive Leadership Masterclass**, we are delighted to bring this 2013 follow up Masterclass "The Future of Inclusive Leadership & Diverse Talent" – London 2013.

After consulting many of our long-standing corporate FT100 clients on the most pressing issues within the Corporate Diversity world, Icon is inviting some of the world's leading minds on Diversity & Inclusion in the corporate workplace to partake in this specialised intensive one-day event.

## Aims and Objectives: this Masterclass will;

- Study the Business Imperatives of fostering a culture of inclusion
- Help define and shape the Talent Strategies to engage diverse groups within the organisation
- Explore the "how to" Approaches and Successful Case Studies Inclusive Leadership programs
- Offer you Concise Results from both end-user experts and practitioners
- Assist you in developing the specific tools that work while avoiding the pitfalls
- Ensure you have the necessary strategies and techniques ready for implementation

## Who Should Attend

C-Level Executives, Heads of Diversity, SVP's of Human Resources, Group HR Directors, Global & Regional Heads of Inclusion, HR Directors, Heads of Leadership development, Talent Management, Organisational Development, Employee Engagement & other related areas.

## Media & Support Partners



**Inclusive Jobs**  
equality & inclusion at work



### Some Previous Clients Include:

Adidas · Abercrombie & Fitch · Alcatel Lucent · Allianz · AP Moller Maersk · ArcelorMittal · Aviva · AXA · BAE Systems · Banco Santander · BBC · BSKyB · Bentley Motors · Bristol-Myers Squibb · Cargill · Catalyst · Cisco · Clifford Chance · Coca Cola · Daimler · Danone · Deutsche Post · Deutsche Telekom · Dexia · DHL · Diageo · Disney · EADS · Ebay · Ernst & Young · EDP · ESADE · European Central Bank · European Commission · European Parliament · Facebook · Ferrero · General Electric · GM · Glaxosmithkline · Google · HBOS · Henkel · Honeywell · HP · HSBC · Iberdrola · IBM · Inditex · ING · Insead · Johnson & Johnson · JP Morgan · KPMG · L'Oreal · Luxottica · Mastercard · Medtronic · Merrill Lynch · Microsoft · Morgan Stanley · NATO · Nestle · Nike · Nokia · Novartis · Novo Nordisk · OPEC · Orange · Pfizer · P&G · PepsiCo · Philips · PWC · Reckitt Benckiser · Roche · Rolls Royce · Royal Bank of Scotland · Sanofi Aventis · SAP · Sara Lee · Schneider Electric · Shell · Siemens · Sodexo · Standard Chartered · Swedbank AB · Swisscom · Swiss Re · Telefonica · Tetra-Pak · Total · Toyota · UBS · UCB · Unicredit · Unilever · UN · Vestas · Vodafone · Walmart · World Bank · Xerox

Thursday 4th July 2013 – London

08:30 am	Registration & Welcome Coffee
08:55 am	Chair Introduction // Professor Robert Livingstone // University of Sussex & ICLEAD
09:00 am	<p>CHAIR PRESENTATION</p> <hr/> <p><b>Diversity and Inclusion in Leadership</b></p> <hr/> <ul style="list-style-type: none"> <li>* Understanding the challenges facing women leaders</li> <li>* Understanding the challenges facing minority leaders</li> <li>* Strategies and tactics for overcoming these challenges (e.g., social networks, sponsorship, etc.)</li> <li>* Assessing organisational culture and climate concerns</li> <li>* Effective (and ineffective) strategies for promoting diversity</li> </ul> <hr/> <p>Professor Robert Livingstone / <b>Head of Organisational Behaviour/HRM</b> / University of Sussex</p>
	
10:00 am	<p>STRATEGIC END-USER &amp; CASE STUDY PRESENTATION</p> <hr/> <p><b>Calling All White Men: Can Training Help Create Inclusive Workplaces?</b></p> <hr/> <p>Joan Buccigrossi, PhD, Director Global Inclusion and Engagement will discuss the approach her company, Rockwell Automation, has taken to create a culture of inclusion by engaging white men as change agents. In particular, she will discuss key research findings from a study entitled, "Calling All White Men: Can Training Help Create Inclusive Workplaces?" This research was conducted by Catalyst and examines the effectiveness of inclusion training with a specific emphasis on enabling white men to partner and lead change efforts. Dr. Buccigrossi will also discuss how the training fits into a strategic framework of improving inclusion and engagement at Rockwell Automation.</p> <hr/> <p>Joan Buccigrossi, PhD / <b>Director of Global Inclusion &amp; Engagement</b> / Rockwell Automation</p>
	
