Change Leaders for a Changing World
October 3 - 6 | Pacific Grove, CA

2019 SUMMIT AGENDA

Thursday, October 3
For Fellows Only

8:00 AM  Bus from San Francisco | Westin St. Francis on Union Square, 335 Powell St, San Francisco, CA
Meet the bus at the white curb outside the Westin St. Francis to travel with the group for the rest of the day. The bus leaves promptly at 8:15 AM.

10:00 AM  Visit to LinkedIn | 1000 W Maude Ave, Sunnyvale, CA
Join an exclusive conversation with LinkedIn CEO Jeff Weiner, moderated by his Chief of Staff Brian Rumao (2018, X).

11:00 AM  Redwoods Hike | Henry Cowell Redwoods State Park
Drive down the coast for a picnic lunch and walk with Save the Redwoods League to learn about these magnificent trees and the ongoing effort to sustain their ecosystem.

3:00 PM  Check-in | Hearst Social Hall, Asilomar Conference Grounds, 800 Asilomar Avenue, Pacific Grove, CA

5:30 – 6:30 PM  Welcome Reception | BBQ Meadow
Sponsored by VF Corporation

This reception officially kicks off the 2019 Summit for First Mover Fellows!

Rachel Botos, Program Associate, Aspen Institute Business & Society Program

Safir Bellali, Sr Director, Advanced Digital Creation, VF Corporation (2014, The Grasshoppers)
6:30 – 8:00 PM  Dinner | BBQ Meadow

8:00 – 9:30 PM  Back to the Campfire | BBQ Meadow

Each Fellowship class will have the chance to reconnect as a cohort as you return to the experience of the Toklat campfire. Note: Spouse/Partner participation can be decided by each class.

9:30 PM  Continued Conversations and Drinks | Hearst Social Hall

A cash bar will remain open until 11:00 PM.
Friday, October 4
Open to all participants

6:30 – 7:30 AM  Sunrise Yoga  |  Meet at Merrill Hall
Start your day by stretching your mind, body, and spirit. All levels are welcome.


7:30 – 8:30 AM  Breakfast & Registration  |  Crocker Dining Hall
Get breakfast and join other Summit participants in the Woodlands room. Registration will be open in Merrill Hall.

8:45 – 9:15 AM  Welcome & Setting Intentions  |  Merrill Hall
Center yourself in the Summit experience and set intentions for the coming days. What brings you to the Summit and what do you hope to gain from and contribute to the experience?

Nancy McGaw, Founder, First Movers Fellowship Program & Deputy Director, Aspen Institute Business & Society Program

9:15 – 10:00 AM  Network Accelerator  |  Merrill Hall
Meet new friends and reconnect with familiar faces in a dynamic networking exercise.

Laura Clise, Founder & CEO, Intentionalist (2013, The Populus)
Jeremy Neuner, Head of Launchpad San Francisco, Google (2010, The Stand)

10:00 – 10:30 AM  Break

10:30 AM – 12:30 PM  Leadership Literacies for the Next 10 Years  |  Merrill Hall
In this session on foresight and insight, we’ll venture into the next ten years of increasing volatility, uncertainty, complexity, and ambiguity and explore the leadership literacies you’ll need to thrive.

Please review The New Leadership Literacies before the session.

Bob Johansen, Distinguished Fellow, Institute for the Future
Gabe Cervantes, Research Assistant, Institute for the Future
Introduction by Paloma Lopez, Food Entrepreneur and Former Global Brand and Sustainability Director, Kellogg Company (2016, The Rhizome)

12:30 – 2:00 PM  
Lunch & Break  |  Crocker Dining Hall  
Lunch is available until 1:30 PM.

2:00 – 3:15 PM  
Leading Change in a Changing World  
This series of Fellow-led sessions is designed to help you strengthen your skills as a change leader in the decade ahead. Choose one of the breakout sessions below:

**Agile Strategies for Sustaining Change**  |  Toyon  
Organizational change rarely unfolds according to plan. As circumstances evolve and obstacles emerge, how do you keep going? This session will borrow insights from Agile development – including cross-functional team collaboration, customer orientation and continuous improvement – to help participants sustain their change efforts over the long haul.

