

Recruitment Process Outsourcing and e-Recruitment Forum 2010

3rd ANNUAL

Thursday 30th September 2010

Hilton Canary Wharf, London

Programme Highlights:

- Revamp your recruitment strategies through the economic recovery
- Streamline your recruitment model through external or internal models
- Utilise social media as a tool to attract talented candidates
- Examine how RPO can be applied to your overall recruitment strategy
- Ensure consistency and quality in global recruitment
- Build your employer brand and manage the candidate experience
- Evaluate the impact of e-recruitment processes



Chaired by:

- **Zachary Misko**, *Global Director, Kelly OCG*



- **Neil Cox**, *Senior Resourcing Manager, Network Rail*



- **Jayne Houlihan**, *Head of Resourcing, Santander*



- **Senior Representative, Alexander Mann Solutions**



- **Lee Evans**, *Group Recruitment Manager, New Look Group*



Keynote Address by:

- **Paul Awcock**, *Head of Recruitment, Aviva*



- **Tim Geisert**, *VP of Employment Branding and Recruitment Process Outsourcing, Kenexa*



- **Nick Cole**, *Recruitment Manager, Orange*



- **David Pearson**, *Project Manager, Recruitment Workstream, Next Generation HR Programme, Civil Service*



- **Greg Allen**, *Head of Recruitment, Nokia*



GOLD SPONSORS



SILVER SPONSORS



Media Partners:



Organised by:



Improve your recruitment strategy and achieve greater ROI

As organisations look to rebuild their workforce, business leaders need to revamp their recruitment strategies. This conference will take an in-depth look at recruitment outsourcing, in-house solutions and e-recruitment strategies and will give you the tools to develop cost-effective solutions that support your business agenda.

Background

In the current economy everyone is doing more than ever. To ensure that your business grows you need to **recruit the right talent with the right set of skills and culture fit**. As employers try to find the right people to take their organisations forward a more flexible approach to hiring is being adopted. More and more organisations are building their online profiles, their employer brand and choosing carefully targeted outsourcing to ensure the right people are in place.

The **RPO and e-Recruitment Forum 2010** will provide you with the tools to **re-invigorate your recruitment process and attract key talent**. The event features expert analysis from **Aviva, Orange, Santander**, and the **Civil Service**, to name but a few, who will share practical insights to improve your recruitment process. You will also hear from leading experts from **Alexander Mann Solutions, Kenexa and Kelly OCG** who will give authoritative advice on the latest recruitment solutions. This combination will be essential to understand the new developments and trends in the market.

Benefits of Attending

- **Streamline** your recruitment strategy and **measure** both the **qualitative and quantitative outcomes**
- Hear the verdict from experts who have used both **RPO and in-house recruitment** solutions
- **Recruit top talent** to grow your business and remain competitive
- Utilise **e-recruitment** as a tool for **attraction**
- Build on your **employer brand** and your **brand value proposition**
- **Renew your agreements** and **change your approach to outsourcing**

Who Should Attend?

Directors, Managers and Heads of:

- Human Resources
- Recruitment
- Resourcing
- Talent Management
- Talent Acquisition
- HR Services
- HR Operations
- Procurement
- HR Shared Services
- HR Outsourcing

Who will be speaking?



Zachary Misko is the **Global RPO Director** and member of the **Leadership Team at Kelly Services, Inc. Kelly OCG** – RPO provides outsourced hiring process management and human resource skills to a variety of different companies. As the Global RPO Director, Zachary works with Fortune 500 clients throughout the world to develop and implement processes that improve and drive the hiring process, recruitment, on-boarding, retention and selection functions within a company. He also works to provide Kelly OCG-RPO and its employees with leadership and support as they continue to grow.



David Pearson has worked in the civil service for most of his career and for several years has been in a project management role in different areas of corporate and shared services. In his current job, **David is leading a project to improve the quality and efficiency of civil service recruitment processes** and a key element of this is to develop and implement a new e-recruitment system across the civil service.



Neil Cox is the **Senior Resourcing Manager at Network Rail**. Network Rail owns and operates Britain's rail infrastructure and is the UK's largest Engineering business. Responsible for all Engineering and Maintenance recruitment into the business, Neil joined Network Rail in 2009 after heading up recruitment at Baker Tilly, one of the UK's largest accountancy practices. With a career that has seen stints at Royal Mail, M&S and HBOS, Neil has 10 years of Recruitment Management experience.



Lee Evans is **Group Recruitment Manager for New Look Retailers**. New Look currently operates from 600+ stores in the UK & Ireland. They also own a 300 store fashion chain in France called Mim. The group currently trades out of over a dozen countries internationally and further international expansion is planned on a large scale. Lee sources talent for HO vacancies across two main sites: Weymouth and London (following the relocation of the commercial teams in 2009) and covers the whole Head Office population.



