

MAY TOPIC



## Talent: The A-B-Cs On Your Team

### *Best Practices in Establishing Competitive Advantage*

This month's program covers a spectrum of topics on building and leading a winning team. Getting the most from your most valuable resource – your people – is critical to every company's success. We've assembled a panel of experts who will present best practices and facilitate a dynamic discussion and these take-aways:

- Attracting and recruiting top talent
- Motivating and retaining A players
- Dealing with problem employees and poor performers
- Modern trends and the changing definition of "team"

The presenters will provide a quick digest of the most pertinent information each panel member has to share, followed by open discussion and Q&A by CXO Forum members.

#### ORGANIZER AND PRESENTER

**Tom Wolf**, Principal, **Visular**

Tom Wolf comes from the senior management ranks of GE where he progressed over 12 years to the role of CIO for two of GE Capital's businesses in Europe. His experience is in areas of Information Technology including launching commercial software products, managing global teams, and leading large IT departments through restructuring. His formidable management skills are a credit to more than 15 of GE's world-recognized Leadership Development courses including Strategic Leadership, Change Management, Problem Solving / Project Management and 6-Sigma Quality.

Tom formed Visular in 2002 with one mission in mind: delivering the best in technology leadership to drive results quickly for his clients. His areas of expertise include aligning business and IT strategy, optimizing vendor / partner relationships, building high performance teams, defining clear company visions and related business cases, driving organizational change, and facilitating group problem solving. Visular's mission is to help companies of all sizes achieve world class technology through consulting, dynamic workshops, and leadership development.

#### PRESENTERS

**Nicole Hardin**, Vice President of Search, **HireStrategy**

Nicole has eleven years of recruiting experience in the DC Metro technology community. She has worked with top DC companies to build their human capital and retention strategies. Nicole passionately believes in putting people in their place – so long as it's the right place. Nicole is participating in growing the company vision: building a people-centric company, building an organization in which employees, clients and candidates thrive and truly enjoy what they do while shaping the futures of others. She instills these values throughout the organization as she leads internal hiring for the permanent placement teams (Finance and Accounting, Technology, Sales and Marketing) and outstanding execution of HireStrategy's innovative recruiting methodology. Nicole has participated as a thought leader in the technology community acting as an advisor for CIOs and business executives on strategies for growing and retaining top technology talent.

(continued on back)

CXO Forum 10-11 SERIES

JOIN US!

THURSDAY  
MAY 12  
2011

7:30am to 8:00am  
Networking and  
Continental Breakfast

8:00am to 9:00am  
CXO Forum  
Panelist(s) Presentation

9:00am to 9:15am  
Burning Issues

*Discuss your specific  
issues and challenges  
with colleagues and  
fellow CXO members*

Location  
Cherry, Bekaert, &  
Holland  
1934 Old Gallows Road  
4th Floor  
Vienna, VA 22182  
703-506-4440  
For directions, visit  
[www.CXOForum.com](http://www.CXOForum.com)

CXO Forum

FOUNDING PARTNER



STRATEGIC PARTNERS



e-know.

For information, contact  
Neal G. Koller  
President, CXO Forum  
President & CEO,  
PluroGen Therapeutics, Inc.  
443.994.0101  
[nkoller@cxoforum.com](mailto:nkoller@cxoforum.com)

**Nicole Hardin, continued**

HireStrategy is a full-service professional staffing firm providing contract, direct hire and executive search solutions for employers in the Washington DC area. HireStrategy serves a wide range of industries, including technology and media, financial services, professional services, energy & green technology, federal services, education and non-profit organizations.

**Eve Framiñan, President and CEO, TPO**

Eve Framiñan, TPO's President and CEO, combines business experience, equanimity and a passionate belief that people are the best, and in some cases, the only true way to differentiate her clients in the marketplace. She joined TPO in 1999 and became the firm's managing partner in 2004.

Eve began her business and study of people right out of college as an entrepreneur when she cofounded a café in Washington DC. Her experience includes helping a local restaurant chain expand from one location to seven, helping a food importing business grow from one city to two, managing HR for one of America's largest privately owned companies, and working with dozens of organizations to change performance outcomes and make them more successful. She works with executives to broaden their perspectives about linking people practices with the essentials of business: sales and marketing, finance, operation and technology, and customer service/delivery. She firmly believes people differentiate a company in the marketplace and businesses should align their system to fully capture that potential.

**Don't Miss the June CXO Forum.  
Last Presentation of the 2010-2011 Season!**

**June 9, 2011**

**Successes and Failures  
of Explosive Growth**  
*Voices of Experience*

**Dennis Ratner**  
Chief Executive Officer  
**Ratner Companies & Hair Cuttery, Inc.**



## Expand Your CXO Network

**Inquire about volunteer opportunities in CXO Forum today!**

**For information, contact Neal G. Koller**

President, CXO Forum | President & CEO, PluroGen Therapeutics, Inc.  
443.994.0101 | [nkoller@cxoforum.com](mailto:nkoller@cxoforum.com)

**BRING A GUEST!**