Dawn Baker, Chief of Staff, Michigan State University Information Technology (2012, Pioneer Species)

**Creating Cultures of Learning & Growth**  |  Acacia  
A compelling brand and paycheck are no longer enough to attract and retain high quality talent. Your best performers – and an incoming generation of workers – seek meaningful opportunities for personal and professional growth. Learn about emerging data, explore best practice, and identify strategies for creating workplace cultures that meet the needs of tomorrow’s workforce.

Brynn Harrington, VP, People Growth, Facebook (2014, The Grasshoppers)

**Leading into the Unknown**  |  Triton  
In a world where thorny challenges have no magic solutions, leaders must get comfortable leaning into the unknown and establishing a leadership style that incorporates many perspectives, sustains optimism, and perseveres through ambiguity. We call this approach creative leadership. This session will share stories and tactics that leaders can leverage to stay sane and successful through uncertain times.

Suzanne Howard, Dean & Partner, IDEO (2014, The Grasshoppers)
3:40 – 4:00 PM  
**Creative Kick | Merrill Hall**
Get your mind and your body back in gear with this energizing activity.

**Jenifer Bice**, Senior Director – Global Communications, Walmart (2012, Pioneer Species)

4:00 – 4:20 PM  
**Cultures that Thrive: Empathy as a Driver for Organizational Success | Merrill Hall**
You’ve heard the stereotypes about empathy: some people just don’t have it, nice people finish last, caring cultures are opposed to bottom lines, etc. Jamil Zaki disagrees. He proposes that empathy is a skill and that choosing to build empathic cultures at work can have a real impact on your team’s efficiency, collaboration, and success.

**Jamil Zaki**, Director, Stanford Social Neuroscience Lab & Author of *The War for Kindness: Building Empathy in a Fractured World*

4:20 – 4:40 PM  
**How Great Leaders Create Great Workplaces | Merrill Hall**
There are three billion working people on this planet and only 40% of them report being happy at work. Their unhappiness has real costs to companies – in turnover, employee engagement, and financial performance. How might you enhance your company’s culture and make your organization a great place to work – for everyone?

**Michael Bush**, CEO, Great Place to Work

4:40 – 4:50 PM  
**Transition**

4:50 – 6:00 PM  
**What’s Next in Diversity, Equity & Inclusion?**
This series explores emerging trends in DEI and identifies the strategies we need to lead in the decade ahead. Choose one of the breakout sessions below:

**Breaking Bias | Toyon**
This workshop will delve into the anatomy of unconscious bias, its evidence-based causes, and its manifestations in professional decision-making. Through self-reflection and interactive exercises, you will experience science-based tools that break individual and institutional unconscious biases.
Anu Gupta, Founder & CEO, Be More America

**Leading Change from Where You Are** | Triton
Join this interactive discussion with Fellows who have stepped up to the plate to increase diversity, equity, and inclusion in their companies, even when it wasn’t in their job description. What did they learn and how can you make a difference in your own workplace?

Samir Luther, Product Lead, Fraud Decisioning & Customer Empowerment, Capital One Bank (2017, The North Stars)
Dede Orraca-Cecil, Consultant, Egon Zehnder (2018, X)
Liz Vyas, Portfolio Transformation Team, Biogen (2015, The Flat Stanleys)
Moderated by Jorge Fontanez, Founder & CEO, Marca Studio (2014, The Grasshoppers)

**Next Level Inclusion: How Companies are Fostering Belonging** | Acacia
Why is it so difficult for companies to be truly diverse, equal, and inclusive? This candid conversation will explore the struggles and successes of leading companies as they move beyond “checkbox inclusion” and toward lasting cultural change.

Deepa Purushothaman, Principal, Deloitte (2018, X)

6:00 – 6:15 PM  Break

6:15 – 7:00 PM  Cocktail Reception | BBQ Meadow
*Sponsored by BBVA*

Antoni Ballabriga, Global Head of Responsible Business, BBVA (2010, The Stand)

7:00 – 8:30 PM  Dinner | BBQ Meadow

8:30 – 9:30 PM  Signal Shift: Insights from the Field | Seascape
Enjoy dessert over a handful of short stories that signal the changing nature of business, leadership, and impact.

