



2011 AHRI

HR TECHNOLOGY CONFERENCE

Solutions for a smarter future

The Sebel Albert Park, Melbourne

Conference: 12 October 2011

Optional workshops: 13 October 2011

www.hrtech.ahri.com.au

PeopleStreme

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 **AHRI**
Australian Human Resources Institute



2011 AHRI

HR TECHNOLOGY CONFERENCE

Solutions for a smarter future

Transformation in the world of HR technology

New architecture, new models, new platforms

The HR Technology Conference will focus on the uptake of new technology and how it is transforming the world of HR. The enabling role of technology in the pursuit of strategic objectives and process efficiency is now foremost in decisions relating to investment in technology.

Help navigate the maze at the AHRI 2011 HR Technology Conference.

WHO SHOULD ATTEND?

This conference is for HR, IT and finance professionals that are interested, or involved, in the use, review, assessment and purchasing of HR technology solutions.

Features of the conference program include:

Innovation approaches – to revolutionise HR practice e.g. the use of YouTube for recruitment and company branding, Twitter for communication and collaboration and mobile computing for application delivery

Technology in practice – case studies on project successes and failures, and the use of different technologies in the workplace

Implementation – writing a business case for a new technology and selecting a provider. Exploration and consideration of delivery models

Emerging technologies – Cloud Computing: What it embraces and what it means to the traditional HR technology delivery model

PROGRAM AT A GLANCE

Wednesday 12 October 2011 – Main conference

CPD hours 6.5

Time	Session
8:30 – 9:00am	Opening comments
9:00 – 10:00am Keynote 1	How NBN will impact work and society in Australia Kevin Brown CHRO & Head Corporate Services, NBNSCo Limited
10:00 – 10:30am	Morning tea
10:30 – 11:15am Concurrent sessions 1	1a. 8 options for dealing with negative criticism online Laurel Papworth Social media strategist and thought leader
	1b. Achieving business transformation through user-centric HR technology adoption David Guazzarotto Director, Future Knowledge
	1c. Future of HR leadership in an increasingly borderless world Mike Handes Social Business & Collaboration Solutions Innovation Leader, IBM
	1d. Connecting with graduates on the move – the “joinDeloitte” iPhone application Frank Farrall National Managing Partner, Deloitte’s Online Consulting Practice, Deloitte
11:20 – 12:05pm Concurrent sessions 2	2a. Demystifying Cloud and Software-as-a-Service for HR executives John F Hansen Senior Director, HCM Applications Development, Oracle Corporation
	2b. Making the right HR technology decisions Glenn Cotterill Remuneration and Benefits Manager, Mission Australia
	2c. New ways of working with the NBN Jon Dee Founder and Managing Director, Do Something! 2010 NSW Australian of the Year
	2d. Recognition theory applied: Using technology to turn an academic framework into workplace reality Elizabeth Baud Total Reward Consultant, Australia / New Zealand, GlaxoSmithKline Dave Cameron General Manager, Software Services, Solterbeck
12:10 – 12:30pm	Technology showcases and exhibition free time
12:35 – 12:55pm	Technology showcases and exhibition free time
12:55 – 1:50pm	Lunch
1:50 – 3:00pm Keynote 2	Social media: Risk versus reward Keynote panel discussion: Ross Dawson , Business strategy and social media specialist Sam Mutimer , Social media director, thinktank media Steve Barham , Director of Hiring Solutions, LinkedIn Australia & New Zealand Laurel Papworth , Social media strategist and thought leader
3:00 – 3:45pm Concurrent sessions 3	3a. Why RFP doesn’t stand for ‘really fun process’: Transforming the RFP process for HR solutions Francesca Vechi HR Project Manager, Caltex Australia Philippa Youngman Director, Pivot Software
	3b. HCM 3.0 – The future of talent management: Solutions in the cloud Jason Blessing Executive Vice President, Products & Technology, Taleo Corporation
	3c. Hybrid HR: The next wave... Mike Ellis Vice President – Business Transformation APMEA, NorthgateArinso
	3d. Exhibition free time
3:45 – 4:05pm	Afternoon tea
4:05pm	Exhibition closes
4:05 – 5:00pm Keynote 3	Unleashing the collaborative potential of your workforce Dominic Thurbon Chief Creative Officer and Co-Founder, ChangeLabs
5:00 – 6:30pm	Networking and refreshments

Thursday 13 October 2011 – Optional workshops

CPD hours 4

Workshops are perfect if you cannot attend the main conference program or for those that want to enhance their experience. Attend interactive half-day workshops led by technology experts. Places are limited.

