



HR Alumni Conference 2017

HUMAN CAPITAL INNOVATIONS

Presented by
GE HR Alumni Network
October 20, 2017
GE Management Development Institute
Crotonville

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Welcome

2017 GE HR Alumni Conference

What an exciting time for our group to assemble, yet again, on these hallowed grounds that we call Crotonville! The times they are a-changing, and today we're going to explore what that all means – for GE, for human resources, and for the world. When we last gathered in 2015, we made a commitment to continue bringing the best of the best to our conferences. So we accelerated the planning cycle and managed to pull this off in a two-year cycle. We'll aim to keep a similar schedule and cadence as long as there are plenty of interesting things for us to talk about.

As always, we need to thank Susan Peters, who graciously continues to support this group whole-heartedly. Susan's loyal support and her "lending" us staff and hosting us at this beautiful Crotonville campus are the keys to making all of this possible.

This is the sixth national gathering of GE HR Alumni. Your conference is made entirely possible because of a dedicated group of volunteers who have worked diligently over the last six months to make this all happen. The good news about an ad hoc team of GE volunteers is that they all know how to work efficiently, establish good processes, and conduct effective virtual meetings. If you meet a member of our planning team during your networking today, **please thank them** for their hard work.

As always, we encourage you to make the most of your time at this event reconnecting with former colleagues, networking with new associates, and learning from our speakers and workshops.

Please take a few moments to get a sense of the program including the agenda and information about our attendees. We also want to thank our advertisers in the program book. Please meet our on-site Conference Sponsors, which helps offset the Conference costs.

Finally, none of this would be possible without the foundation of the original GE HR Alumni group that was started by our colleague, Mike Schiavoni in the mid-1990s (*see History*). Our GE HR Alumni Directory has grown to include over 600 members...and counting. We believe that this is the largest active corporate HR alumni group of its type in the United States.

Over the 20-plus years since its inception, the purpose of the GE HR Alumni group has remained the same: **To promote GE HR Alumni business and social networking and the exchange of best practices.** We are certain that today's conference will deliver on that mission.

Carla Fischer and David Gilman, Co-Chairs GE HR Alumni Network



Conference Agenda

Time	Event	Location
8:00	Registration / Networking / Continental Breakfast	Crossroads, Leadership Exchange Building
9:00	Conference Kick-off / Facilitated Networking	Auditorium
9:40	<i>The Future of GE</i> Beth Comstock, GE Vice Chair	Auditorium
10:45	Break	Crossroads
11:00	<i>Transforming GE Culture</i> Janice Semper, VP, GE Executive Development	Auditorium
11:50	<i>Alumni Survey Results:</i> Debbie Burke, Caryn Kaftal	Auditorium
12:00	GE HR Alumni Group Photo	TBD
12:15	Lunch	Crossroads
12:50 to 1:25	<u>NETWORKING OPPORTUNITY - PICK ONE OPTION:</u> <ul style="list-style-type: none"> • Walking Tour of Crotonville • Interactive Dialogue: <i>Key Learnings and Best Practice Sharing</i> facilitated by Tim Montgomery • Informal Networking 	Meet at Café 56 Patio The Pit *
1:25	<i>The Future of GE HR</i> Susan Peters, SVP GE Human Resources	Auditorium
2:25	Break	Crossroads
2:40	<u>WORKSHOP BREAKOUT SESSIONS:</u> <ol style="list-style-type: none"> 1. <i>Digital Transformation for HR Professionals and GE's Digital Journey</i> Michael Leckie, Digital Industrial Learning Leader - GE Corporate 2. <i>Shaping a Winning Culture to Drive High Performance</i> David Casto, SVP HR Enterprise Ops - Synchrony Financial 3. <i>Modernizing Total Rewards and the Employee Experience – Where Will You Go Next?</i> Suzanne McAndrew, Global Business Leader, Talent - Willis, Towers & Watson 4. <i>HR Agility - Strategic HR/OD Innovations</i> Lew Sears, Principal - Lantern Assoc. LLC 	Forum 1 * The Lyceum * Forum 2 * The Pit *
3:45	<i>Senior CHRO/CLO Leaders Panel Discussion: Learning, Leadership, Culture and the Future of Work</i> <ul style="list-style-type: none"> • Jack Ryan, GE VP Executive Education & Learning • Nancy Sykes, CHRO Southern Co. • Eileen Whelley, CHRO XL Catlin 	Auditorium
4:45	Conference Closing Remarks	Auditorium
5:00	Social Hour / Reception	Dining Room Mezzanine Croton Hall
6:00 to 8:00	Dinner - <i>Pre-registration required</i>	Dining Room Croton Hall

* = location subject to change

GE HR Alumni Network & Conference Leadership

GE HR Alumni Network Leadership Team:

Co-Chair

Carla Fischer

Co-Chair

David Gilman

Membership Chair

Beth Balschi

2017 Conference Co-Chairs:

David Gilman

Michael Schiavoni

2017 Conference Committees:

Agenda & Speakers

Michael Schiavoni
Michael Biondolillo
Tim Montgomery
Gaile Omori

Communication & Registration

Chris Black
Vicky McGrath

Crotonville Logistics

Jayne Johnson
Patricia Diaz
Chris Greaney
Christie Mabry

Finance

Deborah Burke

Sponsors & Advertising

Raphael Sebastian

Conference Program

Beth Balschi

Special Thanks and Appreciation to...

DAVID GILMAN



for successfully co-chairing five National Conferences. Thank you for your outstanding project leadership; vision; innovations; user-friendly GPS web-site, which hosts the GE HR Alumni Directory; and for the dedicated GPS staff who have provided strong support for each National Conference.

Michael Schiavoni

- Founder GE HR Alumni Network

History of the GE HR Alumni Network

As he was preparing to leave GE in early 1995, GE HR Alumni founder Mike Schiavoni and several other ex-GE HR leaders mentioned how much they missed their many highly-talented colleagues and the opportunity to continue to share best practices.

Mike hoped that by starting a “GE HR Alumni Network” former GE HR Leaders would have easier access to each other and to the ideas, best practices, and collective wisdom of an Alumni group.

Those first few “members” provided additional names of GE alumni, and so on and so on. It was soon evident that many HR leaders – both in and out of GE -- valued access to and information about this network.

David Gilman, owner of Gilman Performance Systems (GPS) and a fellow GE HR Alum, soon offered to host the “GE HR Alumni Network” on-line at his company’s web-site: **GPSAdvantage.com**. The site has a dedicated area for our alumni activities, including a complete password-protected directory of our members, which has grown in number to over 600 former GE HR colleagues. David and Mike co-chaired the GE HR Alumni Network until Mike’s (second) retirement in 2012, when Carla Fischer joined as Co-Chair. David and the GPS Staff -- as well as a dedicated group of HR Alumni volunteers -- continue to keep the group moving forward.

In 2012, we started the **GE HR Alumni Network LinkedIn Group** to give our members a forum to share ideas, ask questions, post jobs and more. The group is open to anyone who is a registered member of our database. A special thanks to Beth Balschi who oversees this LinkedIn group and as our Network’s Membership Chair verifies each request to join and continuously updates the Directory, even researching Alums with undeliverable emails. *Thank you!*

Over the 20 years since the group was established our purpose has remained the same: ***To promote GE HR Alumni business and social networking and the exchange of Best Practices.***

This is our sixth National GE HR Alumni Conference. It has been planned entirely by a group of your peers who have generously volunteered and dedicated their time and talent to making this event a success.

All GE HR Alumni are eligible to belong to the Alumni Network. There is no membership fee. To date, all our events have been self-funded — meaning that members pay to participate in meetings, conferences, etc. Our network is not sponsored by Corporate GE HR; however, we’ve been fortunate that the GE HR leadership has been very supportive of our group

Thank You for Participating!

GE HR Alumni - Stay Connected!

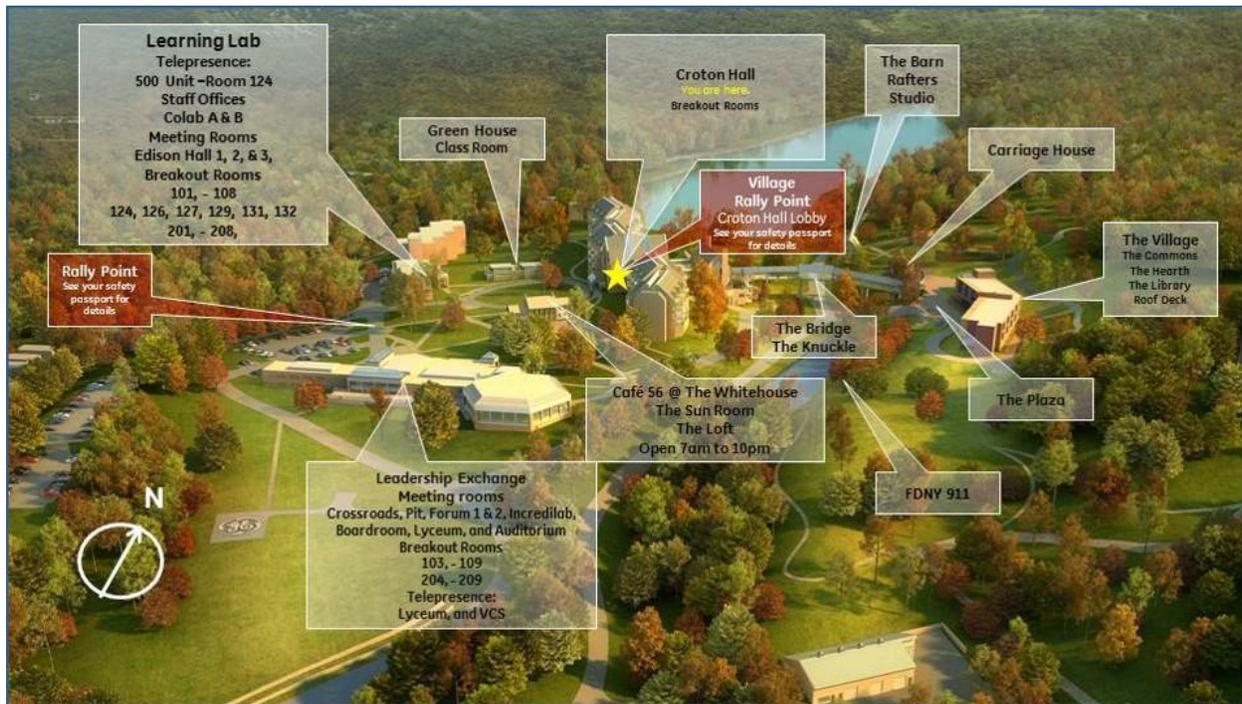
GE HR Alumni Network Group on LinkedIn	GE HR Alumni Site <i>Hosted by GPS</i>	GE HR Alumni Contact Database <i>Hosted by GPS</i>
<p>The best place to get news about the GE HR Alumni Group, networking, finding or offering help, posting jobs, sharing articles and more.</p> <p>Go to: LinkedIn.com</p> <ol style="list-style-type: none"> 1. Search and select "GE HR Alumni Network Group" 2. Request to join 	<p>"Home base" for GE HR Alumni. Download files from our conference. Access the contact database.</p> <p>Go to: GPSAdvantage.com</p> <ol style="list-style-type: none"> 1. Click on "Services" 2. Click on "GE HR Alumni" 	<p>Don't miss out on invites to special events! Keep your detailed contact information up-to-date here.</p> <p>Follow instructions to go to GE HR Alumni site</p> <ol style="list-style-type: none"> 1. Click on "view/update/add your name to the GE HR Alumni Directory" 2. Enter your email address and the password "cafe56"

GE HR Alumni Conference - October 2015



Download the group photo from today's event at the GE HR Alumni site (see instructions above)

Crotonville Reimagined



Crotonville is often described as the epicenter of GE culture. Crotonville is a testament to our belief that great companies – and great leaders – reinvent themselves to meet new opportunities as the world evolves. In that spirit, we began a campus refresh project in 2010 called “Reimagining Crotonville” or RIC for short. As part of the project we strove to reimagine the content we teach, the experience we deliver, and the environment we create.

