



# Spring **ECLC** Conference

**Maturing the Transformation Function**



**Thursday, May 7**

7:30am - 6:30pm  
Luxe Sunset Boulevard  
Los Angeles, California






## About




**The 2026 Spring ECLC Conference unites top change leaders from the Executive Council for Leading Change to address the urgent challenges shaping today's business landscape.**

This year's Spring Conference brings together the most senior transformation and change leaders across the country to tackle a shared inflection point: what does it take to move from standing up a transformation function to truly maturing it? You'll leave with practical insights and peer-tested approaches that help each leader build a more resilient, scalable, and strategically embedded transformation function.




# Agenda

Time	Topic	Led By	Details
7.30-8.30am	Welcome, Meet & Greet + Breakfast		Meet your cohort of peers and get settled.
8.30-8.50am	Open + Welcome	<b>Nellie Wartoft</b> , CEO of Tigerhall, Chair of Executive Council for Leading Change	Our Chair, Nellie Wartoft, kicks off and sets the tone for the day.
8.50-9.30am	Shaking Up a 160-Year Legacy: Bayer's Radical Bet on Dynamic Ownership	<b>Michael Lurie</b> , Chief Transformation Officer, Bayer	When a company has operated for over a century, change isn't just a process problem, it's a cultural one. Michael Lurie shares how Bayer is dismantling traditional hierarchy in favor of dynamic ownership, and what it takes to make that stick at scale.
9.30-10.10am	Amgen's Blueprint for an Always-On Transformation Office	<b>The Amgen Team:</b> Hillary McLoughlin, Randy Selis	Amgen's Results Delivery Office was built on the belief that the ability to lead and own change is a strategic advantage and they've spent years building the maturity to prove it. In this session, the Amgen team shares how they've evolved the RDO into one of the most mature transformation capabilities in the enterprise world.
10.10-10.30am	 <b>Networking Break</b>	 <b>Networking Break</b>	 <b>Networking Break</b>
10.30-11.15am	Standing Up Change: How to Build Transformation Capability from Zero	<b>Blake Bell</b> , Head, Global Change Enablement, Manulife, <b>Tom Krutsch</b> , VP, Transformation, AT&T, <b>John Radman</b> , Chief Administrative Officer, Element Defense	Before you can lead transformation, you must build the muscle for it. Leaders from Manulife, AT&T, & Element Defense share their firsthand experience standing up change functions from scratch: what foundations matter most, and how to earn credibility fast.

# Agenda

Time	Topic	Led By	Details
11.15-11.45am	The White Space: Shaping ECLC's Research Agenda Together	<b>Dane D'Alessandro</b> , SVP, Change Management, Bank of America	Join Dane D'Alessandro for a facilitated session where we'll surface the questions practitioners are quietly wrestling with and use them to shape ECLC's research agenda going forward
11.45-12.45am	<b>Lunch &amp; Networking</b>		
12.45-1.15pm	Case Study: Transformation Through a Speed Lens	<b>To be announced.</b>	
1.15-1.45pm	Case Study: How M&T Bank is Transforming from the Inside out	<b>Meghan Greeley</b> , EVP, Customer & Transformation Enablement, M&T Bank	This session will explore an ongoing, enterprise-wide effort to apply the same customer-centric principles internally that M&T expects teams to deliver externally. Meghan will share the journey, what she has learned, and the results along the way.
1.45-2.15pm	Building a Transformation Office from the Inside Out	<b>David Harwood</b> , SVP, Business Transformation, Terracon	Most transformation playbooks assume the leader arrives from the outside with mandate and distance. This session explores the harder—but more common—case: leading enterprise change from within an organization that already knows you, your history, and your blind spots. This is a practical case study on building a credible, durable transformation function in a decentralized, relationship-driven firm.
2.15-2:45pm	 <b>Networking Break</b>	 <b>Networking Break</b>	 <b>Networking Break</b>

