

4th GOLD Symposium

戦略から実践へ: 求められる



Turning Strategies into Action through

CREATIVITY 創造力 | COLLABORATION 協働力 | CONNECTION 人脈構築力

3Cs

Friday, October 28, 2011

Tokyo American Club

AGENDA

(Subject to change)

Simultaneous Translation will be provided

8:15 – 9:00 **Registration & Continental Breakfast**

9:00 – 9:15 **Welcome & Opening Remarks**

Hiroko Tatebe

Founder and Executive Director, Global Organization for Leadership and Diversity

9:15 – 10:00 **Opening Keynote**

*Turn Crisis into Opportunity: Time to Shape and Create
Next Generation Diversity*

Kiyoshi Kurokawa, MD, MACP, FRCP (London)

Professor, National Graduate Institute for Policy Studies

Before 3.11, Japan was facing two lost decades of economic stagnation and social challenges, including a shrinking population and discouraged youths. In order to turn the 3.11 crisis into an opportunity and emerge as a stronger nation, we must rethink our global approach to diversity and inclusion. Diversity involves more than national origin, race or gender; it has to do with “Diversity of thought,” and it’s all about creating cultures of inclusiveness. In this session, the critical issue of next generation of diversity will be discussed.

10:00 – 10:15 **Refreshment Break**

10:15 – 11:30 **Dialogue with Senior Executives**

Aligning Talent Management with Business: Strategy to Execution

Michiko Achilles

Corporate Officer, Shiseido Co., Ltd.

Anthony S. Marino

Chief Human Resources Officer & General Manager

The Bank of Tokyo-Mitsubishi UFJ, Ltd.

Yoshimasa Takao

Director and Senior Managing Executive Officer, Sumitomo Chemical Co., Ltd.

Aligning talent strategy with organizational values and business objectives is a significant source of sustainable competitive advantage for all types of organizations. Identifying talent to fill critical leadership needs must be followed up with action plans that move and prepare potential leaders in practical ways. During this session, senior executives navigating the complexities of global talent management will share their insights and describe their challenges.

11:30 – 11:45

Bridge Builder Recognition

Johnson & Johnson

11:45 – 12:00

Break

12:00 – 13:00

Networking Lunch

13:00 – 14:30

Breakout Sessions

1. *Developing Next Generation Leaders by Igniting Creative Leadership*

Panelists: **Kakutaro Kitashiro**

Senior Advisor, IBM Japan, Ltd.

Debra Nakatomi

President & CEO, Nakatomi & Associates

International Commissioner, The World Association of Girl Guides and Girl Scouts

Jane E. Smith, Ed.D.

Executive Director, Center for Leadership and Civic Engagement
Spelman College

Moderator: **Abi Sekimitsu**

Editor, Japan Reuters

Next-generation leaders must possess a different set of skills and perspectives than previous generations to manage a diverse workforce. They are required to lead not only locally, but also globally. Business, civic and academic communities play critical roles for tomorrow's leaders to succeed in this unpredictable and complex environment. A panel of experts from the business, civic and academic sectors will showcase their inspiring examples and best practices.

2. *Translating Gender Diversity into Business Results*

Panelists: **Keiko Haga**

Vice President/ASP Japan, Johnson & Johnson

Graciela Meibar

Vice President/Global Sales Training & Global Diversity
Mattel, Inc.

Yvonne Murayama

Managing Director; Chief Operating Officer/Fixed Income,
Currencies and Commodities, UBS Securities Japan Ltd.

Moderator: **Tisa Jackson**

Vice President/Corporate Diversity & Inclusion, Union Bank

Finding talent is key to success for businesses in the 21st century. Numerous data support the premise that gender diversity at the top delivers better business results. The number of working women in the U.S. has surpassed the number of working men. As consumers, women represent a growth market bigger than China and India combined, according to the *Harvard Business Review*. Yet comparatively few women reach top executive positions. This interactive session will address the business case for gender diversity, offer an exchange of ideas, and explore new approaches.

14:30 – 14:45

Refreshment Break

14:45 – 16:00

Panel Discussion

Connection Matters: How to build your social capital

Panelists: **Tetsuya Ando**
Founder and CEO, NPO Fathering Japan
Leslie Grossman
President, Leslie Grossman Leadership
Co-founder, Women's Leadership Exchange
Merle Aiko Okwawara
Chairman, JC Comsa Corporation

Moderator: **Kimiko Horii**
President, Research Institute of Self Esteem (RISE)

One important precursor to leadership success is a wide circle of relationships and contacts – to have a talent for building networks. Just like financial capital, social capital is essential for business and life success. Social capital refers to the network of relationships that one can deploy to get things done. Success in this arena is not measured by the number of contacts you make, but by the quality and density of relationships that you build over time. It is measured by the influence and reputation which you can bring to that connection. In this session, learn how to invest, build, and preserve your social capital.

16:00 – 16:30

Closing Keynote

Women's Leadership: From "I can't" to "I will"

Susan H. Roos

Wife of US Ambassador to Japan John V. Roos, Employment Attorney

“Can women have it all – a great job and a great family like men?” As a successful high-powered entrepreneur, wife and mother of two, Ms. Roos says, “Yes. Any and all options are possible just so long as you love what you do.” She will identify the key factors that have contributed to her personal and business success and share the challenges she has faced.

16:30 – 17:00

Call for Action & Closing Remarks

Hiroko Tatebe

Founder and Executive Director, Global Organization for Leadership and Diversity

17:00 – 18:30

Networking Reception