






# Agenda

November 6, 2019  
TKP New York Conference Center

8:00	<b>REGISTRATION AND NETWORKING</b>
8:55	<b>WELCOME FROM THE CHAIRPERSON</b>  <b>Matt Charney</b> - Chief Content Officer, Allegis Global Solutions and Executive Editor, Recruitment Daily
9:00	<b>KEYNOTE: NAVIGATING THE HR REVOLUTION</b> <p>Technology is revolutionizing the way we work, and HR practitioners must adapt to respond to this change. In a hyper-connected world, employees expect authentic, engaging and human connections with their employer. How do HR leaders navigate these evolving expectations to attract the next gen talent that will shape the future of their businesses?</p> <p>Kathryn Minshew is the CEO and Founder of The Muse, a career platform used by over 75 million people to research companies and careers. In 2018, The Muse was named one of Fast Company's 50 Most Innovative Companies in the world. Kathryn is also the author of Wall Street Journal's national bestseller "The New Rules of Work" and will deliver her expert insight on how HR systems can empower people in a changing world of work.</p> <p>Fireside Chat</p> <p><b>Speaker:</b></p>  <b>Kathryn Minshew</b> - CEO and Co-Founder, The Muse <p><b>Interviewer:</b></p>  <b>Matt Hoffman</b> - Partner & Head of Talent, M13
9:45	<b>DECONSTRUCTING THE FUTURE OF WORK: DISTILLING THE HYPE TO CREATE MEANINGFUL IMPACT FOR YOUR ORGANIZATION</b> <p>Every day we see something around the Future of Work, the 4th Industrial Revolution or "The Robots are coming!" Whilst understanding external trends and the emergence of technology as a driver for both organisational strategy and workforce change is critical, organizations often get caught in the hype. Without looking at these trends within their own context, organisations have a high risk of misplaced effort and investment in the wrong workforce initiatives.</p> <p>We will share insights into how organizations can successfully apply the principles of Strategic Workforce Planning (SWP) to align your workforce to meet the needs of future of work, and why SWP is the way for HR to truly drive the path to transformation and organisational effectiveness. In this session we will cover:</p> <ul style="list-style-type: none"><li>• How the ability to model workforce needs is critical for executive alignment and accelerates action around the workforce</li><li>• Why planning is required to address trends like the gig economy and freelancers</li><li>• Why it is the social responsibility of employers to undertake SWP</li></ul>  <b>Alicia Roach</b> - Founder & CEO, Quantitative HR  <b>Chris Hare</b> - Founder & Director, Quantitative HR
10:15	<b>NETWORKING COFFEE BREAK</b>

10:55

## BRIDGING THE GAP BETWEEN WORKFORCE NEEDS AND TECH SOLUTIONS

The panel will provide insight into assessing organizational needs objectively, determining changes required to existing, far-reaching processes, justifying tech investment and choosing the right service provider.

- Analyzing workforce requirements and understanding where technology is most needed
- Assessing the benefits of tech solutions to key workforce challenges: workplace productivity tools, project-based work management systems, continuous improvement platforms, digital learning, talent acquisition and management, digital employee wellness platforms
- Facilitating employee engagement with customer-centric platforms
- Choosing the right technology and vendor: what are the pitfalls?
- Building a business case for HR investment; gaining buy-in from the board and outlining the return of tech-driven initiatives
- What are the emerging technologies that will shape tomorrow’s workplaces?

**Moderator:**



**Greg Liegel** - Director of Product Management, Envoy Global

**Panelist:**



**Dipti Salopek** - Vice President, People, Snyk



**Rachel Harris** - HR Program Management, Process and Data & Analytics, Macy’s Inc.



**Matt Hoffman** - Partner & Head of Talent, M13

11:40

## UNIFYING ENGAGEMENT AND PERFORMANCE TO DRIVE ACTION

To truly develop the capabilities to succeed in this ever-changing world, we need to deeply understand what drives not only the engagement but the performance of our people. In this session, hear from Lauren Guilbeaux on how to:

- Connect the dots between employee engagement and performance
- Enable the company to drive behavioral change
- Tap into insights from millions of employees to predict key moments in their journey



**Lauren Guilbeaux** - Sales Director, Culture Amp

12:10

## HOW CAN YOU SUCCESSFULLY NAVIGATE A HR TECH PROJECT?

This panel will discuss the journey of implementing a HR tech project to enable the best results from a tech investment. Sharing success stories, key pitfalls to avoid and lessons learnt to provide a roadmap for effective implementation and change management.

- Key considerations when developing the strategy for a seamless HR tech implementation project
- What is required from service providers when implementing tech projects?
- Facilitating effective collaboration between HR and IT
- What should you consider when integrating new technology with legacy systems?
- How do you communicate effectively and engage the workforce to ensure employee adoption?