As a result of this project, most buildings on campus were reimaged with updated technology, expanded spaces, and refreshed décor. This period saw the creation of the Village, home to the new recreation area along with 60 additional guestrooms to bring our campus total to 248. The Greenhouse was created originally to host the recreation room before eventually converting to additional classroom space. Both the Barn and Carriage House saw additional space expansions. Finally, the original campus recreation space known as the White House was refurbished down to the studs and brought back to life as “Café 56 at the White House” – a university style coffee house for all to enjoy.

In the past year, the modernization of campus continues with the complete refurbishment of “The Pit”, home to MDC and other classes. The Lyceum was also changed dramatically to accommodate a modern flat classroom with switchable glass and the latest in Prysm wall technology.

Through the Reimagining Crotonville project, we’re working to ensure that GE maintains its position as the preeminent company for leadership development – and that Crotonville continues to be a global nexus of ideas, fulfilling its mission to inspire, connect and develop the GE leaders of today and tomorrow.

Keynote Speakers



Beth Comstock
Vice Chair
GE

Beth Comstock was named Vice Chair in August 2015. In this capacity, she leads GE's efforts to accelerate new growth. She operates GE Business Innovations, which develops new businesses, markets and service models; drives brand value and partners to enhance GE's inventive culture. This unit includes Current, GE Lighting, GE Ventures & Licensing and GE sales, marketing and communications.

Since 2008, she served as GE's chief marketing and commercial officer. From 2006, she was President of Integrated Media at NBC Universal overseeing ad revenue and the company's digital efforts, including early development of hulu.com, Peacock Equity, and acquiring ivillage.com. In 2003 she was named the company's first chief marketing officer in more than 20 years. Previously, she held a succession of roles at GE, NBC, CBS and Turner Broadcasting.

Beth is a member Nike's Board of Directors and Trustee of the Cooper Hewitt Smithsonian Design Museum. She graduated from the College of William and Mary with a degree in biology.

Keynote Speakers, continued



Susan P. Peters
Senior Vice President, Human Resources
GE

Susan P. Peters is Senior Vice President, Human Resources, responsible for GE's global workforce of 320,000. From 2007 to 2013, Ms. Peters served as Vice President, Executive Development and Chief Learning Officer at GE. Ms. Peters first joined the company through the Human Resource Management Program of GE Appliances in 1979. In 1981 Ms. Peters became manager of Union Relations at Trane Company, in 1982 she transferred to Tyler, Texas, as professional relations manager. She returned to GE in 1984 as manager of Non-exempt Relations for GE Plastics in Pittsfield, Massachusetts. Ms. Peters was appointed a company officer in 1997, and in 2000 she became executive vice president of Human Resources for NBC.

Ms. Peters was appointed manager of Human Resources for GE Plastics in Worldwide Marketing and Product Management in 1986, and in 1989 she transferred to Bergen op Zoom, the Netherlands, to manage human resources for GE Plastics' European manufacturing sites. In 1990 she moved to Fairfield, Connecticut, to become manager of Human Resources Staffing and Development, and the following year she was promoted to manager of Human Resources for GE Plastics, Americas. She moved to Louisville, Kentucky, in 1993 to become the senior human resources manager for GE Appliances.

Ms. Peters graduated from St. Mary's College, Notre Dame, with a B.A. in English Literature and from the University of Virginia with a Master's of Education. She serves on the National Board of Directors of Girl Scouts of the USA. She is married and has one daughter.

Keynote Speakers, continued



Janice L. Semper
Culture Transformation Leader
GE

Janice is a member of the GE Human Resource function focused on leadership development and culture. She is currently leading an effort to drive a cultural transformation to make GE simpler, faster, adaptive and more customer-driven to support a digital industrial company.

Janice has been with GE for 21 years where she held a number of HR Leader positions at GE Corporate and GE Capital. She began her career with Pepsi-Cola Company where she worked for six years holding a number of positions in Human Resources.

Her areas of passion and expertise are driving change; scaling efforts in large, diverse, global organizations; defining disruptive strategies and bringing them to life; living a healthy lifestyle, discovering the world and being a lifelong learner.

Janice earned a Bachelor's degree in Psychology from Muhlenberg College in Pennsylvania and M.A. in Organization Psychology from Columbia University in New York.

"You have the powers you never dreamed of. You can do things you never thought you could do. There are no limitations in what you can do except the limitations of your own mind."

Workshop Descriptions

Digital Transformation for HR Professionals and GE's Digital Journey

In this session, **Michael Leckie, Digital Industrial Learning Leader at GE**, will discuss the impact of the digital era on leadership development and culture and how it can be leveraged in your organization.

Objective:

- Lately, it seems like it is all digital, all the time, in our organizations. If you are not sure of what that means for you and HR then this session is for you. GE is undertaking the biggest transformation effort in its 130-year history as we strive to become recognized as a global digital industrial leader. **Michael Leckie**, will share with you the approaches GE is taking to support and accelerate this transformation including communications, leadership development, culture, strategy and operating model considerations. The session will be an open dialogue about what is working, what GE has learned and what is still to be done.

Speaker:

Michael Leckie
Digital Industrial Learning Leader
GE Corporate

Moderator:

Jayne Johnson
VP, Talent & Organization Development
Vertex Pharmaceuticals Incorporated

Shaping a Winning Culture to Drive High Performance

Objectives:

- The power of “getting it right”
- How to successfully develop a culture campaign
- Case study: Our Approach to Careers & the Career Growth Framework

Take-Aways:

- CEO & HR collaboration to plan & develop the “culture campaign”
- Supporting engagement with a career growth framework
- Importance of organizational succession review

Speaker:

David (DJ) Casto
SVP, Human Resources
Synchrony Financial

Moderator:

Gaile Omori, SPHR
Vice President of Human Resources
Athletico Physical Therapy

Workshop Descriptions, continued

Modernizing Total Rewards and the Employee Experience – Where Will You Go Next?

Objectives:

- Forces of Change impacting the Total Rewards modernization agenda
- Talent Trends, Challenges and Disruptors
- Opportunities to build Total Rewards value and deliver consumer-grade Employee Experience
- How Early Adopters are Bringing Forward Next Gen Total Rewards

Take-Aways:

- Understand how Talent Shifts are impacting Total Rewards
- Practical and Innovative Ways to get more out of your Total Rewards
- Analytics and Tools to build a Consumer-Grade Total Rewards Employee Experience
- Insights from Your Peers from other companies

Speaker:

Suzanne C. McAndrew
Global Business Leader, Talent
Willis Towers Watson

Moderator:

Michael A. Biondolillo
Senior Vice President
Salveson Stetson Group

Human Capital Agility: Strategic HR/OD Innovations Workshop

Objectives:

Thriving in the Digital World

- Accelerating Business Agility
- Implications for Organizations and Leadership
- The Future of HR/OD

Take-Aways:

- Process Overlay on Traditional Structures
- Managing Leadership Dispersion
- The Changing Role of HR/OD

Speaker:

Lew Sears
Principal,
Lantern Assoc. LLC

Moderator:

Michael Schiavoni
Managing Partner,
Schiavoni Leadership Group LLC

Panel Discussion Description

Learning, Leadership, Culture and the Future of Work

“Through learning we re-create ourselves. Through learning we become able to do something we were never able to do. Through learning we re-perceive the world and our relationship to it. Through learning we extend our capacity to create, to be part of the generative process of life.”

Peter M. Senge -- 1990

There are many dimensions to the ongoing discussion of the “future of work”. For those of us in the HR space, it is the intersection of Learning, Leadership and Culture that has us thinking deeply. Clearly, how we learn and how we train are in the midst of rapid transformation. As our workforce becomes more adept at “just in time” skill-building or “employment”, there are many implications for the role and tasks of leaders. As many of us think about new forms of organization and the traditional employment relationship is being rapidly supplanted by more transient alternatives, the role of culture as the guideposts and sense-making structure of organizations is being tested. How are large enterprises responding?

Our panel will explore this intersection of learning, leadership and culture through the lens of their personal experiences in a cross section of large organizations. After a brief opening statement on one of the three big issues by each panel member, the audience will be invited to pose questions regarding their own view of the changing nature of learning, leadership and culture.

Speakers:

Jack Ryan

Vice President, Executive Development & Learning
GE

Nancy Sykes

Executive Vice President and Chief Human Resources Officer
Southern Company

Eileen Whelley

Executive Vice President & Chief Human Resources Officer
XL Group

Moderator:

John J Haggerty

Senior Lecturer
Cornell University ILR School

Workshop Breakout Speakers

Digital Transformation for HR Professionals and GE's Digital Journey



SPEAKER

Michael Leckie
Digital Industrial Learning Leader
GE

Michael Leckie is the global Digital Industrial Learning Leader for GE. In this role he is responsible to support the cultural transformation of GE to be the Digital Industrial leader. He works closely with GE's Digital and Executive Leadership driving rapid change and personal and business transformation. He also leads an effort across GE to continually raise our acumen in what it means to be truly digital.

Michael joined GE in 2016 from Gartner where he most recently held the position of Managing Vice President in Gartner's Executive Programs business. Michael was responsible for managing teams that provided coaching and research-based advisory services to Gartner's C-suite clients. Michael also had global responsibility for learning and talent development for the Executive Programs associates.

Prior to this role Michael was the global head of human resources for several Gartner business units including Gartner Consulting and The Research Board.

Michael has held consulting roles with both Arthur Andersen and boutique firms and internal OD/L&D/HR roles with industry-leading firms.

He has written and spoken widely on change, culture, coaching, communication and digital transformation.

Michael earned his Masters of Science in Organization Development from Pepperdine University in Malibu, CA.



