

SYNTHESIS

**SYNTHESIS:
MERCER GLOBAL SUMMIT 2017
JUNE 7 & 8, 2017**

Current state as of 6/6/2017

MAKE TOMORROW, TODAY



Synthesis framework: The future of growth & the intersection of work & the workforce

The Future Is

Constantly changing

Risky

Global

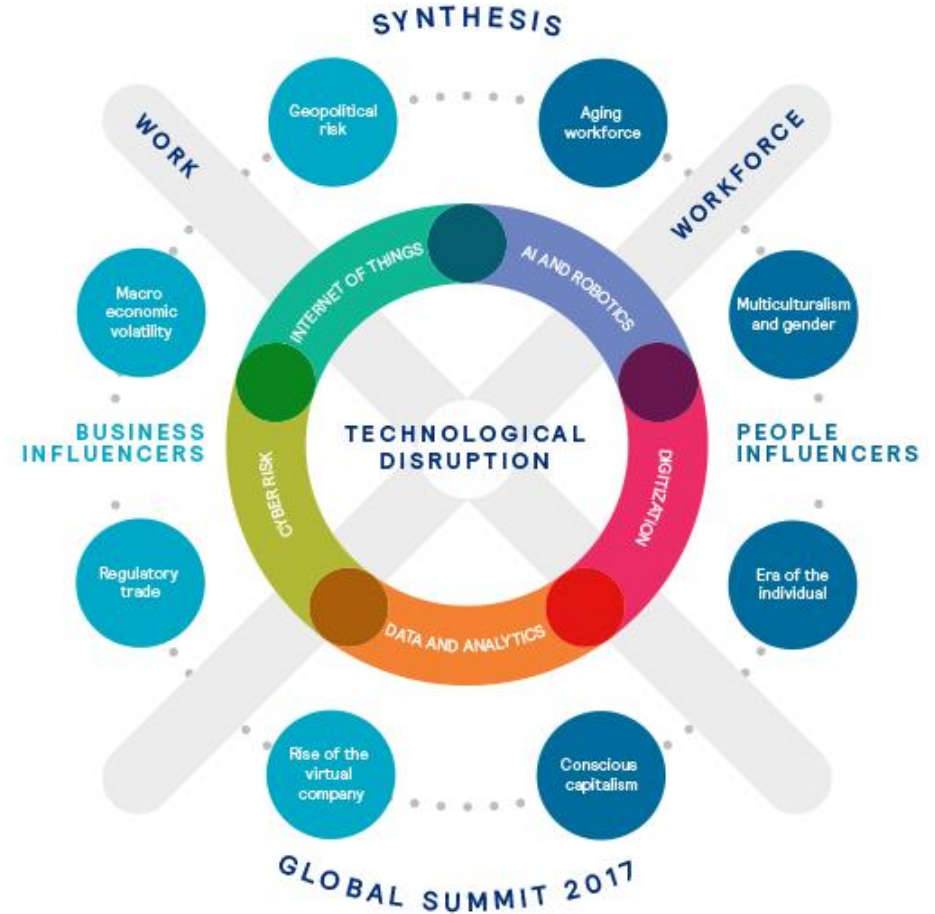
Inclusive

Social

Digital

Personalized

Filled with promise and potential for growth & social good



DETAILED AGENDA

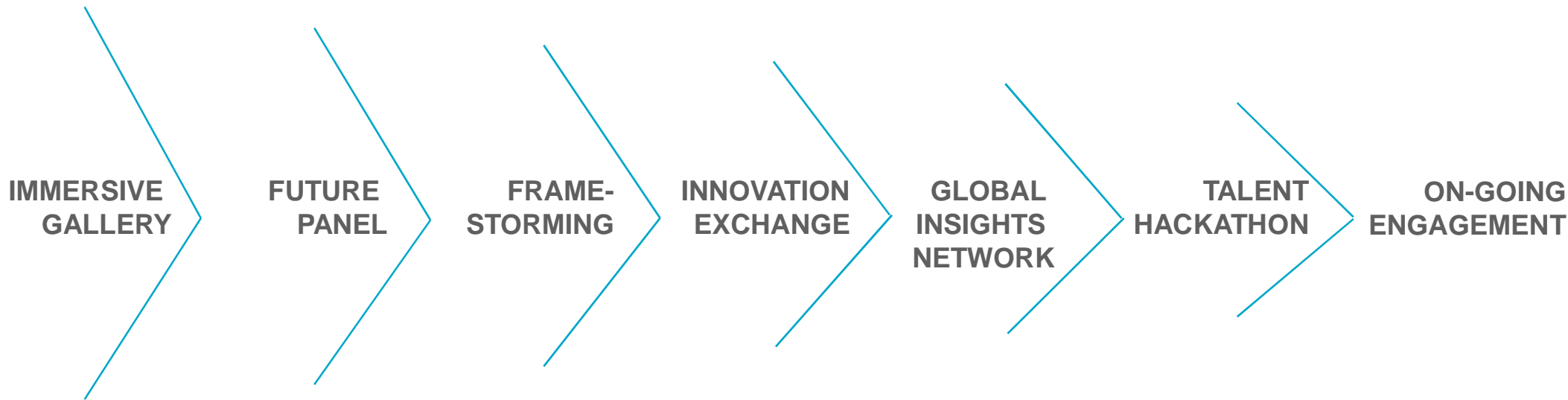
Synthesis

INSIGHT

EXPLORATION

HYPOTHESIS

SYNTHESIS



Experience the Future	Distill the Challenge	Source Diverse Perspectives	Commit to Common Mission & Continued Partnership
Hear from Experts	Learn Best Practices	Personalize Lessons	

June 7: Day 1 - AFTERNOON AGENDA

PM

Time	Session	Description
All morning	CHECK-IN	Arrival at the 1 Hotel Brooklyn Bridge in Brooklyn, New York.
11:00am–1:30pm	IMMERSIVE FUTURE GALLERY & LUNCH	An eye-opening interactive experience that brings to life how work will be different in the not-so-distant future. Participants will be divided into two groups. One group will experience the gallery first, while the other eats lunch, and then the groups will switch. In the gallery, there will be six topics presented.
1:30pm–2:15pm	OPENING REMARKS	Mercer – Pat Milligan, Senior Partner, Global Leader Multinational Client Group Lippincott – Gordon Rudow, Senior Partner, Organizational Engagement
