

EXCELSIOR:

**Supercharge Your
Talent**

**2017 Joint ERG Summit
& Elevate Forum**

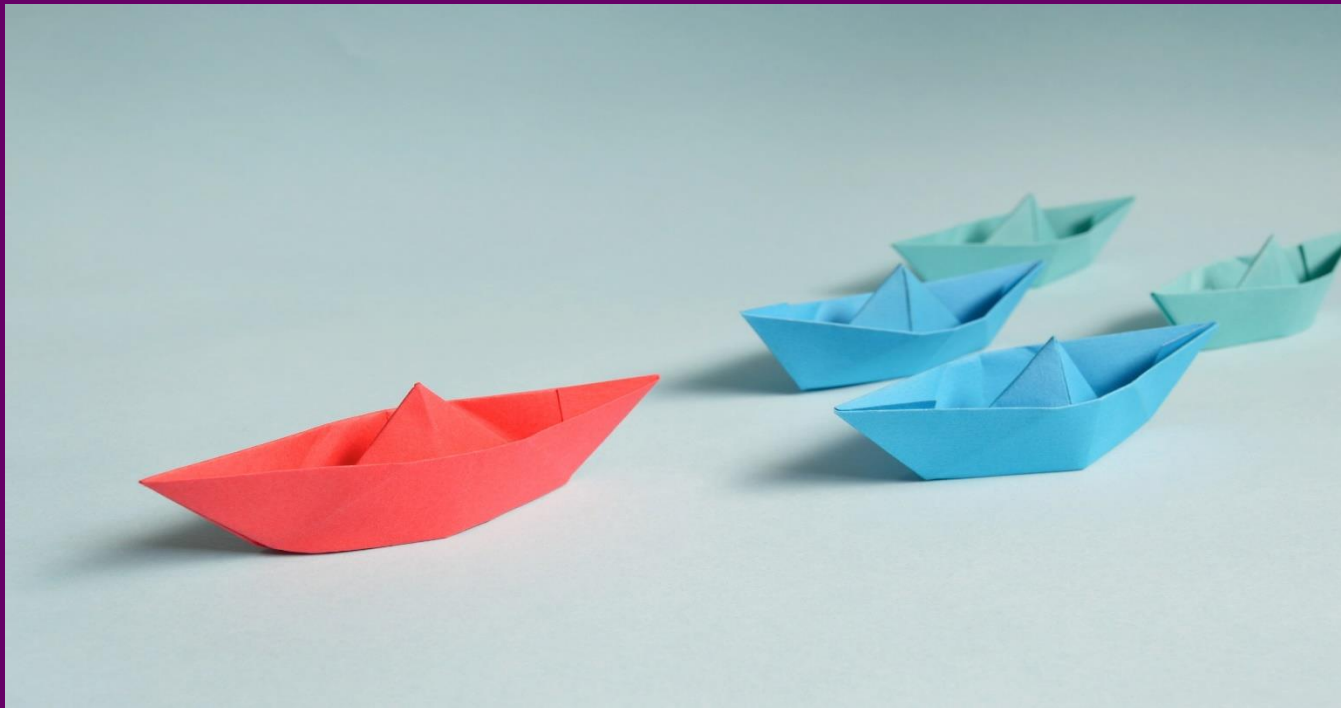
ELEVATE





Joe Santana

Chairman of the Chief Diversity
Officer Board, Institute for
Corporate Productivity (i4cp)



Turning Your ERGs Into Leadership Development Engines

Joseph Santana, Chairman
i4cp CDO Board

Poll # 1

Raise your right hand if you work for a company you believe needs more leaders at every level of the organization.



Fact

86% of the organizations that took part in a 2014 Deloitte University Press study rated having more leaders at all levels their number one business issue!



Poll # 2

Raise your left hand if you believe your organization is currently producing all the leaders it needs.



More Facts

Only 8% of the organizations that took part in the same 2014 Deloitte University Press study, feel they have a good process for developing the leaders they need.



**Collectively orgs
spent 14 Billion in
the Leadership
Development**

**Their average
allocation is \$10K
for senior leaders
\$3.5K all others**

How do the few higher performers do it?

ACCORDING TO i4cp RESEARCH . . .
HIGH-PERFORMANCE ORGANIZATIONS ARE
MORE EFFECTIVE AT PROVIDING THEIR LEADERS
WITH **EXPERIENTIAL OPPORTUNITIES**

33%

23%

High-performance organizations Low-performance organizations

Organizations indicating high/very high extent with 1,000 or more employees. Source: i4cp

SIGNIFICANTLY CORRELATED TO
EFFECTIVENESS AT LEVERAGING DIVERSITY



Our Distinguished Panel



Lori Nickel, VP,
Senior Diversity
Consultant,
MUFG Union
Bank



Darcy Pierson,
SVP, Director of
Inclusion,
Engagement, &
Change,
Associated Bank



Maggie Maertz,
SVP, OED Leader,
Talent
Development
and Organization
Effectiveness,
Wells Fargo &
Company



Paul Martin,
SVP – People
and
Organizations,
Chief Diversity
Officer, Sony
Pictures
Entertainment

Poll # 3

Raise your hand if you got at least one new idea you can put to work in your company to turn your ERGs into leadership development engines?



Thank You!

Thank you, Joe Santana!



ELEVATE
Don't Wait. Elevate.