MODERATOR

Jayne Johnson
VP, Talent & Organization Development
Vertex Pharmaceuticals Incorporated

Jayne started her career at GE on the Information Systems Management Program (now referred to as the Digital Technology Leadership Program). She eventually transitioned into HR, where she spent time in quality, strategic staffing, global employer of choice and L&D, the last 6 years of which were at Crotonville. While there, she was responsible for GE's leadership development curriculum for individual contributors through early executive and the Customer Education Team, providing strategic consultative services and training to GE's customers.

She also held roles at Deloitte Consulting and Keurig Green Mountain prior to joining Vertex Pharmaceuticals in June 2016 as VP, Talent & Organization Development. Excited to be part of the biotech industry, she is helping to shape Vertex's approach to talent management and development, with a heavy emphasis on the senior leader population.

Jayne has been a member of a few professional boards (including i4cp, TCB, and ATD). She also had the pleasure of serving as a Girl Scout troop leader for her daughter until recently.

Workshop Breakout Speakers, continued

Shaping a Winning Culture to Drive High Performance



SPEAKER

David (DJ) Casto
SVP, Human Resources
Synchrony Financial

DJ Casto is senior vice president of Human Resources for Enterprise Operations & Finance in Stamford, Connecticut. He joined Synchrony Financial in April, 2014.

Prior to joining Synchrony, DJ worked at PepsiCo. He started his career as the HR Manager in Colorado and Utah. In 2010, he took on a Sr. HR Manager role, leading the acquisition team in Texas, managing all HR aspects, including compensation and benefit transitions, for over 500 employees. He then led the Rocky Mountain Market Unit as the Director of HR out of Denver, where he had responsibility for over 1,300 employees across 15 locations in 4 states. After this role, he led labor and employee relations for the North America Beverages business, a division with over \$14B in revenue. He was responsible for all aspects of union awareness strategies and programs. In his last role at PepsiCo, DJ was responsible for Global Career Development and succession planning in Purchase, NY.

DJ holds a BS in Business and MS in Industrial Relations from West Virginia University. He serves on two Boards. The West Virginia University MSIR Executive Alumni Board and buildOn for Connecticut which is an international nonprofit organization that runs youth service afterschool programs in the United States, and builds schools in developing countries.

DJ and his wife, Leah, live in New York City.



MODERATOR

Gaile Omori
SPHR, Vice President of Human Resources
Athletico Physical Therapy

Ms. Omori brings more than twenty years of human resources experience to Athletico Physical Therapy, including leadership at health care, financial, and private equity and venture capital companies such as Millennium Pharmacy Systems, Evangelical Health Systems, GE Capital, Sears Holding Corporation, and Prospect Mortgage (a portfolio company of Sterling Partners). Ms. Omori has a proven track record of developing, planning, and overseeing human resources strategies and tactics that support the company's business plan and operating strategies. Her focus is on blending team building, change management, executive leadership, and verbal/written communication with strategic and tactical human resource operations to ensure the workforce is productive, satisfied, and delivers quality results.

Ms. Omori holds a bachelor's degree in business administration from the University of Illinois at Urbana-Champaign and a master's degree in industrial relations from Loyola University of Chicago.

Workshop Breakout Speakers, continued

Modernizing Total Rewards and the Employee Experience



SPEAKER

Suzanne C. McAndrew
Global Business Leader, Talent
Willis Towers Watson

Suzanne McAndrew is a Global Business Leader for the Talent line of business for Willis Towers Watson. In her role, Suzanne is leading the integrated human capital portfolio across talent management and organizational alignment, communications and change management, employee insights, Saville Assessment and talent software. Suzanne's client focus is applying design thinking to HR, organization transformation, future of work, and the employee experience.

Suzanne rejoined Willis Towers Watson in 2013 after spending time at American Express, where she served as Vice President of Executive Talent Management. In her role, Suzanne was responsible for reshaping the executive talent strategy and the approach to critical role succession by working closely with the Operating Committee and the Board of Directors.

Prior to joining American Express, Suzanne worked across a number of practice areas at Willis Towers Watson for 15 years. She is known as a talent integrator, expert in aligning business strategies with talent solutions, as well as a senior organizational change architect who has been successful in helping businesses solve for the simple and the complex by working side-by-side with senior-level business leaders.

After spending time in HR leadership roles at Saks Fifth Avenue and Macy's, Suzanne first joined the firm in 1998 as a communication consultant, building client relationships and leading talent management, change management and communications strategies.

Suzanne currently resides in East Harlem in NYC with her wife and son. She is actively involved in her community working with a women's non-profit, Sanctuary for Families. She has a B.S. in Journalism from the University of Maryland, College Park.



MODERATOR

Michael A. Biondolillo
Senior Vice President
Salveson Stetson Group

Michael Biondolillo is Senior Vice President at Salveson Stetson Group (SSG), a national and global retained executive search firm based in Wayne, Pennsylvania. He joined SSG in January 2016 after retiring from Henkel Corporation as Senior Vice President of Human Resources – Americas. Mike focuses on searches in multiple functions and industry sectors.

He has more than 30 years of HR experience, including leadership positions with Wyeth Pharmaceuticals, Penn Mutual Life Insurance Company, Messer Group (Hoechst), and GE (Plastics and Appliances). He is a graduate of the Human Resources Leadership Program at General Electric.

Mike and the organizations he has been with have received several honors for building and shaping high performance cultures. He is the recipient of the HR Person of the Year Award in 2004 for the Philadelphia /Delaware Valley area and the teams' received "Best Places to Work" awards (Penn Mutual – 2003, Henkel Rocky Hill, CT – 2010, Henkel Bridgewater, NJ – 2011). Mike holds a law degree from the University of Dayton School of Law in Dayton, Ohio, and a bachelor's degree from St. Bonaventure University in Olean, New York.

Workshop Breakout Speakers, continued

Human Capital Agility: Strategic HR/OD Innovations

SPEAKER

Lew Sears
Principal
Lantern Associates, LLC

Lew has held senior HR Leadership positions in GE, Honeywell, Citigroup, and TRW. He has supported senior business executives in HR generalist roles as well as Corporate roles in Organization and Executive Development.

Most recently, Lew has taught strategic Human Resources at the graduate level and is the Principal and Founder of Lantern Associates, a management consulting practice focused on organization and leadership effectiveness. Typical assignments have included the design and leadership of Thermo Fisher's Executive Development Program which Lew ran for over a decade and work with a New York investment firm on the due diligence, acquisition, and assimilation of several Global chemical and healthcare businesses.



MODERATOR

Michael Schiavoni
Managing Partner
Schiavoni Leadership Group LLC

Michael Schiavoni has had his executive coaching and team building consulting practice for senior executives and their teams for over 12 years. His clients have been Fortune 500 firms. He has coached over 600 executives in all functions and levels of executives and led or participated in over 250 Assessment Centers at GE and with his client firms and non-profits.

Previously, Mike was VP HR at Becton Dickinson, a large WW business and before that he was a HR Leader for over 25 years at GE Appliances, Plastics and Lighting. Mike co-developed "New Leader Assimilation & Follow up Processes" and trained over 200 GE HR Leaders to use these processes. Mike is a graduate GE Human Resources Leadership Program. He also was an Associate Professor at Farleigh Dickinson U. and NJ City U.

He graduated from U. of Michigan with a MBA with a concentration in Human Resources and has an undergraduate degree in Psychology from U of Iowa. Mike received the "Charles Morgan - For Lifetime Excellence Award" from the NNJ ATD Chapter - 2006.

Senior CHRO/CLO Leaders Panel

Learning, Leadership, Culture and the Future of Work



SPEAKER

Jack Ryan
Vice President, Executive Development & Learning
GE

Jack Ryan is the Vice President of Executive Development and Learning for GE responsible for the company's global talent pipeline as well as the Crotonville leadership development organization worldwide.

Jack has spent most of his career in GE Aviation, beginning in 1989 as a member of the Human Resource Management Program. He then held roles of increasing responsibility with GE Aircraft Engines. In 1997, Jack became human resources manager for Commercial Engines Operation, and served as co-chair of Aircraft Engines' Diversity Council. In 1999, he was named HR manager for GE Industrial Systems Solutions where he led the Honeywell HR integration planning for the business. In 2001, Jack was appointed HR manager for the Services organization of GE Aircraft Engines.

In 2006, Jack was then named vice president of Human Resources for GE Aviation, the world-leading provider of jet engines, components, avionics, digital and integrated systems for commercial and military aircrafts. In 2009, Jack became the senior vice president of Human Resources of GE Capital, a position he held until 2015.

Jack is a graduate of Cornell University's School of Industrial and Labor Relations.



SPEAKER

Nancy Sykes
Executive Vice President and Chief Human Resources Officer
Southern Company

Nancy Sykes is executive vice president and chief human resources officer of Southern Company Services, providing direction to the overall enterprise of America's premier energy company.

Sykes is responsible for managing the human resources and labor relations function for Southern Company and all of its subsidiaries, which serve 9 million electric and gas utility customers across the country. She also develops and implements human capital strategies to attract, develop, engage and retain the current workforce and the workforce of the future. She joined Southern Company from U.S. Steel, where she served as vice president and chief human resources officer since 2015. There, she was responsible for all facets of the company's human resources organization, including employee development, talent management and acquisition, compensation and medical and health services.

Sykes joined U.S. Steel after spending more than five years with The Goodyear Tire and Rubber Company. Her last role at Goodyear was vice president for human resources, Asia Pacific, with responsibility of all aspects of human resources for the company's Asia Pacific strategic business unit across 12 countries. Prior to Goodyear, she worked at General Electric for 20 years in a number of the GE industrial businesses.

A native of Binghamton, N.Y., Sykes graduated from Rochester Institute of Technology with a bachelor's degree in mechanical engineering. She is also a certified Six Sigma Black Belt.

Senior CHRO/CLO Leaders Panel, continued

Learning, Leadership, Culture and the Future of Work



SPEAKER

Eileen Whelley

**Executive Vice President & Chief Human Resources Officer
XL Group**

Eileen Whelley is a seasoned Human Resources executive and currently is Chief HR Officer for XL Group, where she is responsible for leading all aspects of Human Resources including leadership development and succession planning, compensation and benefits, diversity and inclusion, cultural transformation and colleague engagement.

Prior to joining XL in 2012, Eileen spent 5 years as CHRO for the Hartford Financial Services Group, and before that, was at GE for 17 years where she held a number of HR leadership roles, including EVP HR for NBC Universal.

Eileen has expertise in the areas of organizational transformation, executive development, leadership effectiveness, acquisition integration and executive compensation. She is passionate about the role that HR professionals can play in enabling corporate strategy and supporting business leaders.

Eileen graduated from SUNY Potsdam with a BA in Sociology and earned an MA from Bowling Green State University.

She is a Trustee of SUNY Potsdam's Foundation Board where she chairs the Trusteeship Committee and is a member of the Executive Committee. She also is a member of the SUNY Research Foundation Board of Directors.

Eileen and her husband Don reside in the Saratoga Springs area and have two children.