Time	Session
8:30 – 12:30 Workshops	Workshop 1. Creating results using social media Ross Dawson Business strategy and social media specialist
1:00 – 5:00 Workshops	Workshop 2. HR system integration John Macy Managing Director, Founder, Competitive Edge Technology Peter Forbes Managing Director, Co-founder, Navigo Pauline Bennett Manager, Organisational Development Whitehorse City Council
	Workshop 3. How to integrate social media into your recruitment strategy Sam Mutimer Social media director, thinktank media
	Workshop 4. Workforce forensics in the boardroom: Demand is high – supply is critical for success Anastasia Ellerby Global Vice President, Successfactors

*Program is correct at time of printing

Master of Ceremonies

Ross Dawson



Ross Dawson is globally recognised as a leading futurist, keynote speaker, entrepreneur and authority on business strategy. He is Founding Chairman of four companies, including the leading future research and strategy firm Future Exploration Network.

He is a best-selling author of books including the prescient 'Living Networks', which foresaw the social networking revolution, as well as 'Trends in the Living Networks', ranked as one of the top business blogs in the world.

Keynote speakers

Keynote 1

Kevin Brown



CHRO & Head of Corporate Services, NBN Co Limited

How NBN will impact work and society in Australia

Kevin Brown is Head of Corporate Services and oversees the human resources function at NBN Co Limited. Kevin has responsibility for Legal, Procurement, Government Relations, Regulatory, Quality and Facilities. Mr Brown was formerly Executive General Manager, People, at Qantas and a member of its executive committee.

Keynote 2

Keynote panel discussion:

Ross Dawson, Business strategy and social media specialist

Sam Mutimer, Social media director, thinktank media

Steve Barham, Director of Hiring Solutions, LinkedIn Australia & New Zealand

Laurel Papworth, Social media strategist and thought leader



Social media: Risk versus reward

It is now a reality that almost every organisation utilises social media in communicating and engaging with stakeholders. And to not do so is becoming a major competitive disadvantage.

Join a panel of social media thought leaders to discuss the issues that currently face Australian organisations utilising this increasingly important technology.

Keynote 3

Dominic Thurbon

Chief Creative Officer and Co-Founder, ChangeLabs

Unleashing the collaborative potential of your workforce

To get ahead in the knowledge economy, companies must capture the expertise already floating around inside its four walls. By using simple social media tools, we can not only capture and search the expertise we already have, but also direct it towards solving pressing business problems. Unleashing innovation and collaboration in this way is a sure-fire method for driving better results!



Concurrent 1a

Laurel Papworth

Social media strategist and thought leader

8 options for dealing with negative criticism online

How do you respond to a negative comment in an online community, on Facebook? Shut the page down, ban the commenter, or kowtow to them? How about a negative tweet on Twitter? Fight with them? Ignore them? Promise to do better? Many social media guidelines have a one-size-fits-all approach when it comes to addressing negative criticism in social networks, but assessing the situation and the potential positive versus negative outcomes of responses is a skill that comes from experience.



Concurrent 1b

David Guazzarotto

Director, Future Knowledge



Achieving business transformation through user-centric HR technology adoption

This presentation provides practical insights into deploying HR technology through a user-centric approach to technology selection and implementation drawing on real experiences with Australian organisations that are undertaking the business transformation journey.

Concurrent 1c

Mike Handes

Social Business & Collaboration Solutions Innovation Leader, IBM



Future of HR leadership in an increasingly borderless world

To commemorate IBM's Centennial in 2011, Mike Handes will explore how the world has changed in the past 100 years, and how it will change in the decades ahead.

