



HRO TODAY

EDUCATION AND EVENTS



TALENT ACQUISITION AND TECHNOLOGIES SHOWCASE SUMMIT

October 17-18, 2023 | The Westin Oaks Galleria, Houston, TX

The talent acquisition landscape has dramatically changed.

How are you adapting your talent acquisition strategies to remain competitive?

The impact of the Great Resignation has transformed the talent acquisition landscape: elevated turnover, intense hiring demand, strong competition and a complete overhaul of the employee experience look set to stay.

However, this presents organizations with a huge opportunity to attract premium talent. Traditional employers are learning to adopt entirely new tactics to find and attract prospective employees.

What are you doing to stay ahead?

Attend HRO Today's Talent Acquisition Strategies & Technology Showcase to learn how recruitment professionals have adapted to meet the needs of candidates and organizations during these unprecedented times.

Join our expert speaker faculty for strategies to help guide your talent acquisition strategy in order to face tomorrow's demands. Through first-hand case studies, interactive discussions and networking, you will build knowledge on what it takes to take talent acquisition to the next level to meet future requirements.

Featuring the Talent Acquisition Leader of the Year Award

In today's tight talent market, it comes as no surprise that organizations are innovating in their talent acquisition departments with the hopes of seeing positive change. Gone are the days of job applicants working to gain the attention of potential employers. Instead, that focus has shifted onto organizations themselves as HR and talent acquisition leaders drive initiatives to stand out among the crowd in a competitive job market.

HRO Today's Talent Acquisition Leader of the Year Awards recognize these leaders for their innovation and excellence in talent acquisition, including work within areas such as employer branding, technology, learning development, and employee engagement.





Aimee Close

Director of Talent Acquisition & Talent Management,
Buckeye



Amber Rabo

Director, Organizational Effectiveness
and Talent Acquisition
Cheniere Energy



Brady Pyle

Vice President of Human Resources
Space Center Houston



Jenna Kimball

Talent Acquisition Business Partner
dentsu



Brad McMorris

Senior Talent Acquisition Specialist
Klohn Crippen Berger



Rachel O'Neil

Manager, Talent Acquisition and Candidate Experience
Assent



Matthew Wiazowski

Talent and Acquisition Director
Ubisoft



Carlos Fernandez

Director, Talent Acquisition
Houston Methodist



Ivo van der Kleij

Talent Acquisition Director
Conduent



Suellen Kohase

Manager, HR Technology Corporate
NOV



Kim Sullivan

Chief HR Officer
Sitecore.com



Michael Goldberg

Director, Talent Acquisition & Sourcing COE,
US Renal Care



James Lafferty

VP, Global Talent Acquisition,
Epicor Software Corporation



Christina Miner

Senior Director of Operations
AMN Healthcare



Main Conference Day One – Tuesday, October 17 2023

8:30 am Registration and Coffee

8:50 am Chairman's Welcome – Talent Acquisition Trends, Opportunities and Challenges

9:00 am Opening Keynote Panel: Strategies to Optimize Talent Acquisition During a Volatile Economic Climate

Economic uncertainty continues to impact organizations across every sector, forcing them to freeze or redefine their hiring strategies. Whilst the dynamics of talent acquisition have changed, having the right talent in place is vital for company growth in a competitive world – regardless of economic circumstances. This session will look at the effect of recession on talent acquisition, its challenges and how to overcome them:

- Balancing economic stability with a talent acquisition strategy based on planning and consideration
- Determining talent needs business-wide and identifying gaps
- To what extent is recession a business opportunity to source and nurture fresh talent in new business areas

James Lafferty, VP, Global Talent Acquisition, Epicor Software Corporation

Aimee Close, Director of Talent Acquisition & Talent Management, Buckeye

Kim Sullivan, Chief HR Officer, Sitecore.com

9:30 am Lessons from NASA: Practical Strategies to Become an Employer of Choice

Brady Pyle left NASA in February after a 28-year career in HR that culminated in his role as Deputy Chief Human Capital Officer, where he supervised 12 HR Executives, responsible for the 18,000-person NASA workforce. His new role as Vice President of HR at Space Center Houston—the official visitor's center of NASA's Johnson Space Center and a growing non-profit organization—leverages his experience for a full-time staff of 150 employees. The strategies Brady is applying in this new context are not “rocket science”—they are practical and applicable to any organization.