MODERATOR

John J Haggerty

**Senior Lecturer
Cornell University ILR School**

John J. Haggerty is a Senior Lecturer at the Cornell University ILR School. Mr. Haggerty earned his Ph.D. at Cornell, a BS in Industrial and Labor Relations, also from Cornell, and an MBA from Case Western Reserve University, Weatherhead School of Management. Prior to returning to Cornell, Mr. Haggerty enjoyed a twenty-seven year career as an HR practitioner, including twenty-one years at General Electric where he served as Vice President of Human Resources for their Industrial Systems business. Haggerty also served as Senior Manager of Corporate Human Resources for GE's operations in Europe, Africa and the Middle East, based in London. His HR background is primarily in manufacturing and service businesses, with extensive exposure to collective bargaining and industrial relations around the world.

He can be reached at: John.Haggerty@cornell.edu.

Interactive Dialogue Facilitator

Key Learnings & Best Practice Sharing (Networking option 12:50-1:25pm)



Tim Montgomery
President
TIMIT SOLUTIONS

Tim is founder and president of TIMIT SOLUTIONS, which specializes in customer software development, web and mobile apps, and IT staffing.

In addition to IT Leadership, the services TIMIT SOLUTIONS provides to its clients leverage Tim's knowledge and experience developed through participating in GE CAP, Organizational Development, Global Sourcing, Business Development, and Team-Building at GE, Stanley, Cigna, and major global IT Services firms. Tim has served on the boards of GE Elfun, Stanley Global Relationship Management, and the LatAm Alliance.

Attendees

Ann Addison
 CHRO, Leidos

GE Businesses & # of years: GE Aerospace-5, GE Information Services- 19

Primary area(s) of functional expertise: HR Generalist/Business Partner, Compensation, Global HR, Technology

Update: *I was a CHRO of a \$800M company, went to work for Lockheed and was the Business Area HR lead and now am CHRO of Leidos, a \$10B company.*

Like to take away: GE is so innovative in HR strategies and practices. I want to learn from the best.

Michelle Andersen
 Executive Director HR, Transformational Change - *In Transition*

GE Businesses & # of years: GE Corporate - 3; NBC Universal - 3

Primary area(s) of functional expertise: HR Generalist/Business Partner, Organizational Development, Talent Management

Expertise / experience you are willing to share: I recently led the cultural transformation of a \$10 billion company in pharmaceuticals. Happy to share approach and learnings

Update: *Since leaving GE, I joined a pharmaceutical company where I helped turnaround a division that hadn't met performance metrics in 20 years, then was expatriated to Germany in a global Talent Management role for 2 years. After we moved back, I was asked to lead the change of the business model / cost structure / culture of the \$10 billion US business, as well as lead the creation and implementation of the first ever Customer Experience strategy for the company. We recently transitioned ongoing leadership of all of this to the executive team, so I am now looking for my next challenge.*

Like to take away: Looking for innovative practices in strategic HR/OD/Talent Management and to network with my talented colleagues.

Jeff Antonelli

Director - Human Capital Consulting, Berkeley Research Group

GE Businesses & # of years: GE Health Care, Electrical Distribution and Control

Primary area(s) of functional expertise: HR Generalist/Business Partner, Learning & Development

***Update:** Jeff Antonelli has more than 25 years of experience in human capital and strategic advisory, specializing in learning and development program design and organizational design as well as succession and performance management systems and international HR strategies and leadership.*

He has been a trusted advisor to senior executives and has worked for major international management consulting firms and Fortune 500 companies, such as Caterpillar, GE, Northrop Grumman, United Technologies, Pfizer and Platinum Equity.

Mr. Antonelli has extensive experience forging innovative staffing models and redesigning complete HR infrastructures to enhance operations, drive profitable growth, and lead effective HR teams worldwide. He has expertise in M&A integration, union negotiations and union avoidance.

Angela Auz

VP Human Resources, Univision Communications Inc.

GE Businesses & # of years: GE Capital Aviation Services – 9, GE Capital Corporate - 11

Primary area(s) of functional expertise: HR Generalist/Business Partner, Compensation, Diversity, Employee Relations, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: Happy to share my experience while at GE Capital in the following: Driving culture change and helping to build and elevate an independent Compliance function; Retaining and engaging employees during the GE Capital divestiture

***Update:** Transforming the HR function by creating stronger, more consistent HR processes and tools that free up capacity; challenging and developing my HR staff to operate at a more elevated and strategic level to earn a more influential seat with leaders and move the needle in a positive way on the Company's culture and brand perception. So much more to do!!*

Like to take away: Seeking innovative strategies on engaging and developing a diverse employee base and unify the leadership team to drive the desired culture.

Kristin Ballas

Head of HR/Director of HR, The Investment Fund for Foundations

GE Businesses & # of years: GE Financial Assurance, Genworth Financial.

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Communications, Diversity, Employee Relations, Ethics & Governance, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: Standing up an HR function from the ground up.,

***Update:** HR department-of-one for a not-for-profit investment firm.*

Like to take away: Want to take away how I can think differently about career paths within the HR function

Beth Balschi

Founder & Sr. Consultant, Valuing Change, Inc.

GE Businesses & # of years: GE Aerospace – 4, GE Corporate: IMLP Program – 3, GE Information Services – 4, GE Corporate: Crotonville – 4, GE Capital Services - 6

Primary area(s) of functional expertise: HR Generalist/Business Partner, Communications, HR Communications, Learning & Development, Organizational Development, Other: Change Mgmt & Business Process Improvement

Expertise / experience you are willing to share: I have extensive experience in the role of Change Management / Stakeholder Engagement Leader and would be happy to share my experiences.

Update: *Since leaving GE in 2002 I have been an independent consultant and founder of Valuing Change, Inc., which provides consulting in the areas of change management, implementing organizational and strategic initiatives, and process improvement.*

Most recently I served as Change Adoption & Engagement Leader for an international CPG company; implemented High Performance Team approach for a large not-for-profit company, and am currently involved with rolling-out Change Management methodology at a national bank holding company.

Like to take away: Looking for best practices of “JIT” (Just In Time) Training. Also looking for next Change Management / Stakeholder Engagement Leader opportunity

Toni Bentfeld

President, Bentfeld Learning Services, Inc

GE Businesses & # of years: GE Money, Americas-2years; GE Capital-2 years

Primary area(s) of functional expertise: Learning & Development

Update: *My consulting business has mainly focused on designing and developing programs for managers and leaders.*

Like to take away: Would like to connect with colleagues in L&D

Michael Biondolillo

Senior Vice President, Salveson Stetson Group,

GE Businesses & # of years: GE Plastics - 4+, GE Appliances - 4+

Primary area(s) of functional expertise: Other: Executive Search

Expertise / experience you are willing to share: Considerable experience in various industries as HR Head/CHRO with focus on talent management, employee engagement, shaping and building winning cultures/high performance organizations. In addition, now with experience at executive search firm handling a variety of disciplines with a large component centered on HR leadership roles/searches.

Like to take away: Want to re-connect with former peers, colleagues, mentors, and direct reports; Stay abreast of what's new and innovative in Human Resources; Meet HR Alumni that I do not know; and Update all on our Executive Search firm expertise/work.

Christopher Black

Principal Consultant, KB Resource Group

GE Businesses & # of years: GE Consulting Services, GE Information Services, GE Capital Technology Management Services (TMS)

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: I am a consultant focused on Learning & Development, Talent Management and Leadership Development.

Like to take away: Looking to re-connect with old friends. Hoping to network about HR Consulting opportunities.

Michael Blewitt

Managing Director, Crestline Investors Inc.

GE Businesses & # of years: GE Crotonville - 9

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Communications, Employee Relations, Global HR, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: Happy to help peers in any way I can.

***Update:** Since leaving GE Crotonville, I have continued to build on my HR skills and business acumen, and have been both Chief Learning Officer and Chief HR Officer for a number of firms, mostly in Financial Services, with a brief stop in Tech.*

Like to take away: Reconnect with previous colleagues, and learn what they've been up to since prior visits.

Helen Block

Director - HR, Fujifilm Holdings

GE Businesses & # of years: GE Real Estate: 7 1/2 yrs, GE Capital HQ: 1 1/2 yrs

Primary area(s) of functional expertise: HR Generalist/Business Partner, Talent Management

Expertise / experience you are willing to share: I have significant experience establishing and expanding the recruitment function within HR.

***Update:** I led a team of HR Business Partners and developed and oversaw the recruitment function. I was responsible for strategic and operational initiatives with my client companies. I also focused on improving performance and talent management with the organization.*

Like to take away: Best practices that GE is focusing on; Reconnect with former colleagues; Make meaningful new connections with a minimum of 3 individuals

Rob Bogart

SVP & CHRO, ASRC Industrial Services (AIS)

GE Businesses & # of years: GEPS (2.5), GE Capital (1.5)

Primary area(s) of functional expertise: Compensation, Communications, Employee Relations, Global HR, HR Communications, Labor Relations, Learning & Development, Organizational Development, Talent Management, Technology

Expertise / experience you are willing to share: Significant PE experience overseeing and designing HR systems for multiple and diverse portfolio companies.

Update: *I have experience building a global HR advisory arm of a major PE firm and currently doing a similar role for a \$3 billion Alaskan sovereign wealth fund.*

Like to take away: Want to reconnect and build substantive relationships with former and future colleagues.

Brian Bohling

Founder- Pine Valley Resources LLC

GE Businesses & # of years: GE Aircraft Engines 2; GE Appliances 3; GE Aerospace 5

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, Labor Relations, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: Executive Search and Executive Coaching

Update: *Founder of Pine Valley Resources since 2010 offering Executive Search and Coaching Services. So far, it's been a great ride.*

Like to take away: See old friends and re-connect

Joseph Bongiovi

Teaching Fellow, UNC Chapel Hill,

GE Businesses & # of years: Power Systems- 2

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Diversity, Employee Relations, Global HR, Labor Relations, Learning & Development, Organizational Development, Staffing, Safety & Security, Talent Management

Expertise / experience you are willing to share: Organizational theory, strategy and effectiveness.

Update: *I have had increasing levels of HR responsibility across a number of organizations, including CHRO of Michael Baker International, a global engineering and professional services organization. I have also been teaching and conduct research in organizations, occupations and work at UNC Chapel Hill while finishing my doctorate.*

Like to take away: Identify cutting edge HR practices and how they apply to organizations, as well as identify post PhD employment opportunities.

Ann Brickley

President, Sage & Swift

GE Businesses & # of years: Corporate Business Development 3; Industrial Systems 11; Crotonville 2

Primary area(s) of functional expertise: HR Generalist/Business Partner, Learning & Development, Organizational Development, Staffing, Talent Management, Technology

Expertise / experience you are willing to share: I am happy to share my expertise as HR/business partner

Update: *Retired from GE, living in Connecticut. Acting as HR and Quality director for small business on interim basis. My HR expertise includes learning and development, talent management, change management, IT and process improvement.*

Like to take away: Reconnect and rejuvenate with colleagues. Looking for HR best practices, processes and tools applicable to smaller, privately held firms

Jennifer Buchholz

Chief Human Resources Officer, HealthPlanOne

GE Businesses & # of years: GE Money; GE Capital Corporate

Primary area(s) of functional expertise: HR Generalist/Business Partner

Deborah Ferro Burke, PhD

Principal, Berkshire Institute

GE Businesses & # of years: Defense Systems

Expertise / experience you are willing to share: Consulting on organization development and large-scale change, facilitation of strategic decision-making meetings, teaching graduate management students, qualitative research on organizations and issues. I am a certified coach (ICF) and work with executives on development and performance, and others on career and work-related issues, including confused millennials.