In this session, Mike will discuss how companies, institutions and individuals can get out ahead of change to survive, thrive and achieve future leadership in an increasingly borderless world by leveraging social networking technologies in the cloud or on premise.

Concurrent 1d

Frank Farrall

National Managing Partner, Deloitte's Online Consulting Practice, Deloitte



Connecting with graduates on the move – the "joinDeloitte" iPhone application

Deloitte's Online Consulting practice delivers social media and mobility projects for its clients, so it made sense for our practice to partner with our national graduate recruitment team to deliver the "joinDeloitte" iPhone application.

This case study presented by Frank Farrall highlights what can happen when a progressive human resources team proactively partners with a hiring business unit to deliver innovative recruiting capability.

Concurrent 2a

John F Hansen

Oracle Corporation



Demystifying Cloud and Software-as-a-Service for HR executives

Talent-driven innovation is the top source of competitive advantage in today's global knowledge economy. Against this background, it's no surprise that the topics of Cloud Computing and Software-as-a-Service (SaaS) are generating intense interest among HR executives.

This session takes a fact-based approach to these technology opportunities. Learn the results of Oracle's analysis, understand the advantages and challenges of adopting HR technology as a service, and take the first step to seeing through the clouds.

Concurrent 2b

Glenn Cotterill

Remuneration and Benefits Manager, Mission Australia



Making the right HR technology decisions

Technology can transform the perception of HR within an organisation from an administrative roadblock to a strategic partner providing a value-add.

In this presentation Glenn Cotterill will focus on the importance of aligning corporate and HR strategy with technology selections by evaluating the range of solutions available, and why implementations fail or succeed. The presentation will include reference to successful recent implementation of HR software delivered as SaaS.

Concurrent 2c



Jon Dee

Founder and Managing Director, Do Something! 2010 NSW Australian of the Year

New ways of working with the NBN

Jon Dee is the Founder and Managing Director of the Australian advocacy organisation 'Do Something!'. Internationally, Jon is best known as the founder of Planet Ark, Rock Aid Armenia, 'World Environment News', and his 2007 'World Environment Review'. Together with Olivia Newton-John, Jon founded Australia's 'National Tree Day', an event for which 2 million volunteers have planted 15 million native trees and shrubs. This initiative has achieved significant environmental results – it has also provided significant amounts of food and shelter for Australia's native wildlife. Some of Jon's initiatives have become role models for international change. He initiated the successful lobbying campaign for Australia's 3 year phase-out of incandescent light globes – a move that has since been copied by other countries.

Concurrent 2d



Dave Cameron

General Manager, Software Services, Solterbeck

Elizabeth Baud

Total Reward Consultant, Australia / New Zealand, GlaxoSmithKline

Recognition theory applied: Using technology to turn an academic framework into workplace reality

This presentation will demonstrate how offline recognition can be supported by online tools for better outcomes. Drawing on GlaxoSmithKline's experience, this application will be brought to life and demonstrate how effective companies use technology to 'grow-as-you-go' for ongoing recognition evolution.



Concurrent 3a



Philippa Youngman

Director, Pivot Software

Francesca Vechi

HR Project Manager, Caltex Australia

Why RFP doesn't stand for 'really fun process': Transforming the RFP process for HR solutions

The request for proposals (RFP) process is often a necessary evil for large organisations looking to purchase new software. Too often, the RFP process doesn't deliver the results HR wants, and worse, it erodes HR's potential to be a strategic player in the organisation.

Philippa Youngman and Francesca Vechi will look at how the RFP process for HR software can be improved, and used to deliver solutions that really makes a difference.



Concurrent 3b



Jason Blessing

Executive Vice President, Products & Technology, Taleo Corporation

HCM 3.0 – The future of talent management solutions in the cloud

In this session hear how the future of Talent Management in the cloud will see business and talent management strategies grow closer together until they are almost synonymous, how social strategies will be the starting point in talent management strategies ahead of other facets and how mobile technologies will take Talent Management to places hardly imaginable today.

