

Leveraging HR Technology

Improving process efficiencies and adding business value through HR technology

3rd
ANNUAL

Tuesday 18 January 2011

CCT Venues, Canary Wharf, London

Programme Highlights:

- Meeting the evolving needs of your organization
- Selecting technology to deliver your needs and support the business
- Understanding the second wave of HR transformation
- Gaining buy-in from the company to ensure success
- Maximising long term returns on HR technology investments
- Linking business metrics to HR outputs
- Creating a truly single HR global system



Chaired by:

- Vanessa Robinson, *Head of Operations Research and Policy, CIPD*



- Eric Brunelle, *Chief Business Solution Architect, Executive Value Network for HR, Sap*
- Clinton Wingrove, *EVP and Principal Consultant, Pilat*
- Kim Peckover, *HR Systems Manager, Southampton University Hospitals NHS Trust*
- Elaine Byrne, *Deputy Director of HR, eHR Strategy, Southampton University Hospitals NHS Trust*
- Sarah Hirst, *Workforce and Succession Planning Manager, Northamptonshire Police*

Keynote Address by:

- Russell Sowden, *Global Head of HR Information Systems, Nomura*



- Steve Walsh, *Head of Enterprise HR Services, BAE Systems*
- Mark White, *Business Development Director, Transversal*
- Catherine Tausney, *Head of HR, Aviva*
- Catherine Griffiths, *HR Business Partner – Organisation Strategy & Service Design, Birmingham City Council*

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Improving process efficiencies and adding business value through HR technology

This conference offers a highly focused programme, best practice case studies, expert insights and networking opportunities for senior managers in human resources, operations and systems. The 3rd annual **Leveraging HR Technology** conference provides you with the ideal opportunity to hear how fellow industry professionals are **improving process efficiencies**, adding business value and securing value from new and existing systems. The panel of speakers will discuss the benefits, challenges and output of their systems and will **examine future developments** and needs. You will take home practical tips to ensure that your applications are truly business facing and help improve the overall business performance of your organisation.

Background

In recent years many HR departments have invested heavily in HR technology and use software for almost all their HR needs: from talent management and workforce planning to e-HR and benefits. However action has not been taken to make sure processes are properly integrated and reach their maximum potential. Research by consultancy firm, Watson Wyatt, has revealed that 61 per cent of businesses are looking at ways to get better value from their current service delivery models.

Symposium Events' Leveraging HR Technology conference will **help you achieve the maximum ROI on your software purchases**. Examining the latest trends in HR technology, you will hear from organisation who are making technology work for them: **Nomura, SAP, Aviva and Birmingham City Council** to name but a few.

Benefits of Attending

- Examine the critical areas in HR technology such as **Talent Management, Social Media and Workforce Planning**
- Understand the **unique demands** of your organisation
- **Streamline your HR processes** through technology
- Identify more efficient ways to **manage, store and report data**
- **Engage your workforce** in your corporate technology and ensure user friendly functionality
- **Support your business** through improved HR technology
- **Maximise ROI** – achieve short term and long term gains

Who Should Attend?

- Heads, Directors and Managers of HR
- Heads of HR Operations, Systems and Processes
- Heads of HR Services, HRIS and HRIT
- HR Technology and Software Managers
- Heads of Shared Services
- HR Analysts and Project Managers
- HR Business Partners
- Heads of Business Services
- Talent Managers
- Heads of HR Transformation

Who will be speaking?



Vanessa Robinson has oversight responsibility for all of the research undertaken by the CIPD. In addition she leads on the research in areas including the changing shape of the HR function, and HR's role in talent management and change management. The impacts of technology on effective people management, and in particular the way new social technologies can contribute to higher organisational performance continue to be areas of research interest.



Russell Sowden has worked in the HR Information Systems and HR Change Programme Management space for over 10 years. He is currently the Global Head of HR Information Systems at Nomura and has spent the last 2 years overseeing the HR systems integration and build out following the acquisition of Lehman Asia and large parts of their EMEA operation in 2008.



Eric Brunelle is considered as one of the most senior HR experts at SAP. His HR track record includes regional and global roles in the field organisation. In 2008, Eric took over the responsibility of the Executive Value Network for HR, a global business community of practice for Chief HR Officers and senior HR executives. His role and passion is to run and expand the network and help customers define good HR practice relevant for their businesses



Kim Peckover is a seasoned IT professional with a time served career expanding across several industries including 14 years working for IBM. Now the Southampton University Hospitals NHS Trust HR Systems Manager, Kim participates nationally to help steer the strategic direction of ESR, delivers the SUHT eHR Strategy programme, and still manages the project to further exploit and expand ESR function.



Elaine Byrne is currently Deputy Director of HR at Southampton University Hospitals NHS Trust. During her time in HR, Elaine has led local pay reform, been seconded to the Department of Health to work on National Pay Reform, developed an e-HR Strategy, developed and implemented HR service models and was HR Director for Financial turnaround during a £56M saving programme.