2:15pm–3:15pm	FUTURE PANEL	Facilitated conversation with a panel of leading business and talent experts, futurists and thought leaders to discuss and share their perspectives on the future direction of talent, innovation and business growth. JUST Capital – Alison Omens, Director, Corporate Engagement SAP Labs – Dr. Patricia Fletcher, Leadership Futurist and Solution Management, SuccessFactors Stanford Longevity Center – Rhys Gwyn, Research Associate, Life-span Development Lab The Theory of Success LLC – Jesse Henry, Founder Facilitated by: Mercer – Pat Milligan, Senior Partner, Global Leader Multinational Client Group
3:15pm–3:30pm	BREAK	
3:30pm–5:00pm	FRAMESTORMING	Interactive full group and small group dialogues to crowdsource, reframe and prioritize the most pressing inquiries of talent leaders today for each of our six topic areas from the Immersive Gallery. These inquiries will be explored by the Global Insights Panel on day 2. Hosted by Mercer Synthesizers: <i>Konrad Deiters, John Derse, Lorna Friedman, Jonathan Gove, Pam Jeffords, Chris Johnson, Barb Marder, Marcelo Modica, Chuck Moritt, Amy Richards, Yvonne Sonsino, Sheela Sukumaran, Mary Tinebra</i>
5:00pm–5:30pm	HIVE DISCUSSION	Facilitated full group discussion to surface the insights and learnings from the Framestorming exercise.
5:30pm–5:45pm	DAY CLOSE	Mercer – Jacques Goulet, President, Health & Wealth
6:00pm	COCKTAILS & DINNER	Welcoming remarks from Julio Portalatin, President and CEO of Mercer

