

2024 SYMPOSIUM & FORUM

Opening Minds. Creating Opportunities.

EXECUTIVE SYMPOSIUM

MONDAY, JUNE 3

12:00 pm – 12:15 pm ET

The Cost of Undeniability

What does it mean to be undeniable? In this special performance by comedian, attorney, and matchmaker **Yasmin Elhady**, she'll explore the crushing weight of expectations women of color experience as they struggle to earn a seat at the table of power and influence. Yasmine has performed at The Kennedy Center, was featured on NBC's True Story, NPR, Netflix is a Joke Radio on SiriusXM. Her new reality TV show is slated for this fall on Disney+ and Hulu.

12:15 pm – 1:10 pm ET

Solve Pipeline Problems for Good

NextUp is collaborating with the IBM Institute for Business Value (IBV)—IBM's thought leadership think tank—to explore the opportunities and barriers for women's advancement at work. In this session, **NextUp President & CEO, Lisa Baird** will join **Carolyn Baird, IBV Global Research Leader - Customer Experience and Design** to share exciting new research that includes insights from NextUp members. Spark ideas you can use to help more women fill your organization's leadership pipeline.

1:10 pm – 2:00 pm ET

Bold Strategies for Building Next-Gen Leaders

Equip your teams to solve tough problems with success strategies from a panel of HR executives, including: **Pamela Morris-Thornton, CHRO, at Advantage Solutions; Nicole Zube, EVP, CHRO at SpartanNash; and Mike Theilmann, EVP, CHRO at Albertsons Companies.** In a discussion with **Karen Jones, VP, Learning & Partner Solutions at NextUp, these CHROS will** share how they're actively working to solve pipeline problems to build the next generation of leaders.

2:00 pm – 2:20 pm ET

Break

2:20 pm – 3:05 pm ET

How to Defend Inclusive Programs

In an age when DEI&B programs are sparking legal challenges, **David Glasgow, Executive Director, Meltzer Center for Diversity, Inclusion, and Belonging at NYU School of Law** helps organizations

understand the current legal landscape and how to continue to create programs that both reduce your legal exposure and expand your commitment to an inclusive culture.

3:05 pm – 3:50 pm ET

Strategic Conversations

NextUp is a network of like-minded individuals who support each other, and we know professionals thrive when given the opportunity to connect and share wisdom. In this session, **Karen Jones, VP, Learning & Partner Solutions** will lead a conversation in which you'll team up with a round table of peers. You'll leave with ideas and action steps that will help you forge a powerful future.

3:50 pm – 4:35 pm ET

Unwavering Commitment

Nellie Borrero, Global Inclusion & Diversity Senior Strategic Advisor at Accenture, is a global DEI expert and author of *UNWAVERING: Rejecting Bias, Igniting Change, Celebrating Inclusion*. In this transparent conversation with **Stuart Claxton, VP, Marketing & Communications at NextUp**, Nellie will share how she led diversity strategy and developed award-winning DEI programs that transformed Accenture and the cultural experience of its people. You'll leave with actionable steps, whether you're seeking ways to evolve your journey, claim your space or simply pause with the goal of obtaining clarity about your next career move.

4:35 pm – 4:45 pm ET

Closing Remarks

4:45 pm – 6:00 pm ET

Free Time

6:00 pm – 8:00 pm ET

Welcome to Washington D.C.

Join us for our opening night reception where you can meet and mingle under a canopy of stars.

Dress Code: Outdoor elegance.

EXECUTIVE FORUM

TUESDAY, JUNE 4

7:45 am – 8:45 am ET

Networking Breakfast

Start your day with nourishing conversations and powerful connections.

9:00 am – 9:10 am ET

Welcome to Day 2

Dagmar Boggs, President, Foodservice and On-Premise, North America Operating Unit at The Coca-Cola Company and Chair of the NextUp Board shares what's next for our community.

9:10 am – 10:00 am ET

Fearless: How to Ask the Hard Questions

Kara Swisher is a name that evokes fear in some of the most powerful people on the planet—Jeff Bezos, Bill Gates, Bob Iger, Sergey Brin, Meg Whitman. Why? Because she's not afraid to ask the hard questions. In this session, **NextUp President & CEO Lisa Baird** joins Kara Swisher for a fascinating conversation about the future of tech, AI opportunities and threats, and the importance of questioning people in power. Kara is the host of the *On with Kara Swisher & Pivot* podcasts and editor-at-large at *New York Magazine*. She's the author of *Burn Book: A Tech Love Story* and was recently named to *Hollywood Reporters'* list of the most important people in podcasting.

10:00 am – 10:45 am ET

Power Skills for Transformational Leaders

What happens when women have the top seats? In this session, **Wendy Davidson, CEO, Hain Celestial** and **Dawn Zier, Chair of the Board, Hain Celestial** and **former CEO of Nutrisystem** will share the power skills women leaders must have to become extraordinary leaders. In a conversation with **Kristi Allen, VP, Finance & Administration at NextUp**, they'll share their experiences as they've worked to transform Hain Celestial and increased recruitment and retention. Plus, they'll dish on the lessons, breakthroughs, and challenges they've faced on the paths to becoming powerful leaders.

