



# 2009 GLOBAL SESSION



April 6-7, 2009

April 7, 2009 - Global Symposium  
April 6, 2009 - Evening reception and tour 5:30 – 7:30pm



hosted by: Major League Baseball

245 Park Avenue (between 46 & 47 Streets) 29<sup>th</sup> Floor  
New York, NY 10167

**Join our group of powerful Chief Diversity Officers for a leading global discussion. Learn how to strengthen your company's global influence and strides toward international business success.**

The globalization of diversity continues to grow in importance. Surveys of Diversity Best Practices members indicate that over the next three years (through 2012) there will be a doubling of the effort to support an inclusive global workforce, marketplace, community and supplier base. With the global growth of market share comes an increased responsibility to increase public commitment and private investment in corporate diversity strategy and programs. This symposium offers DBP Global Members the platform to share best practices, network with global thought leaders and tap their intellectual capital.

8:00 am - 9:00 am Breakfast and introductions

9:00 am - 9:15 am **Opening Remarks**  
Carol Evans, CEO – Diversity Best Practices

Wendy Lewis, Senior Vice President, Diversity and Strategic Alliances – Major League Baseball

Jonathan D. Mariner, Executive Vice President and Chief Financial Officer – Major League Baseball

**Emcee**  
Subha Barry, Managing Director, Head of Global Diversity and Inclusion - Merrill Lynch & Co.

9:15 am - 10:00 am **World Baseball Classic**  
Paul J. Archey, Senior Vice President, International Business Operations – Major League Baseball

*The World Baseball Classic was created as a strategic business development tool to grow the business on an international level. Hear from Paul Archey what steps MLB implemented in order to overcome hurdles and establish sound business variables. The World Baseball Classic is the premier international baseball tournament, sanctioned by the International Baseball Federation, and features the best players in the world competing for their home countries and territories. In March 2006, 486 players representing 16 teams from across the globe competed in the inaugural event. More than 740,000 fans from 48 states and 15 countries attended games and millions more watched on TV as Team Japan was crowned the first-ever World Baseball Classic Champion. The inaugural tournament was broadcast by 48 media outlets in 10 languages to 205 countries and territories around the world. The upcoming World Baseball Classic will be played from March 5 - 23 and will again feature 16 of the greatest baseball-playing nations in the world.*

**Save the date! June 2-4, 2009 • Bangalore, India**

**Diversity Best Practices Global Symposium and Global Advancement of Women Conference**



- 10:00 am - 10:30 am **Setting Today's Context of Global Diversity**  
Subha Barry, Managing Director, Head of Global Diversity and Inclusion – Merrill Lynch & Co.  
*In today's global market place, Diversity and Inclusion must be part of an organization's overall global business strategy. The global workforce and marketplace are constantly changing. With these shifts new opportunities and challenges unfold and pose new implications for business decisions.*
- 10:30 am - 10:45 am Break
- 10:45 am - 11:45 pm **Leadership from the Top**  
**D&I Initiatives – Creative Innovations**  
Tig Gilliam, CEO – Adecco Group North America  
*As the global leader in workforce solutions, diversity is an imperative for Adecco. Adecco S.A. is a Global Fortune 500 company and the world leader in workforce solutions. The Adecco Group network connects over 700,000 associates with business clients each day through its network of over 33,000 employees and 6,600 offices in over 70 countries and territories around the world. Registered in Switzerland, and managed by a multinational team with expertise in markets spanning the globe, the Adecco Group delivers an unparalleled range of flexible staffing and career resources to corporate clients and qualified associates.*
- 11:45 pm – 12:30 pm **Global Workforce:**  
**Leadership Development – Women of Color and Multicultural Backgrounds**  
Arisa Cunningham, Vice President, Global Diversity, Comprehensive and Surgical Care Groups - Johnson & Johnson  
*Johnson & Johnson has a leadership development program designed for women of color or from multicultural backgrounds. The initiative is titled "Crossing the Finish Line: A Career Acceleration Program with a companion program for the direct supervisors titled "A Primer for Managers". The individuals selected are high performing/high potential directors who have been identified as leaders of the future. Their participation is designed to enhance their qualifications and help prepare them for advancement. Importantly, the program seeks to acknowledge and reward the fine performance they have delivered and the one for their direct supervisors is designed to recognize the effective support the participants are receiving from their supervisors who will increase their own ability to create, and manage an environment that facilitates retention and advancement of this talent.*
- 12:30 pm - 1:40 pm Networking Lunch
- 1:40 pm - 3:00 pm **Strategic Alliances**  
**Empowering your Organization and Growing Your Reach**  
Ted Childs, Principal, Ted Childs, LLC  
**Panel**  
Deb Elam, Chief Diversity Officer - GE  
Lou Melendez, Vice-President of International Baseball Operations – Major League Baseball  
*What are the key alliances that you need to develop to implement D&I programs through human resource, top leadership and the supplier channels? How does a social responsibility initiative become a company's world wide business program? Learn from experts who implemented programs overseas such as in Ghana, Africa and Latin America.*



3:00 pm - 4:00 pm

**Global Think Tank Session - Roundtable Discussions**

*Join our interactive roundtables, collaborate, and delve deep into the discussion around pressing issues and concerns on the mind of Global Diversity practitioners. Organized around 5 provocative questions, this session will provide the opportunity for participants to tap vital resources – fellow global companies from a variety of industries who are currently engaged in the same mission to advance the needle on global Diversity & Inclusion. Share pressing issues and challenges and gain insight into alternative thinking, innovative ideas and fresh approaches. What are the issues? Where do we fall short? What's being done to shrink the gaps and take steps forward? Collectively, how can we make use of shared trials and experiences to push for continued progress and success on the Global stage?*

**The Economy**

Mark David Welch, Senior Vice President Global Diversity Director – Northern Trust Global Diversity

What innovative strategies can companies use to sustain diversity & inclusion momentum amidst the current economic downturn?

**Talent and Leadership**

Mark Q. McLane, Director Diversity & Inclusion – Booz Allen Hamilton

How do we understand global talent, leverage different styles of leadership, and make better decisions about recruitment, retention and advancement? What are the challenges of global talent mobility?

**Global Strategies and Cultural Competence**

Philip Berry, President – Philip Berry and Associates LLC

How are companies connecting US-Based strategies to Global Diversity & Inclusion, and what messages and tactics are they employing in different regions? How are companies becoming culturally competent in cultures other than their own? -

**Social and Corporate Responsibility:** How should companies best approach and address subjects that have been particularly touchy in the US, but take on increased relevance on the global stage? How can we continue progress in developing global competencies, take on challenges in the world where human rights are compromised, and partner with firms worldwide to create strong allies and relations across industries, economies and borders?

**Metrics:** How can companies clearly define, outline and customize metrics to ensure they are not only in-line with local requirements, but also results- and process-oriented to benefit the business bottom line?

4:00 pm - 4:30 pm

Wrap up, discussion and next steps