Update: *I have consulted with GE and other global companies on culture and large-scale change. Also, have been on the faculty of the Lally School of Management and Technology at RPI, written some speeches and articles about organization change, and completed a PhD. My dissertation identified that for 50 years, executives and management scholars seem to talk to each other when GE starts the conversation (think about starting Crotonville and developing Work-Out).*

Like to take away: Work with other attendees to launch a new research effort to understand the diffusion and effectiveness of GE HR/OD/L&D practices to other companies globally, learn GE news, connect with potential clients (for organization change consulting and executive coaching), and catch up with colleagues and friends.

Enrique Caballero

HR Executive, HR Authentic

GE Businesses & # of years: Aircraft Engines – 6; NBC - 8

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, HR Communications, Labor Relations, Organizational Development, Staffing

Expertise / experience you are willing to share: I have extensive experience leading executives and teams through times of great change and crisis, including assessing and redesigning HR teams / departments to sync with the new direction of the organization.

Update: *Post Comcast acquisition in 2011 I had the exciting opportunity to lead Talent Acquisition at Universal Studios Hollywood in anticipation of Harry Potter attraction, and later received my first division lead role as SVP HR for NBCU Telemundo Enterprises. Currently researching my corporate and consulting options.*

Like to take away: I would first and foremost like to see how GE and its HR cadre have evolved since I left, while being able to make new connections that can help broaden my network.

Damon Carter

Sr. Director, Human Resources Aetna

GE Businesses & # of years: Plastics Division - 1

Primary area(s) of functional expertise: HR Generalist/Business Partner, Diversity, Employee Relations, Labor Relations, Organizational Development, Talent Management

Donna Conforti

President, Conforticoaching

GE Businesses & # of years: GE Military and Space Systems-3; GE Aircraft Instruments-2; GE Medical Systems (Health Care)-3

Expertise / experience you are willing to share: I've coached hundreds of leaders across industries, functions, company size, cultures and generations and would be happy to share what I've learned.

Update: *I have expanded my coaching practice to include coaching in tact teams, and to include neuroscience and adult development frameworks.*

Like to take away: Want to learn about the state of the art work being done at GE and the dominant topics on the minds of my colleagues.

Larry Cook

Senior Strategic Advisor, Aon Hewitt

GE Businesses & # of years: GE Corp HR - 25; GE Corp Finance – 7; GE Aircraft Engines – 2; GE Corp Audit Staff – 3; GE Corp Accounting – 2; GE Consumer Electronics - 2

Primary area(s) of functional expertise: Benefits, Compensation, Employee Relations, Global HR, HR Communications, Labor Relations, Other: Mergers & Acquisitions

Expertise / experience you are willing to share: Merger & acquisition best practices.
Labor relations and collective bargaining strategies

Update: *Joined Aon Hewitt in 2012 as Senior Strategic Advisor for M&A and Labor Relations providing clients with: 1) strategic advice for global M&A transactions, including acquisitions, joint ventures and divestitures/spin-offs and 2) labor relations strategy development and execution.*

Like to take away: Update on GE HR practices and rationale for recent changes. Other employer HR challenges and best practices. Re-connect with current and former GE leaders.

Lonnie DeMarco

Director of Talent Acquisition, East Coast Search, LLC

GE Businesses & # of years: GE Aviation - 5, GE Corporate 4, GE Energy 1

Primary area(s) of functional expertise: Learning & Development, Staffing, Talent Management, Technology

Expertise / experience you are willing to share: I have extensive experience with Talent Acquisition, from a Corporate recruiting standpoint as well as an external perspective. I work with both candidates and clients and can give advice about how to best translate GE & other large Fortune 500 experience into more generic terms (i.e. how to get rid of "GE Speak" on a resume!)

Update: *I took a leave of absence from GE in 2011 due to health issues of my oldest son. Once he was doing better, I was looking to get back into work on a part-time basis. I joined East Coast Search as a part-time recruiter in 2013. I was recently appointed as Director of Talent Acquisition for the firm and am back to work full-time. Our business is expanding rapidly and we are looking for both clients and candidates (HR, IT and Engineering) in the industrial and technology sectors.*

Like to take away: I would like to reconnect with old co-workers and meet additional ex-GE people to see what opportunities may exist for consulting or full-time work in the future.

Maria Patricia Diaz

Human Resources, GEA Process Engineering

GE Businesses & # of years: GE Industrial Systems – 4; GE Fanuc - 2

Primary area(s) of functional expertise: HR Generalist/Business Partner

Expertise / experience you are willing to share: I have extensive experience as a business partner in various industries. Looking for opportunities to provide short-term consulting in learning and development for non-profit organizations.

Update: *Since leaving GE I've worked as a Business Partner in various companies - my focus has been on talent development. Recently, I've been complementing my HR skills with depth of practice of wellness (i.e. nutrition and exercise) and mindfulness tools. Personal Leadership is my passion and it's fun to integrate all the areas I love in my career. Recently I wrote a book. Not published yet. It's a memoir #excited!*

Like to take away: I'd like to connect with colleges that are also integrating wellness and mindfulness in their career. I'd also like to meet colleges that have had roles in learning and development.

Rita Dillon

OE Consultant, Rita F Dillon & Associates

GE Businesses & # of years: GE Corporate -12; GE Power/energy - 8

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Other: Project Management

Expertise / experience you are willing to share: Share my Coaching experience & looking for new Coaching opportunities; GE Culture work on Adaptive and mission based teams; LEAN Start-up and GE's Fastworks initiative

Update: *I have been Coaching senior leaders attending MDC at Crotonville. Also, private Coaching practice. I am working on becoming certified in Leading Agility - a leadership assessment used to Coach Leaders on transformational change Curriculum Design*

Like to take away: Reconnecting with former colleagues and meeting new ones
Sharing new and innovative practices inn HR and OD

Daniel Domenech

Global Head, HR Business Partners Dun & Bradstreet

GE Businesses & # of years: GE Aerospace

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, Labor Relations, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: Strategic HR business partner, global HR experience, OD, talent management, and talent acquisition

Update: *Have grown in roles of increasing responsibility in world class companies such as Honeywell, BMS, J&J, American Express, and most recently, Dun & Bradstreet.*

Like to take away: Want to learn something new and innovative and connect with talent that could help me attain my goal of a CHRO role

Linda Dulye

President/Founder, Dulye & Co.; Founder, Dulye Leadership Experience

GE Businesses & # of years: GE Aerospace: 6 years (Positions in Pittsfield, MA, Camden, NJ, Moorestown, NJ, Valley Forge, PA)

Primary area(s) of functional expertise: Communications, Organizational Development, Talent Management

Expertise / experience you are willing to share: I have extensive experience in workforce communication and collaboration practices as well as talent development with next gen (in particular, millennial) leaders, high potentials and senior leaders

Update: *After leaving GE, I held leadership positions in corporate communications for Duracell, Allied Signal, and Public Service Electric and Gas. In 1998, I established Dulye & Co. consultancy and have teamed up with Lockheed Martin, Rolls-Royce, Tyco, CIGNA, Cardinal Health, United Technologies, and other respected organizations to achieve measurable gains in employees' attitudes and actions. My firm's expertise and focus is on improving communication and collaboration to create a Spectator-Free Workplace™ where every team member is fully engaged. In 2008 I founded the Dulye Leadership Experience. In 2017, the Dulye Leadership Experience's reach expanded to young professionals with the introduction of the Gen Now Leadership Retreat, which offers inspired training in career ownership. I am a published author and active conference speaker on leadership development and workforce effectiveness.*

Like to take away: New connections as well as reconnections with business leaders. New insights into workforce development / talent management strategies

Ginny Ertl

President & Founder, GJ ConsultingWorks, LLC

GE Businesses & # of years: GE Capital – 18, GE Corporate – 3, Crotonville - 3

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Talent Management

Update: *I have my own consulting practice focused on executive coaching, leadership development, change management, and leadership transition.*

Like to take away: Best Practices; Re-connecting

Deborah Evans

VP HR, Hartford Healthcare Community Health Service

Primary area(s) of functional expertise: HR Generalist/Business Partner

Bridie Fanning

Senior Advisor, BCG

GE Businesses & # of years: GE Capital - 11 years - UK, Switzerland, Poland, Czech Republic**Primary area(s) of functional expertise:** HR Generalist/Business Partner**Expertise / experience you are willing to share:** talent and culture expertise**Update:** *Recognized expert on talent and culture***Like to take away:** Reconnect with GE and learn what is the latest in GE thinking around talent and culture. Get updated on performance management, session C**Patricia Fay**

Regional Learning & Development Partner, Performance Consultant NatWest Markets

GE Businesses & # of years: GE Capital, GE Oil & Gas, Measurement and Control**Primary area(s) of functional expertise:** Learning & Development, Organizational Development, Talent Management**Expertise / experience you are willing to share:** Learning & Development utilizing limited budget and resources. Performance Consulting for leadership. How L&D can strategically support the talent agenda.**Update:** *I have worked at NatWest Markets, part of the Royal Bank of Scotland for the past two years. My role includes regional learning strategy, talent and performance consulting. I focus on regional needs while implementing global learning strategy.***Like to take away:** Understand the innovative HR practices that have been put into place over the past two years to gauge if applicable in my organization.**Stan Friedman**

Principal - Alpha HC Consulting, LLC

GE Businesses & # of years: GE Capital - 7; FGIC - 3, GE Equity - 4**Primary area(s) of functional expertise:** HR Generalist/Business Partner, Compensation, Communications, Diversity, Employee Relations, Global HR, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management**Expertise / experience you are willing to share:** I have extensive experience in the hedge fund and private equity space both building exemplary HR functions and restructuring them. I'm happy to share whatever I can.**Update:** *I left GE and went to JP Morgan as a senior HRBP and helped to integrate that firm with Chase upon the acquisition by Chase. From there I went to Amaranth, a multi-strategy hedge fund which blew up at the end of 2006. I was able to place 85% of the population in competitor firms. I then became CHRO for Fortress Investment Group. I left to spend a short time as global head of HR, Facilities and Administration with King Street Capital. For the last two years I have been concierge HR services and consulting to smaller hedge and private equity funds that are experiencing the challenges of growth without the benefit of senior human capital expertise.***Like to take away:** Want to reconnect with old friends and make new connections
Want to learn more about culture building and transformation as I'm doing a lot of that work with my clients.

