

Strategic Partnership with Impact

Strategy Analysis for Organization and Human Resources

November 18-20, 2009
in Chicago

with **John Boudreau**, Center for Effective Organizations
and **Pete Ramstad**, The Toro Company



Agenda

Day 1 Morning

- The Talentship Decision Science: Why Tough Times Demand Avoiding “Stubborn Traditionalism” in HR
- Strategic Partners Must Teach: The Vital Difference Between “Important” and “Pivotal”

Day 1 Afternoon

- Strategic Context and Intent: Discovering Strategic Assumptions and Differentiators

Day 2 Morning

- Strategy Execution Through Pivotal Business Processes: Organization and Talent Pivot Points in the Value Chain

Day 2 Afternoon

- Organizational Resources: Finding Organization and Talent Pivot Points by Making Intangibles “Actionable”
- Growth Algebra: The Mathematics of Your Competitive Success

Day 3 Morning

- Making it Real: Connecting Organization and Talent Strategy to the Strategy, Budgeting, and Core Talent Processes in Your Organization

Where will talent and organization investments make the biggest difference in your strategic success?

This seminar provides a proven framework that helps business, HR, and organization leaders answer this key question.

You will learn and apply the framework featured in *Beyond HR*, (Harvard Business School Publishing), by John Boudreau and Pete Ramstad. Using that framework, Boudreau and Ramstad show you how to analyze your own strategy to uncover hidden vital pivot-points where your HR and talent management will make their biggest strategic contribution.

The seminar is built on Boudreau and Ramstad’s unique “decision science” for talent that uses many of the same principles of decision sciences such as Finance and Marketing. This framework has enabled organizations to achieve true line-of-sight between HR investments and their sustainable strategic success.

This framework and the Talentship decision science are based on 10 years of research, application, and work with leading organizations.

Benefits

This program will provide:

- Unique focus on the integration between business strategy, HR strategy, and talent and organization implications
- Hands-on experience with the proven framework featured in the Harvard Business School Publishing book, *Beyond HR*, to develop and analyze strategies to discover unique strategic value in human and organizational capital
- A guided learning process with a proprietary array of rigorous and practical tools that have been used by organizations such as Allstate, Corning, Deluxe, Microsoft, Northrop Grumman, PepsiCo, and The Toro Company
- A workshop learning approach that is based on leading research in strategy, economics, organizational behavior, and psychology

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Format

This is a highly interactive workshop. Participants work directly with tools to analyze organizational strategy at all levels. You will use tools to identify the “lenses” that reveal where talent and organization decisions most affect strategic and business success, and the implications for human resource and organization practices. You will practice applying these tools to information from your own organization and you will learn about other organizations through discussion and break-out work.

Who Should Attend

This event is for any leaders wishing to help their organization find unique strategy opportunities in their talent management strategy and how it is organized and deployed.

This includes leaders in human resources, HR strategy, organization effectiveness, and talent management. This workshop is particularly valuable for HR generalists, business partners, strategists, functional leaders, leaders outside the HR function, or those with non-HR backgrounds who have recently taken HR leadership positions.

Registration Deadline and Fees

Early Bird Registration!

Save \$200 when you register by October 2, 2009.

Registration Fee

\$2,550 per person / Sponsor Company

\$3,150 per person / Non-Sponsor Company

Registration Deadline

October 27, 2009

Team Discount

Receive a 15% discount for groups of 3 or more from the same company who attend the seminar.

Location

The seminar will be held at Exelon Corporation, Chase Towers, Chicago, Illinois.

More Information

Contact: Ursula Barlow, program manager

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email: barlow@marshall.usc.edu,

or go to <http://ceo.usc.edu>



Hotel Information

Hotel Reservation Deadline:
October 26, 2009

Hyatt Regency Chicago
151 East Wacker Drive,
Chicago, Illinois 60601
Phone: 312-565-1234
Fax: 312-239-4414

Hotel Reservations

Reservations should be made by the participant.

A block of rooms has been reserved at a special rate of \$159 per night at:

In order to receive this special rate, you must mention the code: CEO-USC Strategy Workshop.

These rooms are available on a first-come, first-served basis until all rooms in the block are reserved or until the reservation deadline. Rooms booked after the deadline or outside of the block are subject to hotel availability and prevailing rates.

Hotel Parking

Overnight parking at the Hyatt is \$48 per night valet parking with in/out privileges.

Taxi

Cab fare is approximately \$5 each way. It is approximately a 15-minute walk (one mile) from the hotel to the meeting site.

Seminar Attire

Dress for the conference is business casual.

Credit/CEUs

Strategic Partnership with Impact:

2 CEUs, Course # CEO-003

Faculty: John Boudreau and Pete Ramstad