10:45 am – 11:00 am ET

Break

11:00 am – 11:45 am ET

The Risk-Ready Leader

In these chaotic times, leaders must be ready to respond to the variable conditions of a rapidly changing world. In a conversation led by **Sri Rajagopalan, Chief Customer Officer, U.S. Retail at General Mills**, executives including **Heather Green, Global Portfolio President, Consumer Business Group at 3M**, **Jamey Martin, Chief Diversity Equity & Inclusion Officer at Beam Suntory**, and **Heather Hoytink, South**

Division President, PepsiCo Beverages North America share how they develop adaptability in themselves and their teams so they can meet whatever challenges arise.

11:45 am – 12:30 pm ET

Leadership Legends

Unlock the next generation of leaders through the collective wisdom of NextUp members. In this session, led by **Jacquelyn Fletcher Johnson, CEO of Heartwood Leadership Institute**, and close partner to NextUp, you'll share your biggest leadership moments and hear how your peers are cultivating leadership excellence.

12:30 pm – 2:00 pm ET

Lunch

2:00 – 2:45 pm ET

Harnessing the Pace of Change

It's a leader's job to scan the environment for threats and opportunities. In this eye-opening keynote, **Christina Bieniek, Deputy CEO of Deloitte Consulting LLP** will give us a glimpse of the trends that will be shaping business and consumer behavior for years to come. You'll leave with ideas and information you can use to harness the pace of change.

2:45 pm – 3:30 pm ET

Power Moves: Women On Boards

More boards than ever before are recognizing the value of having diversity at the top. **Julie Daum, Leader of the North American Board Practice at Spencer Stuart**, has conducted more than 1,500 board director assignments. In this session led by, **Veronica Fernandez, SVP, Regional Head – North America Business Solutions at Visa, Inc.** she'll share her wisdom for leaders who want to work more effectively with their boards and reveal her advice for those who want to join a corporate board or increase impact in a current board role.

3:30 pm – 3:50 pm ET

Break

3:50 pm – 4:35 pm ET

The Art of Authentic Leadership

It's not easy to win hearts and minds, but through a growth-oriented mindset and a people-first style, **Jennifer Mann, EVP & President, North America at The Coca-Cola Company** has done just that. In conversation with **Karen Jones, VP, Learning & Partner Solutions at NextUp**, Jennifer will cover the bold steps she took to launch a new chapter in Coca-Cola's largest Operating Unit.

4:35 pm – 4:45 pm ET

Closing Remarks

4:45 pm – 6:00 pm ET

1:1 Meetings

6:00 pm – 7:30 pm ET

Artful Connections + Cocktails

Join us for magical moments and creative conversations set to the rhythms and art of **Oluwafemi**.

7:30 pm – 9:00 pm ET

Visionaries + Masterpieces

A dinner event to celebrate the creativity, heart, and smarts of visionary leaders.

Dress Code: Dress as the masterpiece you are.

WEDNESDAY, JUNE 5

7:45 am – 8:45 am ET

Affinity Breakfast

Start your day with nourishing conversations and powerful connections.

9:00 am – 9:30 am ET

How to Be a Lifelong Un-learner

Leaders are out front managing through some of our most complex social, political, and economic issues. In this powerful session social psychologist **Dolly Chugh**, **management professor at the New York University Stern School of Business and author of *A More Just Future* and *The Person You Mean to Be*** shares what it takes to become an un-learner so you can lead your teams through the biggest challenges of our time.

9:30 am – 10:15 am ET

Women and Power: A New Model for Leadership

Women fundamentally redefine power dynamics, charting distinct paths from their male counterparts. In this riveting session, we'll explore the latest research on women and power and explore new models of leadership with executives including **Amy Huang**, **Marsh Tech Chief Administrative Officer**, **Marsh McLennan** and **Nicole Balkenbusch**, **CFO, Customer Service Tech, Capacity Planning and Outsourcing at Amazon**, and **Jacquelyn Fletcher**, **CEO of Heartwood Leadership Institute**.

10:15 am – 10:30 am ET

Break

10:30 am – 12:00 pm ET

Clarify Values. Catalyze Action.

Join us for a very special session as **Kalissa Hendrickson**, **PhD, Managing Director, Executive Leadership Seminars**, from the world-famous **Aspen Institute** gives us a taste of what it takes to tackle your most

pressing leadership challenges. The decisions we make are not technical decisions, but moral ones. Our decisions are an expression of our values. In this workshop, you'll experience the "Aspen Method" of text-based dialogue, which focuses on strengthening an individual's core habits of leadership through a guided and dynamic group dialogue, to help you begin to explore your capacities for greater self-awareness, self-correction, and commitment to purpose.

12:00 am – 12:15 pm ET
Conference Close

Special Virtual Experience Hosted by the Aspen Institute (Limited Spots Available)

June 20, 2024

3 pm – 5 pm ET

Join the Aspen Institute for a two-hour virtual leadership seminar experience to explore the personal wellsprings of your leadership. Guided through small-group dialogue by an Aspen Institute Moderator, you'll explore questions such as: Where are you in your leadership journey? What are the obstacles you face, and who can support you in overcoming them? What clarity do you have about your destination, and what are the opportunities for collaboration, both in your own personal and professional development within your organization? Expect to be actively engaged and participate throughout the duration of the session with your microphone and camera on. Attendance is capped at 100 people, so secure your spot promptly!