David Gilman

President, Gilman Performance Solutions, Inc.

GE Businesses & # of years: GE Capital

Primary area(s) of functional expertise: Learning & Development, 360 and engagement surveys, meeting/strategy facilitation

Expertise / experience you are willing to share: Survey, meeting design, sales training

Update: *Expanding consulting team and services and looking forward to my daughter graduating from UConn next year!*

Like to take away: Meet new people and learn new ideas.

Leslie Glenn

Vice President, Strategic Accounts Remedy Partners

GE Businesses & # of years: GE Asset Management - 2.5, Capital - Energy Financial Services - 1.5

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: I have recently moved out of HR into an operational business role and would be happy to share my experience.

Update: *I moved into senior HR roles within smaller, private equity owned businesses after leaving GE. I recently transitioned into an operational role within the business to gain new experience.*

Like to take away: Looking for best practices in HR; Re-connect with GE colleagues

Mike Grabarek

VP, HR Lane Construction

GE Businesses & # of years: GE Aerospace - 13; Crotonville - 5

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Communications, Diversity, Employee Relations, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: Leadership Programs; Myths of Career Development

Update: *Headed up several HR functions at Entergy for 7 years, had a management consulting business for 10 years, then at Lane Construction - 4 years Director of L&D and now VP, HR*

Like to take away: Reconnecting with former colleagues

Chris Greaney

Head of HR M&A/Head of HR for Corp Functions, Nuance Communications,

GE Businesses & # of years: GE Oil & Gas 6

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, Organizational Development, Other: M&A

John Haggerty

Senior Lecturer, Cornell University ILR

GE Businesses & # of years: GE Semiconductor-2, GE Appliances-4, GE Power-7, GE Corporate-3, GE Industrial Systems-4

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR, Labor Relations, Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: I am always looking to share and expand my network of HR professionals from students/entry level through CHRO's in a variety of organizations.

Update: *Since leaving GE I have completed my PhD (in HR Studies at Cornell) and stayed on at Cornell as a faculty member teaching both undergraduate and graduate students.*

Like to take away: Interested in hearing how new generation of HR professionals is being sourced and trained.

Jacqueline Halligan

Vice President, Organizational Development - Hexcel Corp.

GE Businesses & # of years: GE Corporate - 3, GE Industrial Systems - 7

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: I have extensive experience in Talent Management.

Like to take away: Learn about best practices and what is new in HR. Connect with other colleagues - primarily interested in connecting with others working in corporations today.

Lauren Harvey

VP Organization Development, Berkshire Bank,

GE Businesses & # of years: GE Energy – 3, GE Corporate – 5, GE Supply – 4, GE Silicones – 3, GE Plastics - 9

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Organizational Development, Talent Management

Update: *Currently Business Partner at Berkshire Bank.*

Like to take away: Reconnect with former colleagues. Learn about new GE best practices.



Irene Hendricks

VP Human Resources - Mergers and Acquisitions, Guardian Live

GE Businesses & # of years: GE Capital Corporate – 1, GE Asset Management – 2 GE Capital Structured Finance Group - 2

Expertise / experience you are willing to share: M&A due diligence and integration strategy and execution.

Update: *Since leaving GE, I have held senior HR business partner roles with Procter & Gamble, MBIA, The Student Loan Corporation and MasterCard. I have twice led HR during a divestment situation, and transitioned full time into HR M&A approximately 3 years ago. Active member of the Conference Board HR M&A Council.*

Like to take away: Understand best practices for transforming culture to a high performing organization. Learn about M&A due diligence and integration best practices from other firms.

Diane Holman

Chief People Officer - *In Transition*

GE Businesses & # of years: GE Financial - 2, GE Crotonville - 2, GE Corporate - 2

Primary area(s) of functional expertise: Diversity, Global HR, Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: I have extensive experience in culture/talent management in various global companies - happy to share best practices.

Like to take away: Reconnect with colleagues I know and meet at least 10 new people; look for best practices in culture/talent (new ideas)

Monique Honaman

Partner, ISHR Group,

GE Businesses & # of years: GE Corporate – 1, GE Power/Energy – 3, GE Information Services 2, GE Industrial - 2

Primary area(s) of functional expertise: Organizational Development, Talent Management

Update: *Left GE in 1999 and founded ISHR Group. We provide leadership assessment, development and coaching services globally.*

Karen Horn

Horn Communication LLC

GE Businesses & # of years: GE Motors – 5, GE Capital - 6

Primary area(s) of functional expertise: Communications, Diversity, HR Communications

Expertise / experience you are willing to share: Communication. (I have written a book which will be available in September.) The endorsers for my book are Beth Comstock, Margaret Keane and Lorrie Norrington, all GE. *See me about buying a copy today.*

Update: *I spent 6 years at Cisco Systems using and expanding everything I learned at GE. Loved working in tech. Then I went on to executive communication roles at Washington Mutual, then MetLife, then BMC Software. The last two assignments included HR roles including talent management, chief of staff.*

Like to take away: Want to hear about HOW GE is making the changes necessary

George Jamison

Principal, Spencer Stuart

GE Businesses & # of years: GE Aerospace – 3, GE Corporate – 9, CNBC - 3

Primary area(s) of functional expertise: Communications, Talent Management

Expertise / experience you are willing to share: Executive search and talent acquisition.

Update: *For the past 12 years I have run the corporate communications and investor relations practice at Spencer Stuart - executive search.*

Like to take away: I want to get up to speed on the latest thinking at GE, reconnect with some old friends, and meet ten new people.

Jayne Johnson

VP, Talent & Organization Development - Vertex Pharmaceuticals

GE Businesses & # of years: GE Capital-10 years, GE Corporate-3 years, GE Commercial-5 years, GE Capital Corporate-2 years, GE Crotonville-6 years

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: Executive development; Talent Management

Update: *I have expanded my HR capabilities from leadership development and executive coaching to include talent management, performance management, succession and broad organization change. I also have expanded into new industries, including consulting (Deloitte), consumer products (Keurig Green Mountain), and now biotech (Vertex Pharmaceuticals).*

Like to take away: Reconnect with friends. Learn what's new at GE and specifically, what they are doing in terms of leadership development.

Patti Johnson

Vice President, Human Resources Latin America - Tupperware Brands

GE Businesses & # of years: GE Appliances 5

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, HR Communications, Organizational Development, Talent Management

Expertise / experience you are willing to share: global HR

Update: *I have worked for Tupperware Brands as a VP Human Resources. I also had my own consulting business for 11 years*

Like to take away: Reconnection. Best practices. Driving innovation and leveraging technology

Sylva Juliano

VP, Enterprise Learning - Royal Dutch Shell

GE Businesses & # of years: GE Card Services/GE Consumer Finance -6 , GE Money -2, GE Commercial – 2, GE Corporate Crotonville - 3

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: Holistic leadership development framework and curriculum. Executive team effectiveness development. Stakeholder management and building alliances.

Facilitation & Delivery. Inclusive Leadership & Neuroscience. Women Leadership Development

Update: *Currently living in The Hague, Netherlands, prior lived for 4 years in Atlanta GA working for the Coca-Cola Company. In Coca-Cola established learning organization and learning culture for BIG international business of 125,000 employees in alignment with The Coca-Cola Talent Development framework and strategy. In Shell responsible for all aspects of Global Leadership Development Practice for 85,000 employees including - philosophy, brand, framework/systemic alignment/curriculum*

Like to take away: Looking for best practice in: corporate leadership philosophy, brand, culture; intact team development; executive experiential learning; measuring leadership development impact.

Caryn Kaftal

Founder/Senior Advisor, c2c partnership

GE Businesses & # of years: Power - 3.5, CAS - 1.5

Primary area(s) of functional expertise: Communications, Learning & Development, Organizational Development, Talent Management, Other: Large-scale enterprise transformation

Expertise / experience you are willing to share: POV on large-scale transformation and accelerating change through integrated initiatives

Update: *Continuing to work with CEOs and Executive Teams of Fortune 50/CAC40 businesses on designing enterprise level strategies to deliver large-scale transformation; work in both US and Europe (and ROW)*

Like to take away: Want to connect with at least 10 new people. Want to catch up on latest thinking - come away with at least 3 new (big) ideas

Mara Kamat

Director of Human Resources, Great Lakes Cheese

GE Businesses & # of years: GE Aviation - 3 years, GE Lighting - 1 year

Primary area(s) of functional expertise: HR Generalist/Business Partner

Expertise / experience you are willing to share: Change Management - Led HR remediation of a major healthcare business.

Update: *I am leading HR for a \$3.5B privately held company in Cleveland, Ohio. I own all aspects of HR from Talent Acquisition, total rewards, OD - the entire HR function.*

Like to take away: Looking for best practices on OD tools and firms to partner with as well as total rewards best practice sharing.

Karen Kuhla, Ph.D.

Executive Director, Thayer Leader Development Group

GE Businesses & # of years: GE healthcare - 4.5, GE Crotonville - 2.5

Primary area(s) of functional expertise: HR Generalist/Business Partner, Diversity, Employee Relations, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: I have experience with military leadership development and applications to corporate, education, and non-profit organizations and leaders.

Update: *I have launched two new leadership development programs to our overall onsite offerings, as well as am now delivering robust leadership development programs internationally*

Like to take away: Re-connecting and sharing best practices

Ciara Lakhani

Head of People & Culture, Compass

GE Businesses & # of years: GE Capital - 3, GE HQ - 1.5

Primary area(s) of functional expertise: HR Generalist/Business Partner

Expertise / experience you are willing to share: Start-up HR leadership

Update: *I have been leading HR teams in the start-up space, building HR practices as the company scales*

Like to take away: Learn current GE practices

Cindy Larkin

CEO, Horizon Leadership, Inc.

GE Businesses & # of years: GE Capital (Old GE Money/Synchrony) and GE Capital Corporate

Primary area(s) of functional expertise: Learning & Development, Organizational Development

Expertise / experience you are willing to share: Instructional Design

Update: *Launched a successful leadership development consulting practice. We focus on instructional design and providing facilitation resources.*

Like to take away: Reconnecting and building relationships.

Christie Mabry, Ed. D.

HR Leader, Global Manufacturing Operations - Biogen

GE Businesses & # of years: GE Capital Mortgage

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR, Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: I have built some really cool Communities of Practice across our global manufacturing organization. Thousands of employees are engaged in self-organized learning communities (topics range from "hard" technical info to "soft" cultural and leadership info), and they are actively working on (and, in some cases, making big breakthroughs) on thorny adaptive challenges. I presented on this approach at The Conference Board's conference in Chicago this past June.

Update: *It's been a busy time for me post-GE! I ran Organizational Effectiveness for a technology company (then a dot com), was a professor of Human Resources at a small women's college, ran HR operations for a company in the automotive aftermarket, was a senior OD consultant at Blue Cross, and have done a variety of things at Biogen over the past ten years (ran the Leadership Development COE, rebuilt the succession planning process, built a leadership model, now running HR for Global Manufacturing).*

Like to take away: I am most interested in learning GE best practices as well as best practices from the conference attendees. I am curious to hear what they have learned "post-GE" and how their GE experience has shaped their perspective on their work in HR.

