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HR Tech Summit
Sydney 2017

13 September 2017 | Hilton Sydney

Principal partner



Exhibitors

Blackboard



Official publication



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8:55am

Welcome from the Chairperson

9:00am

PANEL: How to build a compelling business case for HR technology investment

Successful HR technology implementation starts with strong senior executive support. In this session, panellists from diverse business sectors will discuss tips and methods of justifying HR technology investment.

- Getting senior management on board with the idea of spending money on HR technology
- Explaining how relevant data will enable senior leaders to make better strategic decisions
- How to calculate the tangible value of technological investment in HR
- Presenting a coherent and worthwhile business case to justify investment
- Convincing senior management of the ROI and benefit of investment in HR technology

Julie Carroll, *Director, Talent Advisory & Solutions, People & Performance, Deloitte*

Darren Fewster, *Executive Director, Global Shared Services, Human Resources, Telstra*

Laurence Halabut, *Chief Human Resources Officer, Toyota Financial Services*

Kristin Schneider, *People & Culture, Customer and Digital Transformation, AGL Energy*

Leigh Yardy, *Head of HR, City of Parramatta*

10:00am

PANEL: Leading technology projects – Building a strategic HR-IT alliance

HR technology requires intense collaboration between HR and IT. In this panel, HR directors will join forces with CTOs to discuss ways that IT and HR can work together to create successful solutions.

- Collaborative development efforts that blend HR and IT knowledge
- Securing IT stakeholder buy-in to ensure successful technology implementation
- Working effectively with IT teams who may not understand the needs and nuances of people management
- Should HR or IT own HR technology roll-out?

David Dunne, *Head of People Systems & Operations, Salmat*

Nicole Mason, *HR Project Lead, Blackmores*

Bridget Spiteri, *HRIS Manager, Caltex Australia*

Edwina Trenchard-Smith, *Head of Talent, Scentre Group Human Resources*

Beau Tydd, *General Manager – People & Technology, Queensland Airports Limited*

11:00am

Morning refreshment & networking break

11:30am

CASE STUDY: Strategic planning success

Implementation excellence starts with insightful strategic planning. An HR technology strategy should take into account short and long-term business objectives and also be agile enough to cater to the constant disruption in today's economy.

- Building a road map to address future needs and possibilities
- Delivering on both current and future business needs, particularly when the rate of change regarding future requirements is so fast
- Mapping out system requirements, identifying and defining the specifications and communicating the roll-out to employees
- Creating a rolling technology strategy involving regular evaluation processes

12:00pm

CASE STUDY: Seamlessly integrating legacy systems into a single HR system

Organisations with a lengthy history, or that have used many different systems, often have complex and messy data, which proves a challenge during implementation. This session will discuss the complexities of integrating multiple IT systems into a parent system.

- Overcoming key challenges in integrating complex legacy systems
- System integration – How to reconcile multiple systems containing partial, mismatching information
- Integrating legacy systems and selecting a 'fit for purpose' solution that can do this
- Connecting and converging many different systems to work together in synergy

12:30pm

CASE STUDY: Implementation excellence at Woolworths Group

The success of an HR technology project hinges on the diligence and effectiveness of its implementation. In this session, hear how the Woolworths HR team overcame various challenges during their deployment phase.

- Evaluating and changing business processes to implement new technology
- Overcoming challenges in pilot testing and complete roll-out
- Surmounting organisational, service delivery and technological constraints to deployment
- Key lessons learned during the implementation phase

Bernadette King, *Head of People Systems, Woolworths Group*

1:00pm

Networking lunch

2:00pm

KEYNOTE: Driving and leading cultural transformation through communication

Once a system has been implemented, the leadership team needs to ensure that it's being used effectively. Often the most challenging aspect of a technology roll-out is the cultural aspect. The most sophisticated system is only as good as the people who are using it.

- Engaging all employees on the new technology journey - Managing diverse expectations, capabilities and needs
- Overcoming resistance to change and encouraging user adoption
- How quickly can people really change the way they work?
- How to get your change management strategy back on track if it runs off-course
- Ensuring that systems appreciate nuanced interpretation of procedures and work practices

Lisa Broadhead, *Head of HR Shared Services, Fuji Xerox*

2:45pm

KEYNOTE: Strategic decision-making using big, deep data

Successful companies make intelligent, strategic decisions based on robust HR systems. How should we ensure that our big data is 'deep data'?

- Forecasting, predicting and building strong workforce management models
- Analysing trends such as turnover by department, month, age and gender using analytics
- Data metrics - Using the technology not to simply store information but to break down and improve business practice and procedures
- What do the demographics really tell us when we don't have a good handle on individual behaviour?
- Separating data that doesn't tell a story, or not the whole story

Vaishali Vijay, *Director, Digital Services, Capgemini ANZ*

3:15pm

Afternoon refreshment break

3:45pm

PANEL: Predicting the future - Will we still be talking about business disruption in 10 years?

The pace of technological change and its impact on business is accelerating. What technology should we be putting in place today to prepare for tomorrow?

- How far ahead can we really plan in today's economy?
- What are the emerging technologies that will shape tomorrow's workplaces?
- The top five disruptive trends in HR technology (and where they might lead us)
- How will the Internet of Things impact on HR in the future?

Sarah Kruger, *Managing Director, Accenture*

Scott Rigby, *Head of Digital Transformation for Enterprise Solutions, APAC, Adobe*

4:30pm

Conference concludes

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Surname _____	Surname _____	Surname _____
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