- Measuring & building company culture
- Front-line leadership is key to culture & employee engagement—using the 70/20/10 Leadership Development Strategy
- How to enhance “word of mouth” about your organization to perspective applicants

Brady Pyle, Vice President of Human Resources, Space Center Houston

10:00 am Presentation Reserved for IBM



Main Conference Day One – Tuesday, October 17 2023

10:30 am Morning Coffee and Networking

11:00 am Tech Demo

In this dynamic session, you will gain insight into the current tech trends shaping the future of talent acquisition. From AI to data-driven talent sourcing and development, this is your opportunity to get ahead of the tech curve so that you are equipped to execute a proactive approach to talent acquisition in 2024.

11:15 pm Fireside Chat: Best Practice Approaches to Remote Hiring: What Works

With hiring costs on the rise, this session will explore how HR can leverage remote talent management strategies across global teams to stem HR costs. In addition to discussing an overview of remote hiring opportunities, successes and challenges, our participants will share their views on:

- How can HR departments promote internal mobility and manage skills gaps by hiring from within their organisation?
- Sharing data pools to building internal platforms, aligning existing talent to global positions
- Calculating the cost savings of both recruitment and onboarding

Ivo van der Kleij, Talent Acquisition Director, Conduent

Stacey Miller, Talent Acquisition Manager, Olathe Health System

11:45 pm Advancing Daring and Inclusive Leadership

Ubisoft, the world's largest HD video game development studio, redeveloped their approach to recruiting by incorporating external hiring, internal mobility and managing a talent bench. In this presentation, Matthew will share:

- The company's approach that simplifies staffing for hiring teams
- Implementing a collaborative team-based approach to Talent Acquisition & Internal Mobility
- A step-by-step guide to how Ubisoft structured and tooled the team and service to adopt a high touch and modern approach in a highly competitive employment market
- Insights from what has been learned over the past five years

Matthew Wiazowski, Talent and Acquisition Director, Ubisoft



Main Conference Day One – Tuesday, October 17 2023

12:15 pm Presentation Reserved for Resource Solutions

12:45 pm Lunch and Networking

1:45 pm Interactive Round Table Discussions

During this interactive session, attendees will have the opportunity to brainstorm cutting-edge topics in small groups with their peers on the biggest talent acquisition challenges. Attend and walk away with clear solutions on how to overcome key day-to-day obstacles, spearhead new talent innovations and get to grips with a fast-paced and ever-changing industry landscape. Topics to be covered include:

Round table discussion one: Recession-proof recruitment strategies

Round table discussion two: Improving candidate relationship management

Round table discussion two: Spearheading a data-driven approach to talent acquisition

2:45 pm Afternoon Coffee and Networking

3:15 pm Tech Demo

In this dynamic session, you will gain insight into the current tech trends shaping the future of talent acquisition. From AI to data-driven talent sourcing and development, this is your opportunity to get ahead of the tech curve so that you are equipped to execute a proactive approach to talent acquisition in 2024.

3:30 pm Presentation Reserved for WilsonHCG

4:00 pm Talent Acquisition - More Than A Stepping-Stone Into HR

This presentation will deep-dive into how to build a strong recruitment team. What are the key foundations for effective recruitment in the current labor market?

- Why recruitment can be more than entry into HR: top characteristics of great recruiters
- Setting your recruitment team up for success
- An insight into the top training topics every Talent Acquisition leader should review
- What previous experience translates best into becoming a successful recruiter?

Brad McMorris, Senior Talent Acquisition Specialist, Kohn Crippen Berger



Main Conference Day One – Tuesday, October 17 2023

4:30 pm Building a DEIB strategy that effectively attracts and supports employees with disabilities

When many organizations embraced greater schedule flexibility and remote work during the pandemic, new employment opportunities opened up for people with disabilities. In fact, the employment rate for those with disabilities was 21.3% in 2022, up 2.2% from 2021.

In this session, Lisa will discuss:

- The value of disability inclusion and how HR professionals can effectively develop a robust DEIB structure that effectively attracts and supports these employees
- How to integrate a holistic employer support system into the hiring process and workplace
- Fostering an open and judgment-free environment and encourage accountability among employees across all levels of an organization

Lisa Fleury, SVP, Talent Acquisition and HR Operations, Voya Financial

5:00 pm End of Conference and Drinks Reception



Main Conference Day Two – Wednesday, October 18, 2023

8:30 am Registration and Coffee

9:00 am Chairman's Welcome

9:15 am Opening Keynote: The Role of Talent Acquisition in Driving D&I

This session will delve into current diversity and inclusion trends and the role of talent management in improving D&I company-wide.