11:00 am	Coffee & Networking
11:20 pm	<p>LEADERSHIP ACADEMY SESSION</p> <hr/> <p><b>NHS Inclusive Leadership Styles</b></p> <hr/> <p>The need for a new style of leadership is apparent as we move in to a very different future for the NHS. How can we stay connected to purpose and what motivates us at work during such complex times. This session will explore some data about our current leadership styles, how they impact on those around them and what we can each do to develop our own strengths as leaders at every level.</p> <hr/> <p>Karen Lynas / <b>Deputy MD &amp; Head of Programmes &amp; Practice Team</b> / NHS Leadership Academy</p>
	
01:30 pm	Working Luncheon
02:30 pm	<p>END-USER SESSION</p> <hr/> <p><b>Can a stand alone programme really create sustainable change?</b></p> <hr/> <p>Simon is responsible for HSBC's cultural change management globally of which includes Inclusive Leadership. This includes HSBC's first values led leadership program, a program designed to rectify the systematic &amp; cultural issues facing the bank</p> <p>Simon's presentations will focus on</p> <ul style="list-style-type: none"> <li>* What / Who is the problem</li> <li>* What is the solution</li> <li>* How to create a sustainable platform for change</li> </ul> <p>Simon's presentation will also focus on the cultural issues that prevent women getting to top positions within the bank but also why men choose to put up with them</p> <hr/> <p>Simon Lamb / <b>Head of Talent, Resourcing &amp; Organisation Development, Europe</b> / HSBC</p>
	
03:30 pm	<p>PRACTITIONER PRESENTATION</p> <hr/> <p><b>The Ernst &amp; Young Journey</b></p> <hr/> <p>The world in which we operate is changing and is changing fast – our clients and stakeholders are becoming more globally connected; the purchasers of our services are changing – we are seeing an increase in purchasing power in the East; we are increasingly recruiting talent from across the globe; and our business reports continue to highlight</p> <hr/> <p>Audrey Campbell / <b>Associate Director Diversity &amp; Inclusiveness</b> / Ernst &amp; Young</p>
	
04:30 pm	Coffee & Networking Short
04:40 pm	<p>INTERACTIVE PANEL Q&amp;A SESSION:</p> <hr/> <p><b>Chair's Panel Round-Up &amp; Key Findings Report</b></p> <hr/> <p>This session will see the Chair discuss in more depth the main points of the day with the panel of speakers. In addition the Chair will also provide a platform for your final burning issues to be put to the floor. Finally the Chair will compile a "Hot Point" summary of the day's most important take-aways!</p>
05:20 pm	End of Masterclass

# Registration Form

Diversity Masterclass London  
Thursday 4th July 2013

REF: ILDL

Diversity Masterclass - London

## Attendee details

Company: \_\_\_\_\_ VAT / IVA Number: \_\_\_\_\_

Delegate name: \_\_\_\_\_ Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

Job Title \_\_\_\_\_ Vegetarian Yes / No: \_\_\_\_\_

2nd Delegate: \_\_\_\_\_ Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

Job Title \_\_\_\_\_ Vegetarian Yes / No: \_\_\_\_\_

## Pricing (in GBP)

PLEASE TICK YOUR OPTION BELOW

All rates + VAT @ 20% where applicable

All rates + 3.52% Credit Card Processing Fee where applicable

**EXTENDED  
OFFER**

Discount Offer booking dates	1 x Delegate Rate	TICK	2 x Delegate Rate	TICK
June 1st - June 21st	495 GBP		795 GBP	
June 22nd - July 1st	595 GBP		895 GBP	

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

scan and send to:  
[abraham@iconeventsinternational.com](mailto:abraham@iconeventsinternational.com)

or fax:  
**+34 933 807 627**

### Terms & Conditions

1. Full payment is required within 10 days of receipt of this registration form. Once the registration form is received and the booking confirmation sent to the client by email the client agrees to all terms and conditions as stated.

2. In the event of a cancellation no refunds shall be made. Cancellations must be received by email or fax at least (2) weeks before the event date to obtain a full credit note to the value of the participation fee. This credit note can be used on any future event created and hosted by Icon

Events International SL. Substitutions are allowed up to 3 days before the event commences.

3. All intellectual property rights in all materials produced or distributed by Icon Events International SL in connection with this event is expressly reserved and any unauthorised duplication, publication or distribution is prohibited.

4. Client information is kept on Icon Events International database & used to assist in providing products and services which maybe of interest to the client and which will be communicated by email, or other electronic

means. If you do not want Icon to do this please tick here( ).

5. While every effort will be made to - adhere to the advertised package Icon reserves the right to change event dates, sites or location or omit event features, or merge the event with another event, as deems necessary without penalty and in such situations no refunds or alternative offers shall be made.