

HARRT 2003 Annual Retreat

Balboa Bay Club, Newport Beach
October 3 - 5, 2003

“Challenges for Emerging, Succeeding and Thriving in Economic Recovery”

Planning Committee:

Judy Ehrenreich, SVP, Human Resources, PacifiCare
Robin Elledge, VP, Human Resources, IHOP Corporation
Anne Hill, VP, Global Human Resources, Baxter BioScience
Michael Kent, VP, Human Resource Services, Farmers Insurance Group
Fred Vollrath, VP, Human Resources, Computer Sciences Corporation
Archie Kleingartner, Chairman, HARRT
Linda Newton, Managing Director, HARRT

Friday, October 3, 2003

Friday Afternoon

1:00-3:00 *Meeting Registration* *Mariners Room A*

1:30-2:50 **Poster Session: “Learning Maps: A Tool for the HR Executive’s Use in Managing the Evolution of the HR Function”** *Board Room*

Introduction by: **Judy Ehrenreich**, SVP, Human Resources, PacifiCare. These maps were utilized as part of the HR transformation at Pacificare.

Presenters: **Arden Brion**, Managing Director, Health Care Practice, Root Learning
 Robin Wooddall, SVP, Human Resources, Root Learning

This session will provide HR executives with an opportunity to become familiar with two new Learning Maps designed by Root Learning with an opportunity for hands-on practice.

- Evolution and transformation of the HR profession, implications for future HR career paths (commissioned by head of HR at General Motors)
- Future State of the Training Career and Profession (commissioned by A.S.T.D.)

3:00-3:30 **Welcome and Introductions** *Mariners Room A*

Archie Kleingartner, Chairman and Founder of HARRT
Linda Newton, Managing Director

3:30 -5:30: Session I: “From Academics and Consulting to HR Practice and Supervision: Lessons from Multiple Perspectives” *Mariners Room A*

Session Leaders: **Joel Fadem**, HARRT Executive Committee
Len Schlesinger, COO & Vice Chairman, Limited Brands

This session will provide multiple perspectives on the status and role of the HR function based upon Len Schlesinger’s experience as Senior Associate Dean and Professor at Harvard Business School, Senior Vice President and Professor at Brown, and EVP of Leadership, Organization and Human Resources and as COO and Vice Chairman at Limited Brands.

5:30-6:30 *Break* *Hotel Registration*

Friday Evening

6:30-7:00 *Reception* *Commodore Room*

7:00-8:00 *Dinner* *Commodore Room*

Keynote Address

8:00 PM **Howard Phanstiel**, CEO, PacifiCare
“Elements of Organizational Success: A Leadership Perspective”

Mr. Phanstiel will provide his ‘view from the top’—a CEO’s macro perspective of:

- How to strategically leverage organizational change through culture and branding
- The role of HR in supporting transformational change for higher corporate performance

Introduction by: **Archie Kleingartner**, Founder and Chairman, HARRT

Saturday, October 4, 2003

Saturday Morning *Mariners Room A*

7:30-8:15 *Continental Breakfast*

8:15-9:45 **Session II: “Planning for 2006-Strategic HR Management”**

Session Leaders: **Fred Vollrath**, VP, Human Resources, Computer Sciences Corporation
David Lewin, Neil Jacoby Professor of Management, The Anderson School

This session will focus on how CSC approaches Strategic HR Management in a changing global economy. A case study will be presented in the context of the key business issues, strategic objectives and how HR develops a strategic vision and plan to accomplish the business objectives.

9:45-10:00 *Break*

10:00-11:30 Session III: “Embedding Continuous Improvement for Organization Efficiency”

Session Leaders: **Anne Hill**, VP, Global Human Resources, Baxter BioScience
John Cotter, HARRT Executive Committee

Presenter: **Beth Ganem**, EVP, Human Resources and Organization Development,
Washington Mutual

This session explores the methods, approaches and lessons learned using a living case from a highly successful corporation that combines process re-engineering, and organization design to achieve market alignment and operational excellence.

11:30-1:00 Lunch

Coconut Grove

Saturday Afternoon

Mariners Room A

1:00-2:30 Session IV: “Corporate Governance Effectiveness: The Changing Value Proposition for Top Executives and Boards”

Session Leaders: **Judy Ehrenreich**, SVP, Human Resources, PacifiCare
Sandy Jacoby, Howard Noble Professor of Management, The Anderson School

Presenters: **Donald D. Gallo**, Senior Vice President, Sibson Consulting
William K. Ray, Board of Directors, Mississippi Blue Cross/Blue Shield

Today’s business climate has executive management and corporate boards facing enormous scrutiny over board recruitment, selection, performance assessment, compensation, and reporting disclosure. All aspects of governance are being held to high standards for ethics, integrity and protection of shareholder interest. This session will explore the governance issues and actions for publicly held companies and will feature a specific corporate case study.

2:30-2:45 Break

2:45-4:00 Session V: “Aging Workforce: Trends and Issues for Employers”

Session Leaders: **Paul Ong**, Professor of Policy Studies and Director of the Lewis Center for Regional Policy Studies at UCLA
Daniel J.B. Mitchell, Ho-Su Wu Professor of Management, The Anderson School and Professor of Policy Studies, UCLA

Demographics associated with aging workforces in the greater Los Angeles Area, California and the U.S. are analyzed in the context of trends and implications for employers from 1980-2010. This study was commissioned by HARRT and conducted by the Lewis Center for Regional Policy Studies at UCLA. HARRT is grateful to Marlene Dennis and the Aerospace

Corporation for financial support and to the following committee for conceiving and guiding the project: Marlene Dennis, Lynn Heymont, Diane Shapiro, and Lucy Wander-Perna.

4:00-4:15 *Break*

4:15-5:30 **Session VI: “Family Leave Act: Implications for Employers”**

Session Leaders: **Eileen Appelbaum**, Professor of Economics and Director, Center for Women and Work, Rutgers University
Ruth Milkman, Professor of Sociology and Director, UCLA Institute of Industrial Relations and the UC Institute for Labor and Employment

This session will include a briefing on California's new Paid Family and Medical Leave Law, scheduled to take effect in 2004, as well as a participatory discussion of HR issues associated with this new state program.

5:30-6:30 *Break*

Saturday Evening

6:30-7:00 *Reception*

Grand Ballroom

7:00-8:00 *Dinner*

Grand Ballroom

8:00 PM

Evening Program

Mike Johnson, Author and Managing Partner, Johnson & Associates
**“Creating Dynamic Organizations: Human Capital Issues and Options
For Tomorrow’s Business”**

Mike Johnson, author of *Creating Dynamic Organizations, How to Become a Talent Magnet Winning the People Wars, and Managing in the NEXT Millennium*, will share his insights from his recent research with European and American HR executives.

Introduction by: **Michael Kent**, VP, Human Resource Services, Farmers Insurance Group

Sunday, October 5, 2003

8:30-9:30 AM *Continental Breakfast*

Board Room

9:30-11:00 AM **“Retreat Wrap-up: Plenary Synthesis, Issues for the Future”**

Session Leaders: **Lucy Wander-Perna**, HARRT Executive Committee
Members of 2003 Retreat Planning Committee

Discussion of key learnings from Retreat. Discussion of next steps regarding workforce project. Discussion of topics and issues of interest for future Round Tables.