Rahul Raj, Founder & CMO, 5&Vine (2011, Rigabamboo) will MC the evening’s presentations:
David Clark, Vice President Sustainability, Amcor (2017, The North Stars)
Kamal Quadir, Founder & CEO, bKash (2009, Bare Force)

9:30 PM  
Continued Conversations and Drinks  |  Hearst Social Hall
A cash bar will remain open until 11:00 PM.
Saturday, October 5

6:30 – 7:30 AM  **Sunrise Yoga**  | Meet at Merrill Hall
Start your day by stretching your mind, body, and spirit. All levels are welcome.

Led by **Sarah Sasaki Tsien**, Head of Sustainability Strategy, Facebook (2014, The Grasshoppers)

7:30 – 8:30 AM  **Breakfast**  | Crocker Dining Hall
Get breakfast and join other Summit participants in the Woodlands room.

8:45 – 9:00 AM  **Morning Reflection**  | Merrill Hall
**Britta Rendlen**, Chief Impact Investing Officer, Peace Parks Foundation (2010, The Stand)

9:00 – 10:00 AM  **Future-Proof: Building Your Brand as a Corporate Social Intrapreneur**  | Merrill Hall
Corporate social intrapreneurs are agile, persistent, and adept at building movements. These are skills that future leaders need. But do others in your organization make the connection between your leadership strengths and your work as a corporate social intrapreneur? Discover new ways to define your work, position your brand, and amplify your impact.

**Dorie Clark**, Author of Entrepreneurial You; Executive Education Faculty, Duke Fuqua School of Business
Introduction by **Annalie Killian**, VP Strategic Partnerships, sparks and honey (2011, Rigabamboo)

10:00 – 11:00 AM  **First Movers: Looking Ahead**  | Merrill Hall
As we celebrate our ten-year anniversary, we’ll take a moment to consider how far we’ve come and where we might go next. Be prepared to roll up your sleeves and help define the future of the program and the movement.

**Eli Malinsky**, Director, First Movers Fellowship Program & Associate Director, Aspen Institute Business & Society Program

11:00 – 11:30 AM  **Transition**
11:30 AM – 12:30 PM  **Deep Dives: Impact by Issue**  
Gather with other participants to engage on topics of shared interest.  
Choose one of the breakout sessions below:

**Business Roundtable Announcement: From Intention to Action**  |  Toyon  
*Abe Tarapani*, Principal, Incandescent (2012, Pioneer Species)  
Please review before the session: [Article 1](#) and [Article 2](#)

**Creating Sustainable Supply Chains**  |  Surf & Sand  
*Marika McCauley Sine*, Vice President, Global Sustainability, Mars Incorporated (2010, The Stand)

**Employee Activism as a Lever of Change**  |  Heather  
*Dave Gallon*, Founder & CEO, DGZ Consulting Group (2013, The Populus)  
Please review before the session: [Article](#) and [Audio Clip](#) (first 10 mins)

**Frontiers of Sustainable Investing**  |  Triton  
*Mark McDivitt*, Global Head of ESG, State Street Corporation (2017, The North Stars)  
*Chris McKnett*, Sr. ESG Investment Strategist, Wells Fargo Asset Management (2009, Bare Force)

**Road to a Circular Economy**  |  Acacia  
*Chris Grantham*, Executive Director Circular Economy, IDEO (2017, The North Stars)

12:30 – 2:00 PM  **Lunch and Conversation**  |  Seascape  
**From Organization to Ecosystem: Creating Movements of Impact**  
In this lunchtime conversation, Tim Brown will share reflections on two decades of leadership and offer insights on where changemakers should focus their attention to maximize their impact.

*Tim Brown*, Chair, IDEO  
Facilitated by *Judith Samuelson*, Executive Director, Aspen Institute Business & Society Program

2:00 – 3:30 PM  **Open Space**  
Take advantage of personal reflection time at Asilomar’s beautiful beach-front setting and enjoy the available activities, including walking paths, beach volleyball, and biking.
ALSO AVAILABLE DURING OPEN SPACE:

**Rock Your Profile Clinic | Merrill Hall**

*Sponsored by LinkedIn*

Is your LinkedIn profile working for you? Drop by the clinic at any time to meet with the LinkedIn team and get the inside scoop on tips and tricks to strengthen your profile and the odds of making fruitful connections. Plus, take a new headshot with their in-house photographer!

