

GLOBAL EMERGE

**Monday
April 15, 2024**

22 Bishopsgate
London, UK

In Person + Virtual
As of April 5, 2024

REGISTER NOW

Agenda

8:30 – 9:00 am

9:00 – 9:30 am

9:30 – 10:15 am

10:15 – 10:30 am

10:30 – 11:30 am

BREAKFAST & REGISTRATION

WELCOME & STATE OF THE FIELD

Employee Resource Groups (ERGs) play a critical role for organizations across the globe. Although they have been important for a long time, increasingly organizations are amplifying attention to their role. The State of the Field will address:

- Seramount's key findings of its Global Index research as it relates to ERGs
- The current landscape of ERGs' influence in regions such as EMEA, Asia and the United States
- ERGs' purpose evolving during times of crises

Presenter: **Subha Barry**, President, Seramount

KEYNOTE & FIRESIDE CHAT

Dame Inga Beale was the first woman to be appointed as CEO in the 326 years of Lloyd's history. In 2017, She was appointed Dame Commander of the Order of the British Empire for her services to the economy.

In her keynote address participants will hear how to build inclusive environments that enable all employees to thrive at work. Dame Beale is passionate about empowering the diverse workforce, particularly women and the LGBTQ community to break through glass ceilings. She shares her insights on what it takes to transform cultural and technological changes, and what role Employee Resource Groups play while driving successful business transformation.

Presenter: **Dame Inga Beale**, Director, Noringa Ltd, former CEO, Lloyd's of London

Moderator: **Subha Barry**, President, Seramount

COFFEE BREAK

MORNING PANEL

Prospects & Insights on ERGs' Influence on the Global Landscape

Panelists will delve into various aspects of how Employee Resource Groups (ERGs) partner with their executive sponsor, and/or DEI leadership to drive and shape the growth and direction of their ERGs and company's agenda in different parts of the world. They will highlight success models that emphasize the fine nuances of different regions and their tailored approach to employee engagement, collaboration and leveraging the intersectionality of various ERGs. Special emphasis will be given to the importance of the middle manager's role, which is often overlooked.

Panelists:

- **Camila Carvalho**, EDI Consultant, The Adecco Group
- **Bruce Roch**, Head of Inclusion, The Adecco Group
- **Lesley Salmon**, Senior Vice President & Chief Digital & Information Officer, (KPride & Allies Global Executive Sponsor), Kellanova
- **Samantha Thomas-Berry**, Vice President of Global Talent & Equity, Diversity & Inclusion Chief Officer, Kellanova

Moderator: **Joan Sheridan LaBarge**, Managing Director, Seramount

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11:30 – 11:40 am

SESSIONS OVERVIEW

An overview of the session will be provided in short format. During the sessions participants will have the opportunity to hear case studies, co-create solutions and co-learn from peers. Session presenters share their knowledge from different countries and their unique approaches as they navigate various cultural norms and business goals. Sessions will repeat after lunch and include two tracks, one for ERG Leaders/Members and the other for DEI/ERG Program Managers.

Moderator: **Kaela Blanks**, Associate Director, Advisory, Seramount

11:40 am – 12:00 pm

BREAK

12:00 pm – 1:00 pm

CONCURRENT SESSIONS

Measurement & Governance

In-Person & Virtual (for DEI/ERG Program Managers)

Obtain strategies on how to best manage global ERGs, identify the appropriate bylaws, structure and funding, while understanding the difference of a local chapter model vs. global chapter model. Special emphasis will be given to which metrics and methodologies can be measured in specific countries and are most relevant to track the success and impact of an ERG.

Case Study Presenters:

- **Margaret Toscano**, Global Diversity & Inclusion Business Partner, Global ERG Program Manager; Innovation Chair, EMEA Pride, Lenovo
- **Stuart Gill**, Director of Global Media Relations, Campaigns & Corporate Content, Co-Chair & Comms Chair, Board Member, EMEA Pride, Lenovo
- **Amir Kabel**, Vice President, Equality Strategy, EMEA, Salesforce
- **Bayly Mattes**, UK&I Equality Lead, Salesforce

Moderator: **Carol Watson**, Global Chief Inclusion Officer, BCW Global

Collaboration & Intersectionalities

In-Person (for ERG Leaders)

Identify the power of intersectionality across groups and countries, driving cross-functional collaboration. In many cases, women-focused ERGs have been represented the longest and are the strongest in terms of member numbers. They have acted as a driving force in elevating underrepresented voices while representing their own multidimensional affinities. Hear best practices and strategies in how:

- Leadership, including Executive Sponsors, has/have played a key role in raising awareness and opened doors
- One ERG collaborates with their peer ERG across countries to build influence and reach, and
- Numerous ERGs identify intersectionalities to build and attain common goals/interests.