Catherine Malear

President, CHM Consulting Network

GE Businesses & # of years: GE Lighting 7, GE Aerospace 3

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Diversity, Employee Relations, Global HR, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: I would be happy to share experience as a CHRO at both public and private companies as well as experience on not-for-profit boards during significant organizational change.

Update: *I have extensive experience serving on not-for-profit boards since leaving GE and currently serve on the executive committee of HRPS. Recent board experience included multiple board terms for the Alzheimer's Association and NAMI. Before establishing my consulting practice, I had fifteen plus years' experience as a CHRO.*

Like to take away: Reconnecting with former colleagues and GE update.

Vicky McGrath

Principal, Vicky McGrath Consulting

Primary area(s) of functional expertise: Learning & Development

Update: *I work exclusively in Leadership and Team Development and Executive Coaching. Current focus areas include accelerated leadership development for women and coaching members of executive development programs.*



Sissy McKee

Senior Executive Development Consultant, IBM

GE Businesses & # of years: GE Crotonville, Corporate

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: Have played in many areas, including Learning & Development, Leadership Development, Executive Development, Talent and Succession, Org Development and Org Effectiveness. Happy to share my expertise and benefit from others'.

Update: *Currently in Executive Development staff role, serving global/enterprise VP+ assessment, development and enrichment. Current projects include: designing and delivering senior exec experiences/programs, aligning assessment strategy to talent needs, enabling HR, executive succession and OD skills, aligning all offerings and practices to contemporized leadership framework.*

Like to take away: Always eager to gain new perspectives and ideas that enhance my skills and inform my work.

Alison McKinnon

Vice President Human Resources, G & J Pepsi

GE Businesses & # of years: GE Medical System (3), GE Industrial Systems (1)

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Communications, Diversity, Employee Relations, HR Communications, Labor Relations, Learning & Development, Organizational Development, Staffing, Safety & Security, Talent Management, Technology

Expertise / experience you are willing to share: I have expertise in building practical Succession Planning programs

Update: *I am an HR leader who likes to go into organizations who are undergoing transformation and be there to help guide and facilitate the change. In my last several assignments, I have been hired by senior leadership to help transform the organization's culture over a multi-year process which I would consider this my "sweet-spot"*

Like to take away: Looking for Best Practices HR

Dawn Metz

SVP, Global Talent Management -Genworth Financial

GE Businesses & # of years: GE Medical Systems – 4, GE Crotonville - 1.5, ERC - 1.5, GE Financial Assurance-6

Primary area(s) of functional expertise: HR Generalist/Business Partner, Communications, Diversity, Employee Relations, Global HR, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: I am happy to share my experiences in multiple areas such as change management, culture change, strategic HR business partnerships, organizational effectiveness, diversity & inclusion, process improvement, leadership development, etc.

Update: *I have a) shaped HR strategy, processes and capabilities to enable a successful IPO from GE; b) expanded my strategic HR business partnership skills in multiple business cycles (growth, strategic portfolio realignment, crisis & contraction, business model transformation); c) built a high performing service culture recognized as a strategic differentiator in our industry.*

Like to take away: Learning about current HR best practices at GE. Reconnecting with former colleagues. Sharing best practices across our industries, and discussing challenges and opportunities we currently face in HR

Tim Montgomery

President, TIMIT Solutions, LLC.

GE Businesses & # of years: GE Power Systems - 14, GE Electrical Distribution & Control/Industrial Systems- 6

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Staffing, Technology

Expertise / experience you are willing to share: I have experience working with many talent providers from multiple geographies, and since launching my own IT company 6 years ago have been working with large and small companies helping them with global talent solutions. I look forward to contributing to other participants with referral business and exchange of ideas.

Update: *I founded my own IT company 6 years ago that includes consulting on IT global talent sourcing and an IT staffing and permanent placement business.*

Like to take away: Like to expand my professional network and learn as much as I can from the presentations and from participants.

Melodee Morrison

Clinical Social Worker/Therapist, The Morrison Group

GE Businesses & # of years: GE Capital 17 years

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Other: Coaching, counseling

Expertise / experience you are willing to share: In depth coaching/counseling for leaders; personal Insight and understanding which leads to more effective leadership skills.

Update: *Received an MSW in clinical social work which has impacted the way I work with clients. I recently retired from NY Presbyterian Hospital and have a private practice. I continue to use many of the skills learned at GEC.*

Like to take away: To reconnect with colleagues, to receive updates about GE and future plans.

Lisa Mulrooney Gross

Vice President Human Resources - Fitbit, Inc.

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Communications, Diversity, Employee Relations, Ethics & Governance, Global HR, HR Communications, Labor Relations, Learning & Development, Organizational Development, Staffing, Safety & Security, Talent Management, Technology

Andrea Nunes

Managing Director, Portfolio Talent - Centerbridge Partners, LP

GE Businesses & # of years: Industrial Systems / C&I - 8, Corporate - 2, Energy - 4, Capital - 4

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR, Organizational Development, Talent Management

Expertise / experience you are willing to share: I am now in Private Equity working with Board of Directors and Senior Executive Teams across the portfolio - seems to be an area of increased interest,

Update: *I joined Centerbridge in August 2016 as the Managing Director, Portfolio Talent, with focus on assessing, developing, and acquiring senior executive talent in the firm's portfolio companies; based in the New York office.*

Like to take away: Best practices in the talent management and organizational culture spaces, networking for relevant connections / contacts (e.g. CHRO candidates, senior executive candidates, consultants)

Gaile Omori

VP of Human Resources, Athletico

GE Businesses & # of years: GE Capital Retailer Financial Services (RFS) -4

Primary area(s) of functional expertise: HR Generalist/Business Partner

Expertise / experience you are willing to share: Extensive generalist experience, with recent focus on PE & VC portfolio companies.

Update: *After leading a merger track for the Sears/Kmart organization & providing business partner support to Supply Chain and Retail, shifted my focus to establishing the HR function & supported M&A to grow PE/VC led portfolio companies.*

Like to take away: Looking to hear new best practices in talent/performance management & establish new connections.

Carol Pasmore

VP Transformation Enablement - Cognizant

GE Businesses & # of years: GE Lighting – 16, Adjunct with Crotonville

Primary area(s) of functional expertise: HR Generalist/Business Partner, Communications, Global HR, Learning & Development, Organizational Development, Talent Management, Other: Digital Transformation

Expertise / experience you are willing to share: Large scale transformation - both as internal and consultant

Update: *Have led the change management practice at EY. Now leading transformation enablement at Cognizant - with strong focus on digital consulting and building capabilities in the digital space*

Like to take away: GE's evolution to a digital company. See colleagues

David Pasternak

Vice President, Human Resources - Black Box Corporation

GE Businesses & # of years: GE Industrial (GE Sensing) 3 years, GE Industrial (GE Supply) 3 years

Primary area(s) of functional expertise: HR Generalist/Business Partner, Benefits, Compensation, Communications, Diversity, Employee Relations, Ethics & Governance, Global HR, HR Communications, Labor Relations, Learning & Development, Organizational Development, Staffing, Safety & Security, Talent Management, Technology

Expertise / experience you are willing to share: I have huge experience in developing high performing HR teams, mergers & acquisitions and business transformation.

Update: *Currently started my third year as the top HR leader for Black Box Corporation. Commuting from the Washington DC area to Pittsburgh. Nine years of experience as the head of HR for publicly traded companies and organization transformation.*

Like to take away: Continue to build a strong HR network. Miss having strong talented HR peers to learn and share with to handle situations.

Marilyn Procaccini

Director Executive Talent Acquisition, Lockheed Martin Corporation

GE Businesses & # of years: GE Information Services - 14

Primary area(s) of functional expertise: HR Generalist/Business Partner, Compensation, Diversity, Global HR, Staffing, Talent Management

Expertise / experience you are willing to share: Extensive experience in building an internal executive recruiting function and leading that for a global company. Extensive experience recruiting and finding HR talent. Extensive experience in candidate experience in Talent Acquisition. Best Practices when it comes to Talent Management of Executive talent - internal executive movement across 5 business areas and globally.

Update: *From my experience at GE, I joined 5 GE executives in a highly successful M&A consulting company (fastest growing top 50) - still carry that learning with me today from GE M&A work GE gave me the leadership and consulting experience to become an entrepreneur and then become a leader in a \$48B company. GE gave me my very best friend and Godmother to my youngest daughter - now that is priceless!*

Like to take away: Connecting with old friends -at least 5 and connecting with 5 new people. Thanking Susan Peters - she was the first HR executive I worked on in College Recruiting and she was inspirational, motivating and smart. I still remember that team and the results we achieved under her leadership. Learning about what GE is doing - and best practices. Sharing my best practices where I can contribute to discussions. Networking on Executive Recruiting from my peers.

Peter Reichman

Senior Client Partner, Korn Ferry

GE Businesses & # of years: GECC Corporate, GECC Vendor Financial Services

Primary area(s) of functional expertise: Staffing, Talent Management

Ann Romaine-Adelstein

President, Leadership Action Consulting, LLC

GE Businesses & # of years: GE Finance 1 year, GE Capital 5 years, and GE Capital headquarters HR six sigma role and OD & Talent Pipeline, 1 year.

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR, Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: I would be happy to collaborate on projects with colleagues. I also would gladly share my assessment tools and protocol, or how I have used psychometrics like the Hogan assessment for hiring, onboarding and assessment.

Update: *After leaving GE I took an O&S role at Citigroup, then I was the head of HR for the Investment Mgt business. I left there to head HR for North America for BOC/Linde Processed Gas business. From there I spent 8 years at Cisco Systems as both an HRBP and Talent Officer for WW Sales and Engineering Operations. I left there to head up Talent Mgt function reporting to the CHRO for Forest Laboratories, a \$9b pharma. After Forest was acquired, I began my consulting practice focused on Leadership Development, OD and enabling Technology.*

Like to take away: Reconnecting with colleagues, learning what has changed in HR to support the changing business needs such as what are the top three concerns in GE HR? I would also love to identify possible business opportunities

Colleen Rush

Head of Selection & Vacancy Management, Siemens AG

GE Businesses & # of years: GE Capital - 16

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR, Staffing, Talent Management

Expertise / experience you are willing to share: Share experience in HR Transformation. Share perspectives and experience with Adaptive Leadership. Share expertise and perspective for Digitalizing Talent Acquisition

Update: *Upon leaving GE in 2001, I focused initially on Talent Management before moving into first US and then a North America regional HR leadership role, followed by a global HRBP role. I am now focused on HR transformation in global talent acquisition with a secondary role helping to reshape the HRBP roles for our global businesses.*

Like to take away: Reconnect with former colleagues. Exchange ideas on HR Transformation. Exchange ideas on digitalization and work 4.0. Assess the possibilities for HR freelancing. Understand how others are thinking about the future of the HRBP role

Michael Schiavoni

Community Volunteer

GE Businesses & # of years: GE Lighting, GE Plastics & GE Appliances

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR, Learning & Development, Staffing, Talent Management

Expertise / experience you are willing to share: I have extensive Staffing, Executive Coaching & Talent Management experiences.