# Agenda

Time	Topic	Led By	Details
2:45-3:30pm	Panel: Growing the Transformation Function Through Mergers and Acquisitions	<b>Rob Rowello</b> , Global VP, Business Transformation, Magna, <b>Wendy Ivanoski</b> , Acrisure, Chief Transformation Officer, <b>David McVay</b> , Head of Enterprise Growth, US Bank	M&A is one of the greatest stress tests for any transformation team. Panelists from Magna and Acrisure discuss how to protect — and grow — transformation capability during periods of rapid organizational change, when priorities shift and structures are in flux.
3:30-4:15pm	Keynote	<b>To be announced.</b>	Coming soon.
4:15-4:45pm	ECLC Research Review	<b>Anastasia Minor</b> , Chief Transformation Officer, Entergy <b>Christie Subirats</b> , Enterprise Execution & Strategic Transformation Leader, BP	Transformation is the most used and least understood word in business — claimed by everyone, built by few. This session presents original benchmarking research that shows where leaders stand today and what the highest performers are doing differently.
4:45-5:00pm	Closing Remarks	<b>Nellie Wartoft</b> , CEO of Tigerhall, Chair of Executive Council for Leading Change	Reflect on the insightful lessons and takeaways from the day
5:00-6:30pm	 Happy Hour Reception	 Happy Hour Reception	 Happy Hour Reception

# The Executive Council for Leading Change

The Executive Council for Leading Change (ECLC) is an industry association that brings executives together to redefine the landscape of organizational change and transformation. Our council's aim is to advance strategic leadership expertise in the realm of corporate change by connecting visionary leaders. It's a place where leaders responsible for significant change initiatives can collaborate, plan, and create practical solutions for intricate challenges in leading large organizations through major shifts.

In a world where change is constant, we recognize its crucial role in driving business success. ECLC's mission is to create a community where Transformation leaders can excel in guiding their organizations through these dynamic times.

 [www.tigerhall.com/eclc](http://www.tigerhall.com/eclc) 

**Launched:** 2023

**Members:** 1,000+ across the United States

**Membership criteria:** Leading change & transformation initiatives, in organizations with 2500+ employees

**Backed by:** Tigerhall

**Member Companies:**



MARS



CISCO



Goldman Sachs





# Tigerhall

**Tigerhall is the only platform built for Chief Transformation Officers to execute transformation strategies at scale in large organizations.** It centralizes everything needed to activate change strategies by automating change communications, capability building, and real-time progress tracking in one system, eliminating the manual burden on transformation teams.

With AI-powered tools, transformation leaders can scale personalized communications, reinforce key behaviors automatically, embed transformation directly into employees' daily workflows through Microsoft Teams, and make the right decisions based on instant feedback loops, sentiment and progress analytics.

Whether rolling out new technology, navigating organizational restructuring, adopting AI, or driving cultural shifts, Tigerhall ensures change happens at scale. From one-time initiatives to multi-year transformations, it gives change leaders a structured, data-driven approach to drive alignment, reduce resistance, and accelerate execution.

 [www.tigerhall.com](https://www.tigerhall.com)



**Incorporated:** 2018

**Founded by:** Nellie Wartoft

**Backed by:**

SEQUOIA 



# Contact Us



**Nellie Wartoft**  
Chair

✉ [nellie@tigerhall.com](mailto:nellie@tigerhall.com)



**Brittany Gunter**  
Council Advisor

✉ [brittany@tigerhall.com](mailto:brittany@tigerhall.com)



**Julie-Anne Rioux**  
Chapter Lead

✉ [Julie-anne@tigerhall.com](mailto:Julie-anne@tigerhall.com)



**Blaine Edens**  
Community Manager

✉ [blaine@tigerhall.com](mailto:blaine@tigerhall.com)

**In a world where change is constant, we recognize its crucial role in driving business success.**

ECLC's mission is to create a community where leaders can excel in guiding their organizations through these dynamic times.

[www.tigerhall.com/the-executive-council-for-leading-change](http://www.tigerhall.com/the-executive-council-for-leading-change) | [www.tigerhall.com](http://www.tigerhall.com)





**The Executive Council  
for Leading Change**