

"Talent Development's Role in Creating a 'Best Place to Work' Organization"

Speakers:



Julie Steege - **Philadelphia Insurance** (Assistant Vice President, Learning & Development)

Julie Steege has been at Philadelphia Insurance Companies for over three years, where she is currently the Assistant Vice President, Training & Development. In addition to supporting the onboarding of new hires and technical education of all employees, her team has created extensive employee and leadership development opportunities which include instructor-led and on-demand courses, as well as mentoring, job shadow and leadership development programs. At the same time, focus has been on attracting new talent to the industry through several structured Trainee programs and a Summer Associate program.

Julie has a B.S.E. in Mechanical Engineering from Princeton University and an M.S. in Biomedical Engineering from Northwestern University. She taught for several years in the Kinesiology Department at the University of Colorado-Boulder, then moved to the medical device industry where she was initially responsible for technical and sales training at Synthes. Later responsibilities at DePuy-Synthes included implementing a strategy for building global leadership capabilities and integrating with Johnson & Johnson's talent development standards.

Philadelphia Insurance Companies won the Best Place to Work in Pennsylvania award 2014, 2015, 2016, and 2017



Mary Conley - **ICON Clinical Research** (Senior Learning & Organizational Development Consultant)

Mary is an accomplished Senior Learning & Organizational Development professional with over 20 years' experience working with all organizational levels creating, promoting and executing talent and organizational development. She has worked in the pharmaceutical, finance/banking, retail, manufacturing, RPO, government, healthcare, and at one point was an independent consultant. She has been an ATD-PHL member since 2005-06 and served on the board from 2013-2017 and was chapter president in 2016

Mary is currently employed with ICON Clinical Research as a Sr Talent and Organizational Development Consultant. In her current role, she partners with Sr HRBPs and leaders to develop talent and organizational capabilities through leadership development, coaching and performance management initiatives.

ICON was listed in Forbes magazine as one of **America's Best Employers for 2017**, and was the highest ranked CRO in the best midsize employers listing.



Ron Ettinger - Quaker Chemical (Vice President, Human Resources)

For the past 10 years, as Vice President of Human Resources and Corporate Officer for Quaker Chemical Corporation, Ron has been a strategic partner to the CEO and C-Suite colleagues, coached high-potential talent across the global organization, and gained Board and Executive Management experience. Utilizing over 20 years of expertise in organizational and talent development, his contributions have been key to the Quaker Chemical's growth, from a half-billion- to a two-billion-dollar enterprise and a tenfold increase in share price.

Ron holds a strong belief that, in order to build a thriving company, one must fully develop the company's talent. His career has spanned a variety of workplaces including global corporations, his own consulting firm, and over ten years in a private psychotherapy practice.



Janice Johnson - Quaker Chemical (Global Director, Learning and Organization Development)

Janice Johnson, SHRM-SCP, GPHR, is the Global Director, Learning and Organization Development for Quaker Chemical Corporation. In this role she works closely with senior leaders and across the business to develop talent and organizational capability in support of the business strategy. Since 2014 she has expanded the learning function, created new leadership

development processes and helped drive numerous strategic people, HR process, culture and change management initiatives for the corporation.

Prior to Quaker, Janice held similar roles with Keystone Foods and Behr Process Corporation and has led her own consulting practice in learning and development. Janice holds a Master of Education from Temple University and a Bachelor of Science in Education from Penn State. Janice is a member of ATD and SHRM.

Quaker Chemical made Forbes magazine's "Best Small Companies" list in 2010, 2012, 2013, and 2014. Quaker Chemical was also recognized by Philly.com as a Top Workplace for each of the last six years.