- The bottom line benefits of improving D&I
- With recent years creating a priority shift, how to put D&I back at the top of the corporate agenda
- Integrating D&I into the business: what works?
- Tools to measure the effectiveness of your D&I strategy
- Putting in place mechanisms to constantly review, adapt and improve D&I
- Innovative initiatives to eliminate unconscious bias through education

Amber Rabo, Director, Organizational Effectiveness and Talent Acquisition, Cheniere Energy

9:45 am Elevating an Inclusive Culture to Foster Innovation, Strengthen Brand and Improve Resilience in the Current Environment

This presentation will explore actionable steps to address priorities and design programs that foster belonging, engagement, and collaboration. How to practically break down barriers and create a truly inclusive workplace.

- A high level overview of the dynamics of AMN Healthcare
- Innovative strategies to foster innovation through Employee Resource Groups
- Reviewing the dynamics and impact that each one brings to the organization
- Key statistics; developing and executing DEI goals and outcomes

Christina Miner, Senior Director of Operations, AMN Healthcare

10:15 am Presentation Reserved for Industry Partner

10:45 am Morning Coffee and Networking



Main Conference Day Two – Wednesday, October 18, 2023

11:15 am

Panel Discussion: AI-Driven Talent Acquisition: Applications of Emerging Technologies to Transform the Talent Management Landscape

Attend to learn how to leverage AI technologies to improve talent management, training and development and facilitate performance management.

- Leveraging the metaverse: expanding HR horizons to deliver next gen talent management
- Evaluating which processes can be transformed – to connect with candidates, develop employees into future leaders and recruit top talent
- Balancing technological capabilities with human skills
- Overcoming challenges and key successes

Suellen Kohase, Manager, HR Technology, Corporate, NOV

Matthew Wiazowski, Talent and Acquisition Director, Ubisoft

Michael Goldberg, Director, Talent Acquisition & Sourcing COE, US Renal Care

11:45 pm

Innovative Ways to Drive Employee Engagement for Small- to Medium-Sized Organizations

In this session you will hear practical examples of how small and medium-sized companies can drive talent acquisition without the budget and brand-power of a large corporation. What are the key foundations of a first-class talent acquisition strategy and how can you create one on a shoestring budget?

- Forecasting the key factors driving talent acquisition and employee engagement in 2024 – what does this mean for smaller organizations?
- How to navigate disruption and improve employee connectivity in a world where priorities have changed and budgets have shrunk?
- Cultivating employee engagement and counteracting employee turnover
- Balancing the differing requirements of a multigenerational workforce

Michael Goldberg, Director, Talent Acquisition & Sourcing COE, US Renal Care



Main Conference Day Two – Wednesday, October 18, 2023

12:15 pm Lunch and Talent Acquisition Awards

The Talent Acquisition and Technologies Showcase Awards ceremony will recognise employers who put excellence in talent acquisition and resourcing at the heart of their people strategies.

1:45 pm Innovative Ways to Drive Employee Engagement for Small- to Medium-Sized Organizations

2:15 pm How to Increase the Power of the Employer Brand in the Year Ahead

During times of economic uncertainty, companies need to double down on promoting their employer brand so that they will be in a position of strength when the market picks up

- Leveraging your brand to influence, attract and retain talent
- Managing the impact of layoffs on the employer brand
- The importance of stability on the company value proposition
- Spearheading a strategy to communicate the company social values
- Developing an employer brand to showcase diversity and unique company qualities

Rachel O'Neil, Manager, Talent Acquisition and Candidate Experience, Assent

2:45 pm Putting the Recruiter back in Recruitment

This presentation will focus on how to adopt a more strategic, retention-based approach to recruitment. How can recruiters embrace automation to improve efficiency, switch to proactive recruiting and adopt a relationship-based approach to engaging talent?

- Best practice approaches to automating manual processes that suck (time)
- Letting your Recruiters to get back to what they are good at...recruiting building relationships!
- Recruitment is not a sprint - how to train your teams for a marathon

Stacey Miller, Talent Acquisition Manager, Olathe Health System



Main Conference Day Two – Wednesday, October 18, 2023

3:15 pm Closing Fireside Chat: The Role of the TA Function in Building Tomorrow's Workforce Today

HR leaders face a more complex talent landscape than ever before. Employees look beyond the pay check and now seek career growth, fulfilment and to add value to the companies they work for. Balance and well-being now take precedence over the monthly paycheck!

, the increase in skills-based hiring, and employee demands for flexibility are just some of the challenges facing talent management professionals.

- Identifying the required skills requirements of tomorrow's workforce
- Managing the impact of the transition to remote and hybrid work models
- Ensuring you have the right people and skill sets in the right place
- Identifying skills gaps and putting in place a plan to fill them
- Managing the need for increased employee connectivity and engagement
- Strategies to diversify and increase your talent pool

Jenna Kimball, Talent Acquisition Business Partner, dentsu

Carlos Fernandez, Director, Talent Acquisition, Houston Methodist

3:45 pm End of Conference



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