June 8: Day 2 - MORNING AGENDA

Time	Session	Description
7:30am–8:30am	BREAKFAST	
8:30am–8:45am	DAY OPEN	Moderated discussion that collects reflections from day 1, and sets the tone, agenda and objectives for day 2.
8:45am-9:30am	FEATURED SPEAKER	Global Futurist – Rohit Talwar, Founder and CEO of Fast Future Research
9:30am-10:00am	FEATURED SPEAKER	Ambassador of Mexico to the United States - Gerónimo Gutiérrez; introduced by Julio Portalatin
10:00am–11:00am	INNOVATION EXCHANGE	<p>Leading organizations discuss what actions they are taking to crack the code of the future of work, how they are doing it and what the results have been. Each presentation includes Q&A by the audience.</p> <p>Globant – Guillermo Willi, Chief People Officer Maersk Group – Susana Elvira, Global Head of Talent Management Merck – Frank DeLosReyes, Associate Director, Global Diversity & Inclusion Merck – Candace Renfrow, Director, Global Executive Talent</p> <p>Facilitated by: Mercer – Ilya Bonic, Senior Partner, President, Careers</p>
11:00am-11:15	BREAK	
11:15am–12:30pm	GLOBAL INSIGHTS NETWORK	Mercer will show a presentation developed from a survey of global participants who all answered the burning question of: what does the future of work look like? With that report as context, a live, virtual focus group of multi-faceted participants will answer the inquiries developed by the group during the Framestorming exercise on day 1. The audience will ask the panel additional follow-up questions live. The goal of the session is to source never-before-seen data and perspectives that spark dialogue, generate awareness and start to answer the future's most pressing questions.
12:30pm – 12:45pm	HIVE DISCUSSION	Facilitated full group discussion to surface the insights and learnings from the Global Insights Network exercise.
12:45pm – 1:45pm	LUNCH	

AM

June 8: Day 2 - AFTERNOON AGENDA

PM

Time	Session	Description
1:45pm–1:55pm	TALENT HACKATHON: TEE-UP	Introduction to the Talent Hackathon exercise and tee up the mechanics for the next three rotations.
1:55pm–2:05pm	TALENT HACKATHON: PART 1 – INDIVIDUAL	Participants will develop a Future of Work report card, carrying over their maturity model self assessments and insights from the event thus far. From there, they will develop: 1) their priorities; 2) next steps; and 3) key inquiry for peer consulting. This will provide a clear, personal call to action leaving the meeting,
2:05pm–2:45pm	TALENT HACKATHON: PART 2 – PEER COMPANIES	Over the next 40 minutes, participants will pair up with a peer to take turns helping each other work through their key inquiries. They will take turns presenting their situation and identifying their challenge, before inviting the other company to share their thoughts, ideas and solutions/best practices. Companies will be strategically pre-matched with one another based on their areas of expertise, challenges and requests. Additionally, Mercer experts will be available to consult with participants on demand.
2:45pm–3:15pm	HIVE DISCUSSION	Facilitated full group discussion to surface the insights and learnings from the Talent Hackathon. Companies will be invited to optionally share their specific takeaways, breakthroughs and commitments from the meeting. Additionally, there will be discussion on the value of the event and the network, how to stay connected after the meeting, and what ideas the group has for building on and sharing the Synthesis experience.
3:15pm–3:45pm	CLOSING REMARKS	Mercer – Pat Milligan, Senior Partner, Global Leader Multinational Client Group Lippincott – Gordon Rudow, Senior Partner, Organizational Engagement
3:45pm–4:45pm	INNOVATION DEMOS & NETWORKING	Experience digital demonstrations and network with participants over themed cocktails and bites.

Synthesis Immersive Gallery Topic Overview

Pod Topic	Key Inquiry	In-room Experience
EMERGING MARKETS	How will the emergence of new global economic powers shift the way our multi-national organizations operate?	Participants will view a video that projects the global economy in 2060, complete in a culture quiz and attempt to predict the next global superpower.
INNOVATION AND AGILITY	What factors are critical for leaders to consider as they evolve their organization's innovation capabilities?	Participants will be led through an 8-minute role play scenario where they'll need to rapidly prioritize how they support innovation in the face of changing information.
TOTAL WELL-BEING	What does the full ecosystem of well-being look like in the future?	Participants will interact in an open-space demo environment with pioneers in the four pillars of total well-being – Community-Driven Wellness, Diversity, Resiliency/Mental Health and Healthcare Delivery.
INTELLIGENT WORKPLACE	How will employees interact with technology and artificial intelligence in new ways?	Participants will be invited into the day in the life of a worker in the AI world via video and then interact with new "intelligent working" technology, including an AI bot, productivity tool and a LiveTiles VR experience.
MULTI-FACETED WORKFORCE	How do we thoughtfully design inclusion in the workplace using data?	Participants will hear key case studies of inclusion by design from both Mercer's When Women Thrive program and Humanyze, a Mercer partner. Participants will then be invited to participate in an event-long experiment using Humanyze's wearable technology that measures engaged behavior.
CUSTOMER OF THE FUTURE	What do multi-national organizations need to do differently to meet the needs of the customer of the future?	Participants will be immersed in six major shifts that customers will exhibit in the future through the vantage point of Dawn, a fictitious customer in 2025. Participants will then be invited to vote on the shift they think will have the greatest positive impact on their industry.