



DAY 1: Tuesday, September 26

- 8:00 – 8:30 am** Continental Breakfast
8:30 – 12:00 pm Seminar (with a break at 10 am)
12:00 – 1:00 pm Lunch
1:00 – 5:00 pm Seminar (with a break at 3 pm)

Introduction to the Seminar, Materials and Ground Rules (Tab 2)

The Talentship Decision Science: Getting Past “Stubborn Traditionalism” in HR (Tab 3)

- Why economic challenges make rigor, logic and alignment even more vital
- The important talent and organization decisions are often outside of the HR function
- Business leaders must make talent decisions with the sophistication of decisions about other vital resources
- The essential components of all powerful decision sciences and how they apply to talent and organization

Connecting HR and Strategic Success: The Vital Difference Between “Impact,” “Effectiveness” and “Efficiency” (Tabs 4-7)

- The Elements of All Decision Sciences: Efficiency, Effectiveness, and Impact
- The HCBridge® Decision Framework for Organization and Talent Resources
- Overcoming reliance on fads, fashions, and benchmarks to drive HR decisions
- How to build a shared working model of how talent connects to strategy
- Making HR measures strategic through powerful logic

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How to Analyze Strategies for Enterprises, Functions, and Shared Services (Tab 8)

- How does HR's role differ when supporting units other than profit-centers?
- How do the tools apply to strategic partnership in such business units?

Strategic Context and Intent: Discovering Strategic Assumptions and Differentiators (Tabs 9-13)

- Context: What affects all competitors?
- Identifying your pivotal strategic assumptions
- Discovering your "Strategic Intent": What's Different, Protectable, and Valuable?
- Using "Strategic Intent" to find unique talent and organization pivot-points

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DAY 2: Wednesday, September 27

8:00 – 8:30 am	Continental Breakfast
8:30 – 12:00 pm	Seminar (with a break at 10 am)
12:00 – 1:00 pm	Lunch
1:00 – 5:00 pm	Seminar (with a break at 3 pm)

Special Guests:

Peter Atfield – Senior Vice President, People & Culture, Future Pipe Industries, Dubai (via WebEx) **(Tab 14)**

Terry Gray – Global Organizational Development Leader, Talent and Performance Center of Expertise, Cargill, Inc. **(Tab 20)**

John Boudreau

Strategy Execution through Organizational Resources: Organization and Talent Pivot Points in the Tangibles and Intangibles (Tab 15)

- What do you have that your competitors most want?
- What are your pivotal resources: Input, Conversion, and Output?
- What's pivotal: Volume, Deployment, and Protection?
- Winning the resource competition through your talent and organization

Strategy Execution through Business Processes: Organization and Talent Pivot Points in the Value Chain (Tab 16)

- What processes are vital to strategy execution?
- Mapping your business process value chain
- The overlooked strategy insights in your process maps
- Process constraints: Where organization and talent make their biggest difference

Business Algebra: The Mathematics of Your Competitive Success (Tabs 17-18)

- What are the numbers and mathematical logic of business unit success?'
- What is the algebra of revenue growth?
- What is the algebra of process and resource improvement?

Connecting with Your Organization: Finding the Energy and Activity Using the Lenses (Tab 19)

Cargill Pivotal Talent Walk Through: Introducing the Cargill Case Study “Making it Real” (Tab 20)

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DAY 3: Thursday, September 28

- 8:00 – 8:30 am** Continental Breakfast
8:30 – 12:00 pm Seminar (with a break at ~ 10 am)
12:00 – 1:00 pm Boxed Lunch

Special Guest:

Terry Gray - Global Organizational Development Leader, Talent and Performance Center of Expertise, Cargill, Inc. **(Tab 22)**

John Boudreau

Introduction to the Day (Tab 21)

How Cargill Implemented Strategic Partnership with Impact: The Change Process (Tab 22)

Making it Real: Connecting Organization and Talent Strategy to the Strategy, Budgeting, and Core Talent Processes in Your Organization (Tabs 23-26)

- Connecting HR decisions with strategy, operations, budgeting and financial planning processes
- How to find the “trust core” where you have permission to shape strategy
- Defining the pivotal roles within HR (Business Unit HR, Centers of Excellence, Service Centers)
- The importance of fit with your organization’s fundamental “DNA”
- Connecting enterprise strategy with succession and leadership development
- “Stealth” consulting to improve your organizational strategy processes
- Getting started: What has worked in other organizations

[Register Now](#)

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