

2018 Employee Resource Group Summit ERGS DRIVING GROWTH

 **GROWTH** in Individual Skills
GROWTH in ERG Opportunities & Memberships
GROWTH at the Firm Level

USC Marshall
School of Business

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CEO CENTER FOR
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ORGANIZATIONS

DAY 1: Tuesday, August 28

- 8:00 – 8:30 am **Registration and Breakfast**
- 8:30 – 8:45 **Overview of the 2018 ERG Leadership Summit**
Theresa Welbourne, Center for Effective Organizations, USC Marshall School of Business and The University of Alabama
- 8:45 – 9:00 **Speed Introduction (Theresa Welbourne)**
- 9:00 – 9:4 **Welcome and Keynote Presentation**
Amazon Speaker (to be confirmed)
- 9:45 – 10:00 **Morning Break**
- 10:00 – 11:15 **The Tough Questions. The Tougher Options. The Best Answers.**
Ashley Berg Jensen, Vice President, Diversity, Inclusion and Engagement, The Coca-Cola Company
- 11:15 – 12:15 pm **ERG Sponsor Panel: Growing Knowledge and Skills Through ERG Work**
- 12:15 – 1:15 pm **Lunch**
- 1:15 – 2:15 pm **Live Case Study: Growing ERG Membership; Growing ERG Impact**
Chorlana Francis, U.S. Head of Diversity & Inclusion, Bayer
- 2:15 – 2:30 pm **Afternoon Break**
- 2:30 – 3:30 pm **Panel: Doing Well, While Doing Good**
— *Michael Nobleza, Asian Pacific Fund (Moderator)*
— *Panelists to be confirmed*
This panel discussion will explore how volunteerism and philanthropy can be used as strategies for building up ERGs and engaging their members. Panelists will share case studies, insights, and lessons learned about ERGs at various stages of development.
- 3:30 – 4:30 pm **Creating and Growing New ERGs by Focusing on Strategic Business Intent: The Business Case for New Palliative Care ERG**
— *Michelle Schwartz, Cambia Health Solutions and Lee Spears, Regence Health Insurance*
- 4:45 – 5:00 pm **Day 1 Debrief**
- 5:00 – 6:00 pm **Cocktail Reception & Networking Social**

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Day 2: Wednesday, August 29

- 8:00 – 8:30 am **Breakfast**
- 8:30 – 9:00 am **Overview: Bridging Day 1 & Day 2**
Theresa Welbourne, Center for Effective Organizations, USC Marshall School of Business and The University of Alabama
- 9:00 – 10:00 am **Keynote Presentation: ERGs Providing Purpose at Work**
Aaron Hurst, Co-Founder and CEO of Imperative
- 10:00 – 10:15 am **Morning Break**
- 10:15 – 11:30 am **Growth by Empowered Stories of Success**
Each participant is asked to bring one 3-minute success story. We will build learning around the success and get feedback to improve your story.
- 11:30 – 12:45 pm **Lunch**
Network with leaders from similar ERGs
- 12:45 – 1:45 pm **ERG Leaders Panel: Revamping ERGs to Grow Membership and Impact**
(panelists to be confirmed)
- 1:45 – 2:45 pm **Using the ERG Impact Model to Link ERG Work to Firm Level Growth**
Theresa Welbourne, Center for Effective Organizations, USC Marshall School of Business and The University of Alabama
— Presentation and table exercise with the impact model
- 2:45 – 3:00 pm **Afternoon Break**
- 3:00 – 4:00 pm **ERGs impacting senior leaders' actions and business growth**
Beatric Opuku-Asare, Global Director, Inclusion and Diversity, Newmont Mining
- 4:00 – 5:00 pm **Bringing Together Individual, ERG, and Firm-level Growth: ERG Scorecard Exercise**
Presenter to be confirmed
- 4:45 – 5:15 pm **Debrief: Easy Questions, Fun Options, My Actions**
Theresa Welbourne, Center for Effective Organizations, USC Marshall School of Business and The University of Alabama