Clinton Wingrove is the EVP and Principal Consultant at Pilot HR Solutions, a recognized thought and market leader of talent management and provider of highly tailored solutions. Clinton's personal passion is working with organizations to improve individual, unit and enterprise performance through the holistic design of processes, metrics and supporting IT – which when combined, enable individuals to realize their true potential.



Catherine Tausney is Head of HR in Aviva. Catherine has led large operational departments and influenced the HR strategy and change agenda that continues to deliver success in Aviva. She has a wealth of HR experience gained in both private and public sector and has a particular strength in developing others.



Catherine Griffiths has over 15 years public sector experience, the majority of this spent with Birmingham City Council. She spent 4 years as Head of HR and 5 years as a manager in the council's commercial department before moving into a corporate role developing the corporate strategy for HR. She led the approach on designing the future operating model for HR.

Conference Programme

Tuesday 18th January 2011 - CCT Venues, Canary Wharf, London

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09:00 - 09:30	Coffee and Registration	12.25 – 12.50	Reducing HR Costs Whilst Improving Service <ul style="list-style-type: none">• Implemented a robust and easy-to-use self-service solution• Easing day to day information requests• Reducing costs• Examining the challenges and solutions throughout the project <p>Catherine Tausney, Head of HR, Aviva</p>
09.30 – 09.40	Introduction and Opening Address by Conference Chair Vanessa Robinson, Head of HR Practice Development, CIPD	12.50 – 13.00	Questions and Discussion with Speakers
09.40 – 10.05	Maximising the Potential of HR Technology <ul style="list-style-type: none">• Driving Business Gains and making savings• Transforming HR <p>Catherine Griffiths, HR Business Partner – Organisation Strategy & Service Design and Bill Fletcher, HR Transformation Director, Birmingham City Council</p>	13.00 – 14.00	Lunch, Exhibition and Networking
10.05 – 10.30	HR Transformation is a Journey, Not a Destination <ul style="list-style-type: none">• Understanding the second wave of HR transformation• Recognizing trends in HR technology• Defining best practice and leveraging HR technology <p>Steffen Lichtenberger, Director for Business Development SAP HCM for EMEA & India Region, SAP</p>	14.00 – 14.25	Title TBC <i>Senior Representative, Talent Soft</i>
10.30 – 10.40	Questions and Discussion with Speakers	14:25 – 14:50	Driving More For Less – Adding Business Value Not Just Cutting Costs <ul style="list-style-type: none">• Understanding business growth and complexities• Addressing learning and development challenges• Embracing new technologies• Operational benefits <p>Julie Saunders, Learning and Development Manager, WHSmith</p>
10:40 – 11:10	Knowledge Share Networking Session Split into round table groups and discuss your key concerns and challenges with your peers. <ul style="list-style-type: none">• How can you use social media to improve HR services?• What are the advantages and challenges you have faced when using digital technology?• what steps can you take to improve information management and analytics	14.50 – 15.00	Questions and Discussion with Speakers
11.10- 11.35	Coffee, Exhibition and Networking	15.00 – 15.15	Coffee, Exhibition and Networking
11.35– 12.00	Change Management: Winning the Hearts and Minds <ul style="list-style-type: none">• Engaging your workforce• Gaining buy-in from the company to ensure success• Tackling cultural changes• Ensuring user friendly functionality <p>Kim Peckover, HR Systems Manager and Alfredo Thompson, eRostering Project Manager, Southampton University Hospitals NHS Trust</p>	15.15 – 15.40	Improving HR Technology in Austere Times <ul style="list-style-type: none">• Improving HR Technology without investment• Maximising the use of existing systems• Making wise choices• Improving workforce planning• Launching new HR shared services <p>Sarah Hirst, Workforce & Succession Planning Manager, Northamptonshire Police</p>
12.00 – 12.25	Maximising Long Term Returns on HR Technology Investments <ul style="list-style-type: none">• Choosing between SaaS and custom, and multiple and single platform solutions• Driving for simplicity or achieving major business impact• Merely collecting more data or generating business intelligence• Installing software or genuinely enhancing performance and capability <p>Clinton Wingrove, EVP and Principal Consultant, Pilat HR Solutions</p>	15.40 – 16.05	Title TBC Matthew Chadwick, HR Business Support and Change Programme Manager, The Co-operative Group
		16.05 – 16.30	Panel Discussion: Future Innovations – Looking at What's New and Exciting? This is your opportunity to discuss what new technology will be coming through the pipeline and what new trends to expect in the future. Panel Participants: <ul style="list-style-type: none">• Steffen Lichtenberger, Director for Business Development SAP HCM for EMEA & India Region, Sap• Clinton Wingrove, EVP and Principal Consultant, Pilat• Mark White, Business Development Director, Transversal
		16:30	Chair's Closing Comments and Close of Conference

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Date

Tuesday 18 January 2011

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