**Matt Charney** - Chief Content Officer, Allegis Global Solutions and Executive Editor, Recruitment Daily

12:40

## NETWORKING LUNCH

1:40

## THE FUTURE OF EMPLOYEE SURVEYS

Please join Kasper Hulthin, co-founder of Peakon, to learn why most of the traditional employee survey approaches have not worked and what the future holds to overcome these challenges.



**Kasper Hulthin** - Chief Growth Officer and Co-Founder, Peakon

1:50

## AUTO-ALIGN & CASCADE KEY OBJECTIVES IN YOUR BUSINESS

Once an organization clearly establishes what it needs its people to focus on, Sprigg does the rest. Using a comprehensive Business Plan template, leaders can capture corporate objectives, metrics and identify who is accountable for what. Next, the information flows instantly to the right places and people and tracks their progress!



**Jilaine Parkes** - President and Founder, SpriggHR

2:00

## HOW BOTS, AI AND ROBOTIC AUTOMATION ARE SHAPING HR

It is undoubtedly an exciting time to be in HR and to consider the monumental changes coming to the people function. HR departments are adopting AI technologies and automation to streamline operations and enhance their contribution to overall business goals. This exciting session will cover how executives are approaching this opportunity by:

- Providing analysis of the latest HR technology and its impact on business strategy
- Understanding how bots and RPA are aiding to automate complex tasks and data
- Navigating various types of skill sets required to work with, configure and maintain digital robots
- Training HR teams to focus on higher-value services and successfully managing the transition

### Moderator:



**Jamie Hoobanoff** - Founder, The Leadership Agency

### Panelist:



**Deep Paudel** - Global Head of Talent Technology, Goldman Sachs



**Devon Satnick** - Head of Talent, Reonomy



**Rory O'Doherty** - Director, Provider Advisory, Talent Tech Labs

2:45

## LEVERAGING THE LATEST ADVANCEMENTS IN AI TO MOVE IMMIGRATION TO A STRATEGIC ASSET FOR BUSINESSES

Artificial Intelligence and machine learning are increasingly embedded in HR processes and workflows to provide safeguards, make our tasks more efficient and provide us with insights and recommendations gleaned from massive sets of data. How can we expand this technology in the recruitment space to help companies hire top talent in a landscape where qualified candidates are increasingly difficult to find, especially in STEM fields?

Envoy Global's Greg Liegel will discuss why—in today's tight labor market—AI plays a crucial role in identifying risk factors that could inhibit the acquisition of the key employees needed to help a company remain competitive.



**Greg Liegel** - Director of Product Management, Envoy Global

2:55

## EMPOWERING YOUR TEAM TO BUILD A STELLAR EMPLOYEE EXPERIENCE

Retention is critical in today's tight talent market, so delivering a top-notch employee experience has to be a priority. Fortunately, you can now empower your entire company to help you build a workplace that supports the needs of every team member. Learn how you can help your people find their people to boost retention, productivity, and belonging.



**Rachel Goor** - CEO and Founder, Workrowd

3:05

## NETWORKING COFFEE BREAK

3:35

## HOW TO LEVERAGE HR TECHNOLOGY TO IMPROVE YOUR RECRUITMENT PROCESS

With the ever-changing landscape of HR, identifying which emerging technologies best suit your business needs can be challenging, especially when it comes to your recruitment process and finding top talent for your organization. Technologies such as AI and machine learning can streamline your process and remove bias when it comes to hiring decisions. But which technology should you leverage to improve the recruitment process in your organization?

Learn:

- How HR tech and recruitment can work together to find top talent for your organization
- How you can integrate HR tech into your recruitment workflow
- The potential and limits of technology in HR and Recruitment



**Jamie Hoobanoff** - Founder, The Leadership Agency

3:45

## HOW DO YOU UTILIZE HR DATA TO DRIVE PERFORMANCE AND GET RESULTS

In the era of big data and analytics, companies need to turn their data into insight to inform strategic decision making, add value to the organization and develop more targeted and effective HR initiatives.

- How is the role of the HR team changing as the integration of technology in organizations increases?
- How can HR teams effectively utilize insights from data to add more value?
- How do you nurture these skill sets? How do you create a culture that allows collaboration between business centres?
- How can HR professionals use AI and algorithms to make more effective strategic decisions?
- Overcoming key barriers to adoption and creating cultures that support analytical and data-driven HR
- Dealing with issues relating to HR data transparency and permission

### Moderator:



**Cindy Gordon** - Vice President, People, Policygenius Inc.

### Panelist:



**Paul Enruse** - VP Global HR Transformation, HR Operations and Delivery, Metlife



**Dawn Klinghoffer** - General Manager, HR Business Insights, Microsoft



**Matt Brandt** - Global Head of HR Analytics, Morgan Stanley



**Jilaine Parkes** - President and Founder, SpriggHR

4:30

CONFERENCE CONCLUDES