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The logo for HR Tech Summit Sydney 2017 features a stylized 'H' composed of several colored squares (orange, pink, blue, green, red, blue) to the left of the text. The text 'HR Tech' is in a bold, dark sans-serif font, 'Summit' is in a purple script font, and 'Sydney 2017' is in a dark sans-serif font below 'HR Tech'.

HR Tech Summit Sydney 2017

13 September 2017 | Hilton Sydney

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8:50am

Welcome from the Event Partner
ELMO

8:55am

Welcome from the Chairperson
Fadi Zeitoune, *Principal & Managing Director, Levant Consulting*

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?

Panellists:

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*

Moderator:

Jade Dellios, *Director, HR Technology, PwC*

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

Toby Naylor, *Capability & Learning Manager, IAG*

12:00pm

CASE STUDY: Implementation excellence

The success of an HR technology project hinges on the diligence and effectiveness of its implementation. In this session, hear how the Silver Chef Choice 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

Annette Koy, *Manager, Development & Coaching*, **Silver Chef Choice**

12:30pm

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

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

CASE STUDY: Turning technology into an advantage

Every day we are bombarded with technological advancements, but what does this mean for our business and our people?

Tomorrow's roles will be driven by automation, analytics and digital disruption. After listening to this presentation you will:

- Better understand the impact new technology trends will have on tomorrow's workplace and workforce
- Recognise the power integrated systems, processes, information and people give you to stay ahead of the curve
- Gain guidance on how your business can leverage technology to gain and sustain your competitive advantage

Paula Holden, *People & Performance Manager*, **Corporate Protection Australia Group**

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?

Linda Hamill, *HR Director*, **VMWare**

Sarah Kruger, *Managing Director*, **Accenture**

Jason Laufer, *Director Talent Solutions & Learning Solutions*, **LinkedIn Australia & New Zealand**

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

4:30pm

Conference concludes

9:30am**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*

9:50am**The digital transformation of background screening – Leveraging technology to enhance the candidate experience and the employer brand**

If you're thinking about the digital transformation of your organisation's HR practice, who better to ask than those who lead HR at the companies creating today's HR software? These are the true early adopters, the advocates, and the ones who got a head start on redefining how HR is done in the digital age. In this session, HireRight will explain how their team is using the company's software and platform of innovation in-house to take HR to a new level. They will also uncover some of the other critical factors to consider that need to go along with technology. Join this session to hear about HireRight's HR's digital transformation journey, what worked and what were the lessons learnt.

Camilla de Villiers, *Managing Director, Asia Pacific, HireRight*

10:10am**The future of wellbeing: Technology that enhances the personal and professional journey**

As personal devices continue to infiltrate our lives, we need to focus on designing interfaces that enhance our control, rather than letting technology control us.

Personal technologies have helped us become masters of distraction, often diverting attention from our most powerful assets: our health and happiness. Join us in this invigorating and meaningful session to take back control and cultivate cultures that thrive.

10:30am**The true ROI of HRIS**

In this session, you'll learn about how technology can help HR executives transform into truly strategic partners with their organisations. Discover how HR leaders should define and articulate HRIS benefits in a way that links to, and influences, the strategic organisational priorities.

- How using technology can deliver best practice, support innovation and provide high quality operational services
- How HR technology goes beyond digitising standard processes. HR platforms today are capable of boosting efficiency and productivity
- The recommended strategy for achieving immediate ROI on digital transformation: Adopt then Adapt
- The importance of adoption in benefits realisation
- How to convince CFOs that tangible, quantitative, ROI exists

11:30am**Using HR technology to simplify HR processes**

Smart and effective HR technology should simplify workplaces processes. This session will provide tips and advice on how to simplify employee systems.

- Five mistakes that HR practitioners make when implementing HR systems
- The key to simplicity in successful technological implementation
- Applying design thinking to simplify HR processes

11:50am

How HRIS can facilitate your corporate growth

Human Resources Information Systems (HRIS) provide the foundation for sophisticated HR management and analytics.

- Crafting a business case for investment in HRIS
- Best-practice guidelines for HRIS selection and implementation
- Why so many HRIS implementations encounter problems

12:10pm

Using workforce analytics to drive HR decisions

Forward-thinking HR professionals make decisions based on data and metrics. This session will cover best-practice workforce analytics practices.

- Which human capital performance indicators are the most useful?
- The top five metrics every HR professional needs to know
- How big data is changing everything (for the better)
- How to identify hidden costs that may be eroding productivity and efficiency"

12:30pm

Review of the latest and greatest HR apps

Over the last 12 months, the number of HR apps has exploded, with many organisations taking advantage of the mobility, flexibility and agility of workforce apps.

- Providing a single portal into a range of systems using a central app
- Can apps integrate with each other to form a cohesive system?
- Which are the best-selling and most effective apps on the market today?
- What are the pros and cons of the top five HR apps?

2:00pm

Creating a positive candidate experience using HR tech

Savvy companies use the recruitment process as an opportunity to showcase their culture.

- How technology can streamline the recruitment process
- What type of experience are candidates seeking and what do they value?
- Designing a painless candidate experience
- Using technology to give and receive feedback

2:20pm

The future of performance management

As many organisations move from formal paper-based appraisal processes to dynamic technological solutions, this session will cover tips for choosing and implementing a successful performance management system.

- Shifting performance-driven communication from a process of "record" to one of "engagement"
- Introducing a transparent and dynamic conversation-based process
- Fostering operational agility and team alignment using performance management technology

2:40pm

Employer branding and HR technology

Innovative use of technology can help you to promote an innovative, positive and agile employer brand.

- Understanding the main drivers of employer branding
- How to leverage social media (LinkedIn, Twitter, Snapchat and Instagram) communication and engagement channels
- Case studies and practical examples of how companies are successfully using social media and technology to elevate their brands and improve their candidate experience
- How to use technology in the recruitment process

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