

February 6 - 8, 2012
San Francisco, CA

 Gateway Management, Inc.

Business Analytics Week

Human Resources Planning & Analysis



Strategic Workforce Planning
Human Capital Analytics • Integrated Talent Management
Predictive Analytics for HR Management • Workforce Analytics
Talent Management Performance Analysis • Workforce Scorecards

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Program Agenda



Tuesday, February 7, 2012

8:30 am	<p><i>Keynote:</i> Evidence-Based Decision Making in HR <i>HR decision making that reflects data-driven insight and comprehensive analysis</i> Al Adamsen - Founder and Managing Partner of People-Centered Strategies</p>	
9:45 am	<p><i>Keynote:</i> Human Capital Analytics <i>Link HR initiatives to business outcomes through workforce analytics</i> Brian Wiemhoff - Manager of Human Capital Analytics at Sears Holding Company</p>	
	Track A: Talent Management Planning & Analysis	Track B: Workforce Planning & Analysis
11:00 am	<p>Strategic Talent Initiatives for Competitive Advantage <i>Maximize talent planning, workforce analysis and strategic alignment to optimize performance</i> Andrew Jacobus – HR Systems & Analytics at Hunt Consolidated, Inc.</p>	<p>Strategic Workforce Planning <i>An advanced framework for implementing workforce planning and analysis</i> Lucia J Erwin – Founder and Navigator at Talent Planning Solutions</p>
12:00 pm	Lunch and networking break	
1:00 pm	<p>Talent Planning and Analytics Roadmap <i>A roadmap for improved talent planning and analysis that drives better HCM decision making</i> Al Adamsen – Founder and Managing Partner at People-Centered Strategies</p>	<p>Strategic Workforce Planning Alignment <i>Link workforce planning to organizational planning initiatives</i> Michelle Deneau – HR Business Intelligence Leader at Intuit</p>
2:15 pm	<p>Talent Acquisition Program and Process Excellence <i>Develop a “best in class” program for acquiring and retaining top talent</i> Maranda Baird – VP, Talent Acquisition Manager at Bank of the West</p>	<p>Workforce Planning Insights & Innovations <i>Using data to influence decision making for improved workforce planning</i> Melissa Graves – Director, Organization Insights and Analytics at Starbucks Coffee Company</p>
3:30 pm	<p>Talent Management Performance Analysis <i>Develop and implement an effective talent management system to drive strategic execution</i> Bob Paladino – Founder at Bob Paladino & Associates,</p>	<p>ROWI and Workforce Intelligence <i>Understand the strategic importance of talent investments and Return on Workforce Investment</i> Scott Pollak – Director at Saratoga Institute</p>
4:30 pm	Networking Reception	

Program Agenda



Wednesday, February 8, 2012

8:30 am	<p><i>Keynote:</i> HR Transformation <i>Create a new, transformative vision for HR to lead organizational growth</i> Levent Arabaci - SVP of Human Resources of Hitachi Data Systems</p>	
9:45 am	<p><i>Keynote:</i> Predictive Analytics for Human Resources <i>A data mining approach for predicting voluntary turnover</i> Jason Noriega - Workforce Analytics and Metrics at Lawrence Livermore National Laboratory</p>	
	Track A: Talent Management Planning & Analysis	Track B: Workforce Planning & Analysis
11:00 am	<p>Change Management for Talent Management <i>"Making Change Stick" to drive performance and accountability</i> Marco Morescalchi – Sr. Manager of Performance Management at Nike</p>	<p>Workforce Analytics at Work <i>Case study on competitive advantage through workforce planning and analytics</i> John Vitali – Senior Project Manager of Analytics & Reporting at Southern California Edison</p>
12:00 pm	Lunch and networking break	
1:00 pm	<p>Integrated Talent Management <i>An integrated approach to talent management and talent optimization</i> Lucia J Erwin – Founder and Navigator at Talent Planning Solutions</p>	<p>Build an HR Business Intelligence Team <i>Develop a strong, fact-based HR team with comprehensive data-driven decision making power</i> Michelle Deneau – HR Business Intelligence Leader at Intuit</p>
2:15 pm	<p>Workforce Planning and Talent Management: The Road Ahead (Survey Results) <i>Develop and clarify the path for moving forward – "How to get it done"</i> Al Adamsen - Founder and Managing Partner of People-Centered Strategies</p>	
3:30 pm	Adjourn	