Update: *I have redirected my GE Leadership & Project Management expertise to Community social agencies in the Greater Cleveland area.*

Like to take away: Connect with 12 or more GE Alumni colleagues!

Lewis Sears

Principal, Lantern Associates

GE Businesses & # of years: Power Generation-3, Aircraft Engine-6, Aerospace-7, GE Executive Management Staff-4

Primary area(s) of functional expertise: HR Generalist/Business Partner, Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: Organization Development and learning

Update: *Corporate assignments in TRW, Honeywell, and Citigroup prior to teaching at graduate level and running a consulting practice.*

Like to take away: Current HR best practices

Raphael Sebastian

Managing Consultant, Human Resources Advisory Practice

GE Businesses & # of years: GE Information Services

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Labor Relations, Staffing, Talent Management, Other: Executive Coaching

Expertise / experience you are willing to share: Talent Acquisition strategies for hospitality companies. Virtual recruiting. Virtual onboarding strategies. Diversity strategies. Leadership development and Talent Management strategies for Diverse hi-potential talent. Executive Coaching

Update: *I have worked as an HR Generalist at many levels including executive roles providing enterprise wide HR leadership and direction. I have developed a global HR consulting practice focusing on HR BPO, RPO, Talent Management and Talent Acquisition and Executive Coaching.*

Like to take away: Would like to develop substantive network connections. Looking to learn new and innovative ideas about leading edge HR practices.

Kim Seymour

Senior Vice President, HR - American Express

GE Businesses & # of years: Appliances, Capital, Energy

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR, Organizational Development, Talent Management

Update: *Kim Seymour serves as Senior Vice President and HR Business Partner for Global Services, Prepaid & Alternative Payments, and Global Commercial Payments. Kim is responsible for directing a human resources team covering 65% of Amex's employees globally, playing a critical role in the development and delivery of human capital strategies in support of an ambitious set of business goals.*

Kim joined American Express in 2008. She has served as Senior HR Business Partner for U.S. Consumer Services and OPEN, as well as Vice President for Executive Talent Planning globally.

Prior to joining American Express, Kim spent time with Home Depot and with General Electric in Appliances, Capital and Energy in positions of increasing responsibility. Throughout her career, her focus has been on building world-class teams and ensuring that development, structure, compensation, staffing and processes enable the teams' growth plans.

Susan "Suze" Shaner

Principal, Sage Leadership Strategies, LLC

GE Businesses & # of years: GE Vendor Financial Services, 2 years 8 months

Primary area(s) of functional expertise: Learning & Development, Organizational Development, Talent Management

Expertise / experience you are willing to share: I have extensive experience with structured executive coaching engagements and am happy to share my experience.

Update: *I have expanded my executive coaching practice to include neuroscience/mindfulness tools which effect executive presence and decision making.*

Like to take away: Want to connect with at least 5 people that either: could use my business and/or we could be peer supports/share expertise.

Eve Sheridan

VP Global Talent Management & Corp HR - Materion

GE Businesses & # of years: GE Capital - 1+ yrs, GE Healthcare - 4 yrs

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, Learning & Development, Organizational Development, Staffing, Talent Management, Technology

Expertise / experience you are willing to share: Extensive experience in Cultural Transformation / Building a High-Performance Culture, Change Leadership/Management.

Update: *Deepened early HRBP leadership experience - with specialty experience in Talent Management / Change Management / Cultural Transformation / Coaching and more recently, Talent Acquisition. Since leaving GE Capital, I have consulted on building / transforming performance-based work systems (both independently and for GE Healthcare), as well as held corporate HR Leadership roles in large and mid-market firms undergoing transformation.*

Like to take away: Would like to connect with leaders who are considering or have implemented Workday. Also interested in those who have implemented effective and contemporary TA practices and can recommend innovative vendor partners.

Ed Spruck

CHRO - RAB Lighting Inc.

GE Businesses & # of years: GE Capital - 10 years

Primary area(s) of functional expertise: HR Generalist/Business Partner

Expertise / experience you are willing to share: I'm currently with a high-growth LED lighting manufacturer so can share learnings, challenges, and insights into managing scaling of a business.

Update: *Since GE, I spent 7 years at LexisNexis supporting sales, P&Ls and corporate; Revlon as head of global generalist team; and currently head of HR for a fast-growing commercial LED lighting manufacturer.*

Like to take away: 1. Want to learn best practices around OD/Strategic HR and total rewards;
2. Connect with 2-3 people (ideally CHRO's) for best practice sharing and networking post conference

Caroline Stockdale

Founding Partner and Customer Excellence - First Perform LLC

GE Businesses & # of years: GE Capital Aviation Services – 2, GE Capital Finance, Corporate – 3, GE Capital Europe, London -2

Primary area(s) of functional expertise: HR Generalist/Business Partner, Compensation, Communications, Diversity, Global HR, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management, Other: Lean Sigma/Process excellence

Expertise / experience you are willing to share: I have extensive business global HR and cross-functional operating experience across multiple industries. Have built two businesses and technology-based human capital related products that provide a new approach to talent, hiring and transitions. Have created a diagnostic lens for talent that we leverage with businesses to help them solve their challenges and would be happy to share experiences and provide consulting.

Update: *Global CPO for American Express Financial Services Arm, Global CPO and Business Operations for Warner Music Group, Global CPO for Medtronic, Founded 2 Companies, First Perform which provides consulting services including Talent, coaching, compensation, Learning and development, turnarounds etc. and The Career Exchange that has virtual staffing solutions, virtual outplacement and online assessments.*

Like to take away: Remain connected with my fellow GE Alumni; Continue to build relationships and network; Learn GE's perspective on various topics.

Mark Streifer

Managing Director, Allegis Partners

GE Businesses & # of years: GE Aerospace 8 years,

Primary area(s) of functional expertise: Global HR, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: Extensive experience building global TA capability; selecting executive talent; succession planning design, implementation and execution.

Update: *After a lengthy career in top tier companies focusing on building global TM and TA capability; I have crossed to the other side of the road and working for an executive search and advisory firm.*

Like to take away: Looking for talent at the CHRO level and networking with CHRO's and colleagues for business development opportunities

Nancy Sykes

EVP & CHRO, Southern Company

GE Businesses & # of years: Plastics - 10; Lighting/appliance/Industrial - 5; Water 3.5; Fanuc 2.5

Primary area(s) of functional expertise: Other: CHRO

Expertise / experience you are willing to share: Culture development

Update: *I have been working in senior roles in other companies - Goodyear, US Steel and now Southern Company CHRO. Building upon my career at GE has been a huge advantage to me as an HR person and a leader.*

Like to take away: Look to connect with colleagues and learn from them.

Ross Tartell, Ph.D.

Senior Associate - Organizational Performance Group, LLC

GE Businesses & # of years: GE Capital Real Estate - 2

Primary area(s) of functional expertise: Learning & Development, Organizational Development

Expertise / experience you are willing to share: I have extensive background in leadership development, learning and executive coaching.

Update: *I have continued to publish articles on leadership and learning & development, and have significantly expanded my coaching practice.*

Like to take away: looking for best practices. Want one new contact with business potential. What to hear the latest of what is happening at GE.

Jamila Taylor

Executive Director, Compensation - CACI

GE Businesses & # of years: GE Supply 2, GE Transportation 2, GE Plastics 6

Primary area(s) of functional expertise: HR Generalist/Business Partner, Compensation, Employee Relations, Organizational Development, Talent Management

Update: *I have since transitioned out of an HR Generalist role into a Compensation role. Have had extensive work in the areas of start-ups, acquisitions, system implementations, joint ventures and overseas work in China.*

Like to take away: Want to connect with past colleagues. Want to understand what GE is doing relative to Total Rewards and Performance Management changes as best practices.

Ed Tetreault

SVP, Human Resources and CHRO - Apex Tool Group, LLC

GE Businesses & # of years: GE Plastics - 7

Primary area(s) of functional expertise: Other: CHRO

Expertise / experience you are willing to share: I have extensive experience in labor relations, talent management and change management, as well as CHRO experience for both publicly traded and private (PE backed) companies.

Like to take away: "Looking for best practices in total rewards, HR technology, learning and development, etc. Also want to reconnect."

Michael Watson

Consultant, Human Resources Strategies

GE Businesses & # of years: GE Capital - 7

Primary area(s) of functional expertise: HR Generalist/Business Partner, Diversity, Staffing

Expertise / experience you are willing to share: I am willing to share how working in the nonprofit sector is different than working for GE or any other corporation. Another area I can discuss is the experience and expectations of serving on nonprofit boards.

Update: *Since I left GE I have served in challenging roles at Time Warner Inc., IBM, Girl Scouts of the USA and National 4-H Council.*

Like to take away: 1. Learn best practices that I can use at work. 2. Understand emerging future trends. 3. Learn about the changes at GE.

Eileen Whelley

EVP, Chief Human Resources Officer - XL Group

GE Businesses & # of years: GE Capital – 7, E Corporate – 5, NBC Universal - 5

Primary area(s) of functional expertise: HR Generalist/Business Partner, Compensation, Diversity, Employee Relations, Global HR, HR Communications, Learning & Development, Organizational Development, Staffing, Talent Management

Expertise / experience you are willing to share: I have been the CHRO of the Hartford Financial Services Group and XL Group.

Like to take away: Network with people I know and don't know. Hear about best practices.

Adam Wilmers

HR Business Partner-Hardware Engineering, Apple Inc.

GE Businesses & # of years: GE Intelligent Platforms-1, GE Lighting-1, GE Corporate-2, GE Global Growth Organization (GGO)-1

Primary area(s) of functional expertise: HR Generalist/Business Partner, Global HR

Expertise / experience you are willing to share: Happy to talk about my experience supporting GE in Moscow, Russia, as well as my other Business Partner work.

Update: *Left GE in 2015 and joined Apple supporting the Hardware Engineering Function.*

Like to take away: Hoping to connect with others who support engineering organizations and share best practices.

Susan Yun

Chief People Officer - JDRF

GE Businesses & # of years: GE Plastics - 2, GE Silicones - 1, GE Specialty Materials - 1, GE Water - 3.5, GE Capital - 4, NBC Universal - 1.5

Primary area(s) of functional expertise: HR Generalist/Business Partner, Employee Relations, Global HR, Organizational Development, Talent Management

Expertise / experience you are willing to share: I left NBC Universal after the divestiture to Comcast. I became the Head of HR for XO Group, a digital media company best known for theknot.com, then transitioned to my current role at JDRF.

Like to take away: Learning what GE is doing to innovate and change culture, how have things changed with transition to Boston HQ, learn about the succession to new CEO, John Flannery, reconnecting with colleagues.