3:30 – 3:45 PM  **Creative Kick | Merrill Hall**

Get your mind and your body back in gear with this energizing activity.

*Seth Marbin*, Catalyst for Social Change, Teampedia (2011, Rigabamboo)

3:45 – 4:15 PM  **Un-Conference Briefing & Pitches | Merrill Hall**

Participants take the lead to design our afternoon Summit agenda. We invite anyone who wants to initiate and host a conversation to claim a time and a space. What do you want to explore?

*Eli Malinsky*, Director, First Movers Fellowship Program & Associate Director, Aspen Institute Business & Society

4:25 – 6:00 PM  **Un-Conference Sessions**

All Summit participants can join two different conversations during this time.

**Session A: 4:25 – 5:10 PM**

**Session B: 5:15 – 6:00 PM**

6:00 – 6:30 PM  **Break**

6:30 – 7:15 PM  **Cocktail Reception | BBQ Meadow**

*Sponsored by Standard Industries*

7:15 – 9:00 PM  **Dinner | BBQ Meadow**

Featuring the official 10th Anniversary Toast.

*Karin Reiter*, Global Head of Sustainability, Adecco Group (2013, The Populus)

*Kevin Thompson*, General Manager, GOOD + Upworthy (2009, Bare Force)

9:00 PM  **After Party | Seascape**
Continue the evening with a DJ and dancing!

### Sunday, October 6

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| 7:30 – 8:30 AM  | **Breakfast** | Crocker Dining Hall  
Get breakfast and join other Summit participants in the Woodlands room. |
| 8:45 – 9:00 AM  | **Morning Reflection** | Merrill Hall  
*John Renehan*, Executive Director, Global Digital Solutions, Pratt & Whitney (2011, Rigabamboo) |
| 9:00 – 10:20 AM | **Ethical Tech: Seizing Opportunity and Taking Responsibility** | Merrill Hall  
While technology fuels our future, it also presents some of our most pressing ethical challenges. Companies in every industry must navigate its tensions: between reliance on data and customer privacy, between machine learning and algorithmic bias, between organizational efficiency and a license to operate.  
*Nicola Acutt*, Vice President, Sustainability Strategy, VMware (2012, Pioneer Species)  
*Admas Kanyagia*, Director of Social Impact, Github  
*JoAnn Stonier*, Chief Data Officer, Mastercard (2011, Rigabamboo)  
Moderated by Caroline Barlerin, Social Impact Change Agent (2013, The Populus) |
| 10:20 – 10:45 AM | **Transition**                                                                 |
| 10:45 – 11:45 AM | **Building Personal Resilience in Turbulent Times**  
In these peer-to-peer conversations, share insights and strategies for maintaining personal resilience. Choose one of the breakout sessions below:  
*Family & Parenting* | Acacia  
*Carlos Abogabir*, Founder & CEO, GeCo (2013, The Populus) |
|                 | **Mindfulness** | Surf & Sand  
*Deepti Doshi*, Director, New Product Experimentation, Facebook (2018, X)  
|                 | **Personal Health & Wellness** | Toyon |

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Nikki Foster, Program Officer, Northwest Area Foundation (2011, Rigabamboo)

**Work/Life Integration | Triton**

Sofia Lopez Nunez, Assistant Treasurer, Caterpillar (2018, X)

12:00 – 12:30 PM  **Closing Remarks & Shared Commitments | Merrill Hall**
We’ll bring the Summit to a close with some final reflections and make commitments to the group and to ourselves. How will this experience inform your future and your work? How might we draw on the strengths within this community to build resilience and bravery for our collective future?

Romy Parzick, Chief Operating Officer, Vault (2015, The Flat Stanleys)

12:30 PM  **Adjourn**

12:30 – 1:30 PM  **Lunch Available | Crocker Dining Hall**

1:30 PM  **Bus from Asilomar to San Francisco airport (SFO) | Meet at Hearst Social Hall**
Participants are welcome to join a pre-arranged bus traveling to the San Francisco airport.

2:00 – 5:00 PM  **Advisory Board Meeting | Triton**
First Movers Advisory Board Members will convene for their biennial in-person meeting.