Concurrent 3c



Mike Ellis

Vice President – Business Transformation APMEA, NorthgateArinso

Hybrid HR: The next wave...

HR outsourcing offers a number of advantages that are attractive to companies today. Through creating synergies and economies of scale, organisations have access to a rich set of HR services globally that are delivered at a lower cost and a consistent quality – resulting in organisations dealing with one provider for all things HR.

Hybrid HR is all about combining every available delivery option – HR outsourcing being one of them – to provide HR services in as cost-effective and as standardised a way as possible.

Thursday 13 October 2011

Optional workshops

Workshop 1



Ross Dawson

Business strategy and social media specialist

Creating results using social media

Social media has swiftly become central to how people communicate, find information, and engage with companies. Topics covered in this workshop include:

- Building an effective organisation-wide social media strategy
- Establishing social media governance, guidelines and policies
- How to use social media for internal communication, staff engagement and learning
- Designing external social media initiatives to maximise benefits and manage risks
- Helping professionals to develop their social media profiles

Ross Dawson is globally recognised as a leading futurist, keynote speaker, entrepreneur and authority on business strategy.

Workshop 2



John Macy

Founder, Managing Director, Competitive Edge Technology

Peter Forbes

Managing Director, co-founder, Navigo

Pauline Bennett

Manager, Organisational Development, Whitehorse City Council

HR system integration

This workshop will address HR system integration and will consist of three parts:

Part one – The real world example: What was done?

Part two – The real world project lessons and integration methods: Why it was done?

Part three – A practical example of an integration process: How it is done?

Workshop attendees will come away with an understanding of the scope of integration, how to achieve an effective multiple system operation, the business importance and the HRMS architecture issues and considerations.



Workshop 3



Sam Mutimer

Social media director, thinktank media

How to integrate social media into your recruitment strategy

Learn from one of Australia's leading industry experts on the most powerful strategies and tactics to integrate what you are already doing successfully and expanding it into the social media landscape.

This workshop will focus on building your talent data base by utilising social media tools such as twitter, LinkedIn and monitoring tools.

Sam will also cover the importance of having a social media policy and strategy whilst covering some of the best ways to educate employees, bringing them onto the same page.

Workshop 4



Anastasia Ellerby

Vice President, Services, SuccessFactors

Workforce forensics in the boardroom: Demand is high, supply is critical for success

This session presentation will illustrate several approaches to providing data to boards of directors, discuss strategies for aligning directors' data needs with the appropriate type and format of metrics, and provide ideas on where this topic may be headed in both content and technology terms.

Early Bird
registrations are
now open

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HOW TO REGISTER

Register online at www.hrtech.ahri.com.au

CONFERENCE REGISTRATION 12 OCTOBER

Conference registration	Early bird (until 19 Sep 2011)	Standard (until 5 Oct 2011)
AHRI member	\$540 Save \$104	\$644
Non-member*	\$689 Save \$106	\$795
AHRI student member	\$299	\$299
AHRI organisation member**	\$459 Save \$88	\$547

Registrations close 5 October 2011

*includes 12 month AHRI affiliate membership. See terms and conditions for details.

**Linked organisation members register online. Non-linked organisation members download the registration form.

Group registrations are available. For group bookings and more information contact registrations@ahri.com.au

WORKSHOP REGISTRATION 13 OCTOBER

Register to attend a half-day workshop as an addition to the conference program, or as an alternative. Places are limited.

Workshop registration	Price
AHRI member /AHRI student member	\$299
Non-member rate	\$399
AHRI organisation member	\$254.15

REGISTRATIONS CLOSE 5 OCTOBER 2011


DELEGATE ACCOMMODATION


The Sebel and Citigate Albert Park Melbourne have discounted accommodation rates for AHRI HR Technology Conference delegates.

Visit the event website for more details and book directly with the hotel by calling 1800 633 888 and quoting "AHRI HR Technology Conference 2011".

Have something to share?