Tim L. Geisert is a **Kenexa Principal** and also serves as the **vice president of Employment Branding and Recruitment Process Outsourcing (RPO)** business development. Mr Geisert specialises in helping organisations define their internal cultures, maximise recruitment efforts and create effective sourcing strategies. He has worked with industry leaders such as Goodrich Aerospace, Naval Medical Center, Portsmouth, IKEA and Corning. He previously held executive positions at Bailey Lauerman and The Martin Agency, working with a variety of global organisations in the Fortune 100.



Paul Awcock has over 20 years experience of working within the **recruitment** industry. He currently **leads a function of c34fte**, with 7 direct reports. The customer portfolio includes Aviva General Insurance (includes RAC Brand), Aviva Life, Aviva Health, and Aviva Group Centre – the entire UK Region! Paul has just judged the CIPD/Guardian recruitment awards and the RADS as well as sitting on the committees. He also judges the Norfolk Recruitment Awards each year and this year has redesigned the categories and criteria for the 10th anniversary awards.

Conference Programme

Thursday 30th September 2010 - Hilton Canary Wharf, London

Book
Now!
020 7231
5100

09:00 – 09:30	Coffee and Registration	14:00 – 14:25	Ensuring Consistency and Quality in Global Recruitment
09:30 – 10:00	Introduction and Opening Address by Conference Chair Zachary Misko, Global Director, Kelly OCG		<i>Senior Representative, Alexander Mann Solutions</i>
	KEYNOTE ADDRESS	14:25 – 14:50	Building your Employer Brand and Managing the Candidate Experience
10:00 – 10:25	Streamlining your Recruitment Model <ul style="list-style-type: none">Evaluating and measuring the impact of your recruitment processImproving qualitative and quantitative outcomesEmbracing an innovative, flexible approach to recruitmentExamining how you can streamline via internal or external models Paul Awcock, Head of Recruitment, Aviva		<ul style="list-style-type: none">Building your brand value propositionUsing on-line resources to build your brandEnsuring your provider understands your culture and values Lee Evans, Group Recruitment Manager, New Look Group
10:25 – 10:50	Recruit with Quality in Mind <ul style="list-style-type: none">Everyone is doing more than ever in this economy so you need to recruit top talent to grow your businessHiring is easier than firing so get it right from the beginningCandidates have to have the right set of talent, skills and culture fit to thrive so make that the cornerstone of your recruiting efforts Tim Geisert, VP of Employment Branding and Recruitment Process Outsourcing, Kenexa	14:50 – 15:00	Questions and Discussion with Speakers
10:50 – 11:00	Questions and Discussion with Speakers	15:00 – 15:15	Coffee and Networking
11:00 – 11:25	Coffee and Networking	15:15 – 15:40	Maximising Efficiencies Through a Centralised Resourcing Strategy <ul style="list-style-type: none">How to maximise your direct hire strategyReducing your time to hireProviding consistency in messaging to the marketplace Neil Cox, Senior Resourcing Manager, Network Rail
11:25 – 11:50	Rolling Out e-Recruitment across the Civil Service <ul style="list-style-type: none">Developing a standardised and centralised approachExpected benefitsProcurement and designRoll out approach and plan David Pearson, Project Manager, Recruitment Workstream, Next Generation HR Programme, Civil Service	15:40 – 16:05	Outsourcing vs. In-house Recruitment: Examining Experience from Both Sides <ul style="list-style-type: none">The pros and cons of recruitment outsourcingThe pros and cons of in-house recruitmentLooking at the importance of collecting recruitment dataThe power of reporting and feeding back into the organisation Nick Cole, Recruitment Manager, Orange
11:50 – 12:15	Talent Attraction and Acquisition Greg Allen, Head of Recruitment, Nokia	16:05 – 16:30	Renewing your Agreements and Changing your Approach to Outsourcing <ul style="list-style-type: none">Ensuring quality and efficiency of recruitment in a global organisationDeveloping a bespoke outsourcing modelChanging to a partnership approach for strategic delivery Jayne Houlihan, Head of Resourcing, Santander
12:15 – 12:25	Questions and Discussion with Speakers	16:30 – 16:45	Questions and Discussion with Speakers
12:25 – 13:00	Knowledge Share Networking Session <p>This is your chance to discuss and debate the key issues and seek solutions to your recruitment concerns. Knowledge Share is a great opportunity to talk through challenging issues in a structured environment with your peers.</p>	16:45	Chairman's Closing Remarks and Close of Conference
13:00 – 14:00	Lunch and Networking		

HRreview
www.hrreview.co.uk

HRreview is a vibrant, new and free, news and information resource for human resources and related professionals. The website and supporting weekly email newsletter is read by a wide range of HR related professionals.

Additionally HRreview acts as a networking platform for professionals to share their views and experiences, and discuss the latest developments in their field.

Symposium events
**GOLD
CLUB**

WANT TO ECONOMISE ON HR TRAINING BUT STILL KEEP SKILLS UP TO DATE? JOIN THE SYMPOSIUM EVENTS GOLD CLUB!

