



TALENT ACQUISITION AND TECHNOLOGIES SHOWCASE

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 International



Brad McMorris

Senior Talent Acquisition Specialist
Klohn Crippen Berger



Rachel O'Neil

Manager, Talent Acquisition and Candidate Experience
Assent



Matthew Wiazowski

Talent Acquisition & Internal Mobility Director
Ubisoft



Derrick R. Barton

CEO
Center for Talent Solutions



Carlos Fernandez

Director, Talent Acquisition
Houston Methodist



Ivo van der Kleij

Talent Acquisition Director
Conduent



Kim Sullivan

Chief HR Officer
Sitecore.com



James Lafferty

VP, Global Talent Acquisition,
Epicor Software Corporation



Christina Miner

Senior Director of Operations
AMN Healthcare



Shalon Travis

Vice President, Talent Acquisition
Lendmark Financial Services



Carla Fay

Director of Selection
Northwestern Mutual



Molly Nuhring

Executive Director, Talent Acquisition
Otis





Jean Taylor

Global Director, Talent Acquisition
Flowserve Corporation



Wendy Wick

Partner, Talent Transformation
IBM Consulting



David Swanz

Partner, Talent Transformation
IBM Consulting



Brad McMorris

Senior Talent Acquisition Specialist
Klohn Crippen Berger



Sarah Simpson

Manager, HR Technology
NOV Corporate



Main Conference Day One – Tuesday, October 17, 2023

8:00 am Registration and Coffee

9:00 am Acquiring YOUUnique Talent to Deliver Sustainable Organization Success

In this session, you will learn:

- We all want Great Talent, but the real question to answer is: What does Great Talent Want? This simple question is the starting point to hire YOUUnique TALENT that delivers incredible results
- Creating “Organization Fit” is the key to hiring people that engage and stay
- Work-Well-Being must be a core part of an organization’s talent acquisition strategy to make sure everyone says: I’m Happy, I Engage, I Want to Stay, I’m Growing, and I’m Healthy (Mind, Body, and Energy)

Derrick R. Barton, *CEO, Center for Talent Solutions*

9:30 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

Moderated by:

Derrick R. Barton, *CEO, Center for Talent Solutions*

Panelists:

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*



Main Conference Day One – Tuesday, October 17, 2023

10:00 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*

10:30 am Morning Coffee and Networking

11:00 am Reshaping the Future of Recruitment with Generative AI

With the rapid advancement of AI technologies, the application of Generative Artificial Intelligence (AI) is increasingly relevant. Join us as we discuss the transformative potential and the need for further investigation of generative AI in reshaping the future of recruitment.

Jean Taylor, *Global Director, Talent Acquisition, Flowserve Corporation*

Wendy Wick, *Partner, Talent Transformation, IBM Consulting*

David Swanz, *Partner, Talent Transformation, IBM Consulting*



Main Conference Day One – Tuesday, October 17, 2023

11:30 am 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

Moderated by:

Derrick R. Barton, CEO, Center for Talent Solutions

Ivo van der Kleij, Talent Acquisition Director, Conduent

12:00 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 Acquisition & Internal Mobility Director, Ubisoft

12:30 pm Lunch and Networking



Main Conference Day One – Tuesday, October 17, 2023

1:30 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 three: Spearheading a data-driven approach to talent acquisition

2:30 pm Afternoon Coffee and Networking

3:00 pm Driving Business Impact With Talent Intelligence

In today's hyper-competitive employment landscape, talent intelligence is business critical. Leaders need talent availability, hiring trends and salary data insights to align workforce strategies with business objectives. No longer just a nice to have, talent intelligence is now the cornerstone of a modern talent acquisition strategy. In this panel discussion, WilsonHCG's Carmen Scanlon, VP of Client Solutions, will discuss key considerations for all things talent intelligence and share why real-time labor market data drives business-impacting results, including:

- Latest labor market trend highlights
- Transform TA's impact to the business by leveraging talent intelligence
- Incorporate real-time insights regardless of current talent intelligence journey

Moderated by:

Carmen Scanlon, VP, Client Solutions, WilsonHCG

Panelists:

Shalon Travis, Vice President, Talent Acquisition, Lendmark Financial Services

Carla Fay, Director of Selection, Northwestern Mutual

Molly Nuhring, Exec Director, Talent Acquisition, Otis



Main Conference Day One – Tuesday, October 17, 2023

3:30 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, Klohn Crippen Berger

4:00 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

4:30 pm Chairman's Closing Remarks Derrick R. Barton, CEO, Center for Talent Solutions

4:45 pm - 5:30 pm Networking Drinks Reception



Main Conference Day Two – Wednesday, October 18, 2023

8:45 am Registration and Coffee

9:15 am Chairman's Welcome
Derrick R. Barton, *CEO*, Center for Talent Solutions

9:30 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*

10:00 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*

10:30 am Morning Coffee and Networking



Main Conference Day Two – Wednesday, October 18, 2023

11:00 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

Moderated by:

Derrick R. Barton, CEO, Center for Talent Solutions

Panelists:

Sarah Simpson, Manager, HR Technology, NOV Corporate

Matthew Wiazowski, Talent Acquisition & Internal Mobility Director, Ubisoft

11:45 am Lunch and Talent Acquisition Awards



Main Conference Day Two | Wednesday, October 18, 2023

1:15 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*

1:45 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

Moderated by:

Derrick R. Barton, *CEO, Center for Talent Solutions*

Panelists:

Jenna Kimball, *Talent Acquisition Business Partner, Dentsu International*

Carlos Fernandez, *Director, Talent Acquisition, Houston Methodist*

2:15 pm Chairman's Summary and End of Conference



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