Join the discussion: Connect before the event

 **Twitter** – use #AHRITECH in your tweets – www.twitter.com/ahrievents

 **Facebook** – www.facebook.com/ahrievents

TECHNOLOGY SHOWCASES

Delegates have the option to attend product demonstrations from the following leaders in the HR technology space.

PeopleStreme

Diamond Sponsor

David Adamson, General Manager

A day in the life of a line manager with HCM at their fingertips

From eRecruitment to performance, learning and talent management to engagement and workforce planning, PeopleStreme provide an integrated suite of solutions to meet the HR needs of all organisations. This demonstration will highlight the features from a number of modules to demonstrate integration and visibility across multiple solutions that most organisations treat as stand-alone applications.



Platinum Sponsor

Dale James, Business Manager VIC

Introducing LearnConnect: An online training solution for small businesses

How complex can your elearning go? Come along as Learning Seat's Victorian Business Manager, Dale James introduces LearnConnect to you and showcases Learning Seat's custom course development capabilities.



Platinum Sponsor

Daire O'Mochain, HCM Practice Manager

SAP HCM mobility

The last three years have seen the functionality and usability of SAP HCM evolve in response to both technological advances as well as ever increasing levels of user sophistication in the HR and employee communities. Mobility is one of the fastest growing trends in the IT space and SAP HCM is at the forefront. In this quick snapshot, Extend Technologies will provide a glimpse of where SAP can take you.



Gold Sponsor

Danny Choo, Global General Manager of HRIS/Payroll

The future of outsourcing

Talent2 multiplies the power and productivity of people. We are the leading HR BPO organisation in the Asia Pacific region, working with clients across diverse organisation types and industries to deliver end-to-end talent management solutions that put people first.



Gold Sponsor

Lynne Salmon, Regional Marketing Director, Asia-Pacific
Daniel Royston, Senior Solution Consultant, Asia-Pacific

Talent intelligence: Know your people. Grow your business.

As advances in social and mobile technologies move talent management from transactional to the cloud, hear how companies are looking to Taleo and Talent Intelligence to improve the performance of their business and attain a competitive advantage by unlocking the power of their people.



Espresso Café Sponsor

Geoff Rosamond, Managing Director

Energising your LMS

Can your business succeed without Talented People? mytraining.net will present five tips to energising your LMS and empowering your employees to self-serve.



Espresso Café Sponsor

Kristina Webb, Human Capital Management Solution Specialist

Next generation applications for HR

Built from the ground up to help you do things your way, know your people better, and work as a team, Oracle Fusion HCM re-thinks the business of HR to provide value to every person in your organisation – from HR professionals to employees and managers. Oracle Fusion HCM connects all parts of your workforce, empowering you to inform, engage, and collaborate in ways never before possible.

SPONSORS

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Espresso Café Sponsor



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EXHIBITORS

Help to navigate the maze of HR systems and products in the marketplace. See the latest product demonstrations and speak to the experts on what direction technology is heading and how you can use it to tackle organisational challenges.

Affinity Employer Services

www.affinityes.com

Affirm Software

www.affirmsoftware.com.au

Aurion

www.aurion.com.au

Employee Connect

www.employeeconnect.com

Empower

www.empower-hr.com

Extend Technologies

www.extendtechnologies.com.au

Frontier Software

www.frontiersoftware.com

Learning Seat

www.learningseat.com

Maximus International

www.maximus.com.au

mytraining.net

www.mytraining.net

Navigo

www.navigo.com.au

NEOS

www.neoshr.com.au

NGA.net

www.nga.net

Oracle

www.oracle.com.au

PeopleStreme

www.peoplestreme.com

Pivot Software

www.pivotpeople.com.au

Q2 Solutions

www.connx.com.au

Recruit Advantage

www.recruitadvantage.com.au

Remesys

www.remesys.com.au

Silkroad Technology

www.silkroad.com

Sonar6

www.sonar6.com

SuccessFactors Australia

www.successfactors.com

Talent 2

www.talent2.com

Taleo

www.taleo.com

WISE Workplace Investigations

www.wiseinvestigations.com.au

WorkPro

www.workpro.com.au