10 great benefits of membership including:

Guaranteed **FREE** invitations to our topical events • **Discounts** and **Special Offers** • **Savings** on conference papers plus **much more..**
Sign up for Symposium Events Personnel **Gold Club**. Visit www.symposium-events.co.uk/goldclub

Delegate 1 Mr/Mrs/Miss/Ms _____
 Organisation _____
 Job Title _____
 Address _____

 Postcode _____
 Telephone _____
 Fax _____
 E-mail _____

Delegate 2 Mr/Mrs/Miss/Ms _____
 Job Title _____

Invoice details, if different from above

Invoice name _____
 Address _____
 Telephone _____

PRICES

Delegate Rates	Qty.	Total
Standard Rate	<input type="text"/> delegates @ £564 + VAT = £662.70	<input type="text"/>
Public Sector Rate	<input type="text"/> delegates @ £489 + VAT = £574.58	<input type="text"/>
Charity Rate	<input type="text"/> delegates @ £389 + VAT = £ 457.08	<input type="text"/>
Supplier Rate**	<input type="text"/> delegates @ £1250 + VAT = £1468.75	<input type="text"/>



Join our Gold Club to receive reduced rates and be invited to attend up to 4 other events completely FREE of charge. JOIN NOW visit www.symposium-events.co.uk/goldclub

Documentation (Delegates receive one copy free)

Additional copies for attendees @ £75 + VAT = £88.12
 Copies for non-attendees @ £145 + VAT = £170.38

Plus 2% credit card surcharge.

TOTAL

*Charities Sector Rate: Applies to registered charities only - quote registration here:

**Supplier Rate: Consultants and Vendors to the market - Why not exhibit? Call William Porter on 020 7231 5100 for a quote today!

Discounts: Booking and payment must be received within 30 days of invoice date.

HOW TO PAY

Cheque enclosed N.B. An invoice / receipt will be issued once your order has been processed
 GBP (£) made payable to Symposium Events.

Bank Transfer Payments should be remitted to: Natwest Bank, 15 Bishopgate, London EC2P 2AP. A/C name: Symposium Events Ltd., Account number: 20713029, Sort Code: 50-00-00

Credit Card

Visa/MasterCard/Access Debit Card Other

Please note 2% credit card surcharge. Apologies, but we cannot accept American Express.

Card Number _____

Valid from _____ Expiry _____ Issue No _____ CVN* _____

Signature _____

*Card Verification Number. Last three digits above the signature strip on the reverse of the card

Post: Symposium Events Ltd, Suite 5, No 1 Mill Street London SE1 2DF
 Tel: +44 (0)20 7231 5100 Fax: +44 (0)20 7231 5227
 Online: www.symposium-events.co.uk

Venue

Hilton Canary Wharf, South Quay, Marsh Wall, London, E14 9SH

Date

Thursday 30th September 2010

Cancellations

Cancellations received in writing up to one month before the event will be refunded in full, less an administration charge of £100 + VAT.

Sponsorship & Marketing Opportunities

Exhibition, sponsorship and marketing opportunities are available at this and other Symposium conferences. For details contact Mr William Porter, 020 7231 5100 or email: wporter@symposium-events.co.uk

Can't Attend? Buy the Documentation

If you cannot attend the conference in person, you can still ensure that you have access to the latest analysis and information presented at the event. Conference documentation, complete with copies of presentations, can be purchased for £145.00. Simply tick the box on the booking form and the documentation link to download online will be sent to you after the conclusion of the conference.



DISCOUNTS



Why not bring a colleague or even book for one of our other forthcoming events?

When you book for two people or two events, at the same time, your second place is half price.

- **Employer Branding Summit 2010**
Thursday 16th September 2010
- **RPO & eRecruitment Forum 2010**
Thursday 30th September 2010
- **Talent Management & Leadership Development 2010**
Thursday 7th October 2010
- **Expatriate Management & Global Mobility 2010**
Tuesday 12th October 2010
- **Employee Wellbeing Forum 2010**
Thursday 14th October 2010
- **Wake up to Learning Breakfast Briefing 2010**
Tuesday 19th October 2010
- **Workplace Equality & Diversity Forum 2010**
Tuesday 2 November 2010

CONDITIONS

This booking form constitutes a legally binding agreement. Please note that full payment is required in advance of the event and Symposium Events reserves the right to refuse admission if payment is not received.

If you are sending a purchase order please attach a copy to the booking form. All discounts lapse if invoices are not paid within 30 days of issue date, at which point the full registration fee will be payable. Staff at the event will request a credit card guarantee for delegates without proof of payment.

Please note, details of attendees are included on the delegate list in the conference documentation and are shared with organisations directly connected with individual events, including event hosts, exhibitors and sponsors. In addition we may use your data to contact you about Symposium Events products (including this one) and / or allow carefully selected third party companies to let you know how you can benefit from related offers. If you do not wish to receive marketing information please tick the relevant box:

Symposium Events Mail e-mail
 Third Party Companies Mail e-mail

If you would like to update or amend any contact details, please use the online mailing list amendment form at: www.symposium-events.co.uk

The organisers reserve the right to make changes to the programme before the event and accept no liability for any programme changes on the day due to circumstances beyond their control.