



## 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 – 9:45 **Welcome and Keynote Presentation**  
*Patrick Tang, Vice President, Product Integrity, Amazon Lab126 and Executive Sponsor of Asians@Amazon*
- 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 Executive Panel: Growing Knowledge and Skills through ERG Work**
- *Beth Gunderson, Executive Fellow, Center for Effective Organizations (Moderator)*
  - *Ed Cheng, Senior Project Manager, Bayer*
  - *Paul Martin, Senior Vice President & Chief Diversity Officer, Sony*
  - *Beth Miller, Program Manager, Global Diversity & Inclusion, Hewlett-Packard*
  - *Eddie Pate, Director of Inclusion & Diversity, Amazon Worldwide Operations and Executive Advisor of Amazon Black Employee Network*
  - *Newmont Mining, Panelist to be confirmed*
- 12:15 – 1:15 **Lunch**
- 1:15 – 2:15 **Live Case Study: Growing ERG Membership; Growing ERG Impact**  
*Chorlana Francis, U.S. Head of Diversity & Inclusion, Bayer*
- 2:15 – 2:30 **Afternoon Break**
- 2:30 – 3:30 **Panel: Doing Well, While Doing Good**
- *Michael Nobleza, Vice President, Asian Pacific Fund (Moderator)*
  - *Connie Chen, Head of Asian Google Network Community Service, Google*
  - *Deepa Purushothaman, Principal, Strategy & Operations, Deloitte Consulting LLP*
  - *Ben Delk, Global Equality Programs Manager, Salesforce*
- 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 **Creating and Growing New ERGs by Focusing on Strategic Business Intent: The Business Case for New Palliative Care ERG**
- *Lee Wilcox, Program Director, Regence BlueCross BlueShield*
  - *Michelle Schwartz, Manager, Diversity & Inclusion, Cambia Health Solutions*
- 4:30 – 5:00 **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        **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      **Keynote Presentation: ERGs Providing Purpose at Work**  
*Aaron Hurst, Co-Founder and CEO, Imperative*
- 10:00 – 10:15     **Morning Break**
- 10:15 – 11:30     **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      **ERG Leaders Panel: Revamping ERGs to Grow Membership and Impact**
- *Brian Fishbone, Program Manager, Diversity & Inclusion, Vanguard (Moderator)*
  - *Rovina Broomfield, Senior Product Manager, Amazon Textures & Hues and President of Amazon's Black Employee Network*
  - *Newmont Mining, Panelist to be confirmed*
  - *Nike, Panelist to be confirmed*
- 1:45 – 2:45        **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*
  - *Cara Bauer, Executive Director, Talent Management, Learning and Inclusion & Diversity, Amgen*
  - *Eric Dzedzic, Manager, Diversity & Inclusion, Amgen*
- Presentation and table exercise with the impact model
- 2:45 – 3:00        **Afternoon Break**
- 3:00 – 4:00        **ERGs Impacting Senior Leaders' Actions and Business growth**  
*Beatrice Opoku-Asare, Global Director, Inclusion and Diversity, Newmont Mining*
- 4:00 – 5:00        **Designing your ERG's Story: Purpose x Company Strategy x ROI**
- *Sue Brisbois, Director of Global Performance Development, Nike*
  - *Natalie Hausia-Haugen, Director of Global Employee Engagement, Nike*
- This working session is designed to help ERG leaders think through and practice putting together the pieces they need to tell a compelling story worth their company's investment. Takeaway resources will be included.
- 5:00 – 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*

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