

## **The Harvard Business School Club of Philadelphia Hosts Area Nonprofit Executives for its Third Annual Conference**

PHILADELPHIA, PA, October 11, 2006 – The Social Enterprise Initiative of the Harvard Business School Club of Philadelphia (“HBSCP”) hosted its third annual nonprofit conference yesterday on the campus of The University of the Arts in Philadelphia, PA. Approximately 50 CEOs and Executive Directors from major regional/local nonprofit organizations attended the conference, titled *“People and Performance: Building and Sustaining a Great Team.”* The goal of the conference was to provide nonprofit leaders with strategic concepts and leading-edge thinking in the people and performance arena while providing a high-level networking and best-practices sharing forum.

The conference moderators and discussion leaders were Dr. Warren McFarlan, Baker Foundation Professor and Co-Chair of the Senior Executives Program for China at the Harvard Business School, and Dr. Peter Cappelli, George W. Taylor Professor of Management and Director of the Center for Human Resources at the Wharton School of the University of Pennsylvania.

Dr. McFarlan led a stimulating, interactive case discussion and facilitated a session summarizing the participants’ insights. One insight that Dr. McFarlan discussed was the idea that some of people’s best growth experiences come from being pushed into initial discomfort and that out of pain, one is often met with incredible excitement.

Dr. Cappelli provided a high-impact lecture and conducted exercises related to talent management. Dr. Cappelli noted that while individuals have historically been inclined to work for the same company for long periods of time, rotating through various business functions, today people tend to stay within the same business function and industry, but move through multiple companies during their career. He noted that talent management for younger generations is now about an employer’s willingness to tailor roles to the person, focusing on new challenges and responsibilities in the context of shorter-run project cycles. He went on to indicate that with the erosion of ‘loyalty for security,’ employees are now concerned with building skills now, as they don’t believe that it is credible to discuss five-year plans.

Feather Houstoun, President of The William Penn Foundation, served as the keynote speaker at the conference. Ms. Houstoun shared thoughts on leading an organization and developing the talent needed for ongoing success. She noted that managing an organization effectively requires the same approach as developing talent. The experiences that leaders can provide day-to-day, moving people up and exposing them to new issues, is the best approach to succession planning.

In addition to HBSCP and alumni funding, partnership support of the conference came from leading corporations and foundations based in the region, including: The Philadelphia Foundation, the United Way of Southeastern Pennsylvania, the William Penn Foundation, Comcast, TL Ventures, Liberty Property Trust, SEI Investments, Mellon Bank, Drinker Biddle & Reath, Tiffany & Company, Citizens Bank, and a locally based investment management firm that wishes to remain anonymous.

The HBSCP’s Social Enterprise Initiative is chaired by Denean Williams, Product Manager at SEI Investments. The HBSCP is one of the oldest alumni organizations in the country, and represents more than 1,100 HBS alumni in the greater Philadelphia region.

The HBSCP began its Social Enterprise Initiative in 1993. The Social Enterprise Initiative focuses on the executive education – finance, operations, marketing and strategy – of the Philadelphia Region’s nonprofit leaders. Over its initial eight years, the Club sponsored seven MBA students in summer internship positions in five Philadelphia nonprofit organizations. In 2001, the HBSCP began sponsoring and sending nonprofit CEOs each summer to the Harvard Business School’s one-week Strategic Perspectives in Non-profit Management (“SPNM”) course. The success of the summer scholarship program led to this annual local conference focused on enhancing nonprofit leadership development in this region.