



## WELCOME

With the recession behind us and the economy in significant recovery mode, companies are charged with capitalizing on the growth of their business. Some will invest in leveraging their leadership development strategies, while others will focus on talent management and increasing their workforce. Hunt-Scanlon invites you to join us for our 2005 Leadership Forum **Capitalizing on Growth** on June 22nd at the Chicago Club. Attendees will hear from a variety of presenters on topics such as:

- Managing the relationships between human resources and executive search professionals
- Human capital management from a Wall Street perspective

[Venue Information](#) | [Register Now!](#) | \*Internet Explorer/1024x768 Recommended\*



## AGENDA

### Session Overviews

7:30 AM - 8:30 AM  
Registration

8:30 AM - 8:45 AM  
Opening Remarks

Our moderator, John Higgins, will extend his welcome to all conference delegates and thank our sponsors for their support. Mr. Higgins will also provide a brief synopsis of the key trends taking place in the human capital sector today and an overview of the program for the day's events.

**John A. Higgins**  
Conference Moderator  
Hunt-Scanlon Advisors

8:45 AM - 9:30 PM  
Blueprints for Internalizing the Recruitment Process

It is common knowledge that mergers and acquisitions present a unique set of challenges, specifically to the Human Resource function at major corporations. On the heels of a multi-billion dollar merger, the EVP of Human Resources at the nation's second largest financial services firm will discuss the challenges of fusing a highly centralized HR function with another divided mainly along lines of business. Additionally, he will address the benefits and drawbacks of internalizing corporate staffing and blueprints for future initiatives concerning recruitment and talent management in the changing world of HR.

**Stephen J. Cerrone**  
EVP Human Resources  
JP Morgan Chase - Retail Financial Services



## SPONSORS



**9:30 PM - 10:15 PM**  
**Point-Counter-Point**

As the relationship between corporate human resource executives and their executive search providers becomes more complex, numerous issues of concern between the two pose a series of challenges and obstacles for both sides. In a panel discussion in which participants will pose questions directly to one another, six leading human resource professionals and search consultants will debate those issues that have raised the biggest concerns, including off-limits constraints, fee arrangements, parallel processing and how both sides can continue to improve upon the relationship.

Moderator: **Terry Scherck III**  
Healthcare Practice Leader  
**A.T. Kearney Executive Search**

**Thomas J. Fuller**  
General Managing Partner  
**Epsen Fuller & Associates**

**Peter Czamanske**  
Vice President  
**Compass Group**

**Virginia A. Clarke**  
Head of Diversity Practice  
**Spencer Stuart**

**Deborah A. Lauer, PhD**  
VP of Human Resources  
**Motorola**

**Wanda Wiebke**  
Director of Recruitment and Selection  
**Allstate Insurance Company**

**Steven W. Helmholz**  
Director, Global Executive Talent Acquisition  
Global Talent Management  
**Dell, Inc.**

**10:15 AM - 10:45 AM**  
**Networking Break**

**10:45 AM - 11:30 AM**  
**Projections and Trends in Human Capital    An Analyst's Perspective**

As the human capital sector gains momentum what is in store for the industry in the months ahead? A leading human capital sector analyst will discuss these issues which will include: What are the expectations for normalized growth following the hyper-growth period of 2004? How does changing executive compensation impact retained search fees? With tightening labor markets, how are search firms boosting consultant levels and how will hiring outside of search impact productivity? How will search firms expand into new services, deepen relationships with clients and layer new revenue growth drivers without impacting brand?

**Tobey Sommer**  
Vice President  
**SunTrust Robinson Humphrey**

**Lanyard Sponsor**



**11:45 AM - 1:15 PM**

**Hunt-Scanlon Human Resource Leadership Award Luncheon**

Hunt-Scanlon will recognize a leading human resource executive for her accomplishments in designing and implementing innovative human capital strategies that have led to superior financial performance.

**Lea Soupata**

SVP Human Resources

**UPS**

**1:30 PM - 2:15 PM**

**Capitalizing on Growth Through Diversity**

Diversity has rapidly become a foundation of today's corporate recruiting strategy. With 75 percent of jobs going to minorities and women by 2008, the focus is clear. In this interactive session, three of the industry's leading diversity officers will come together to discuss how diversity has moved to the forefront of recruiting and why winning the race with diversity talent plays a major role in the growth of a successful company.

Moderator: **Edie Fraser**

Founder and President

**Diversity Best Practices**

**Mark Green**

**W.W. Grainger, Inc.**

**Andres Tapia**

Chief Diversity Officer

**Hewitt Associates, Inc.**

**Michelle W. Thomas**

Director, Corporate Diversity, Inclusion and Work/Life

**Abbott Laboratories**

**2:15 PM - 3:00 PM**

**Building A Top Tier Workforce**

During the past 36 months, major international corporations have cut hundreds of thousands from their global ranks due to a continual decline in the world economy. With a recovery now seemingly at hand, these same companies are now re-staffing their global workforce, many in large numbers over the next several months. In this special presentation, the top HR chief of one of the nation's most recognized telecommunications companies, will discuss his company's efforts to re-hire at various levels, including strategic management positions and how he directly works with the company's CEO, his key lieutenants, and external search professionals to spearhead this effort.

**Jeffrey J. Childs**

Senior Vice President, Human Resources

**U.S. Cellular**