Case Study Presenters:

- **Darren Rowan**, Senior Director, Digital Accessibility, (Disability EnAble ERG), Eli Lilly and Company
- **Rebecca Roberts**, Director of Talent and EDI, Kellanova

Moderator: **Christa Brandstaetter**, Head of Diversity, Equity & Inclusion EMEA, Johnson & Johnson

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12:00 pm – 1:00 pm

CONCURRENT SESSIONS

Activate Effective ERG Leadership

Virtual (for DEI/Program Managers and ERG Leaders)

In this highly interactive session, participants will explore the essential components of effective leadership that are invaluable at this critical global moment. The session is an opportunity for leaders and members to reflect on how their ERGs provide a unique way to build and showcase skills that strengthen organizational outcomes and advance their own careers. Through a combination of learning new content, discussions with peers in small groups, and the surfacing of best practices, participants will acquire the tools to:

- Communicate more effectively
- Build and expand membership
- Delegate to other ERG members
- Deepen connections with senior leaders
- Increase visibility for the ERG inside and outside the organization

Presenter: **Shyama Venkateswar, Ph.D.**, Senior Director, Learning, Seramount

Launching Global ERGs while Deploying a Local Approach

In-Person (for DEI/Program Managers and ERG Leaders)

ERGs can be powerful enablers of an inclusive workplace culture. However, the strategy that works in one region often is not effective everywhere else. We'll explore how to build a global ERG strategy that is thoughtfully tailored with a localized approach. The session will cover:

- Best practices for implementing a global strategy with regional variations while considering cultural nuances
- Case studies and lessons learned from launching ERGs globally in Europe, Asia, and Latin America with a special emphasis on the LGBT+ community
- How to get local buy-in and meet unique needs in each market
- Provide actionable advice for successfully implementing ERGs with an adaptable model that drives inclusion and belonging.

Case Study Presenters:

- **Marcelo Vásquez López**, Associate Director and Partnering Consultant Global Office of DEI, Liberty Mutual
- **Rebecca Fuller**, Global Head, Fixed Asset Advisory, (Chair, Network of Women-NOW), Kroll

Moderator: **Claire Brody**, Director, Diversity, Equity and Inclusion, EMEA, Warner Brothers Discovery

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1:00 – 2:00 pm

NETWORKING LUNCHEON

ERG members and program managers connect, share experiences, and build relationships with peers from other organizations through interactive experiences over lunch. Participants can choose to be seated according to different regions of the world, including:

- **APAC: Jack Guest**, Senior Group Inclusion Advisor, Global ERG Lead, HSBC
- **EMEA: Richard Thompson**, Global Employee Network Lead, Capgemini
- **LatAm: Marcelo Vásquez López**, Associate Director and Partnering Consultant Global Office of DEI, Liberty Mutual
- **North America: Molly Deakins**, Corporate Responsibility PMO (ERG Governance Lead), Capgemini

2:00 – 2:15 pm

BREAK

2:15 – 3:15 pm

CONCURRENT SESSIONS

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- One ERG collaborates with their peer ERG across countries to build influence and reach as well as
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Case Study Presenters:

- **Darren Rowan**, Senior Director, Digital Accessibility, (Disability EnAble ERG), Eli Lilly and Company
- **Nicola Cox**, Senior Manager, Talent Development, (Women's Professional Network/Black Professional Network ERG), Alight Solutions

Moderator: **Christa Brandstaetter**, Head of Diversity, Equity & Inclusion EMEA, Johnson & Johnson

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Presenter: **Shyama Venkateswar, Ph.D.** Senior Director, Learning, Seramount

Launching Global ERGs while Deploying a Local Approach

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Case Study Presenters:

- **Richard Thompson**, Global Employee Network Lead, Capgemini
- **Molly Deakins**, Corporate Responsibility PMO (ERG Governance Lead) Capgemini
- **Paula Bastos**, Director, HR & Corporate Applications, (Lead, Women in Tech ERG LatAm), Otis Worldwide Corporation
- **Nikki Moore**, Innovation Portfolio Manager, (Women in Technology ERG), Otis Worldwide Corporation

Moderator: **Bridgette Scales**, Senior Director Advisory, Seramount

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2:15 – 3:15 pm

Elevating your ERG to a BRG

In-Person (for DEI/Program Managers and ERG Leaders)

Achieving the transition from an Employee Resource to a Business Resource Group entails expanding the scope and impact. During this session participants will identify a local road map how to:

- Align with the business contributing to the company's success, and demonstrate value such as innovation, market expansion and talent acquisition/retention
- Integrate the group's activities into the broader business processes through incorporating DEI as well as HR objectives, and strategic planning, and
- Demonstrate the impact of the BRG on key performance indicators (KPIs).

Case Study Presenters:

- **Jack Guest**, Senior Group Inclusion Advisor, Global ERG Lead, HSBC
- **Naomi Hands**, Vice President, Human Resources, UK & Ireland, The Estée Lauder Companies Inc.

Moderator: **Claire Brody**, Director, Diversity, Equity and Inclusion, EMEA, Warner Brothers Discovery

3:15 - 3:25 pm

BREAK

3:25 – 4:00 pm

LEADERSHIP & COMMUNITY INSIGHTS

In closing, members of the audience, speakers and thought leaders join in a lively exchange in posing their key learnings and offer some of their own predictions.

Moderator: **Kamina Young**, Senior Director, Seramount

4:00 – 5:00 pm

ASK THE ADVISOR SESSION

Virtual

Join a guided networking session with Seramount Advisors and colleagues across industry and region.

Moderator: **Bridgette Scales**, Senior Director Advisory, Seramount

CLOSING RECEPTION

In-Person