

August 15<sup>th</sup> & 16<sup>th</sup>, 2011  
San Francisco, CA

 Gateway Management, Inc.

# Human Resources planning & analysis 2011

Strategic Workforce Planning  
HR Benchmarking, Reporting and Execution  
Integrated Talent Management  
Predictive Analytics for HR Management  
Communication and Integration  
Advanced Workforce Analytics  
Data Management

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# Summit Agenda



Monday, August 15<sup>th</sup>

8:30 am	<p><i>Keynote</i>  <b>Evidence-Based Decision Making for HR</b>  <i>HR decision making that reflects data driven insight and comprehensive analysis</i>  <b>Al Adamsen</b>, Founder and Managing Partner, <b>People-Centered Strategies, LLC</b></p>		
9:30 am	<p><i>Keynote</i>  <b>Human Capital Analytics</b>  <i>Link HR Initiatives to Business Outcomes through Workforce Analytics</i>  <b>Brian Wiemhoff</b>, Manager of Human Capital Analytics, <b>Sears Holdings Corporation</b></p>		
	Track A: <b>HR Planning &amp; Analysis</b>	Track B: <b>Workforce Planning &amp; Analysis</b>	Track C: <b>Data Management Planning &amp; Analysis</b>
11:00 am	<p><b>HR Measures and Metrics</b>  <i>Utilize HR data to tell a story and improve HR performance</i>  <b>Kathy Doan</b>; AVP, HRIS, <b>Wells Fargo</b>  <b>Sarah Verplank</b>; VP, Human Resources, <b>Wells Fargo</b></p>	<p><b>Workforce Planning Roadmap</b>  <i>A systematic framework for implementing a leading workforce planning program</i>  <b>Lucia J Erwin</b>; Founder and Navigator, <b>Talent Planning Solutions</b></p>	<p><b>Data Quality Analysis</b>  <i>Testing methods for optimal data integrity</i>  <b>Paru Mahesh</b>; Data Quality Manager, <b>Riverbed Technologies Inc.</b></p>
12:00 pm	<b>Lunch and networking break</b>		
1:00 pm	<p><b>HR Scorecards and Dashboards</b>  <i>Develop and implement an effective management system to drive strategic execution</i>  <b>Beth Miska</b>; Divisional VP, HR Communication, <b>Abbott Laboratories</b>  <b>Catherine Mergen</b>; Director, HR Strategy, <b>Abbott Laboratories</b></p>	<p><b>Workforce Insights</b>  <i>Using data to influence decision making for improved workforce planning</i>  <b>Brian Ong</b>; People Analytics Manager, <b>Google</b></p>	<p><b>Data Preparation for Analytics</b>  <i>Process plan to transition raw data to actionable results</i>  <b>March Liao</b>; Sr. Business Intelligence Program Manager, <b>NetApp</b></p>
2:15 pm	<p><b>Continuous Improvement for Human Resources Planning &amp; Analysis</b>  <i>Integrate six sigma process improvement concepts into human resource management</i>  <b>Kas Henry</b>; President, <b>KasHenry, Inc.</b>, and former VP, <b>Career Education Corp</b></p>	<p><b>Strategic Workforce Planning Alignment</b>  <i>Link workforce planning to organizational planning initiatives- Intuit Case Study</i>  <b>Michelle Deneau</b>; HR Business Intelligence Leader, <b>Intuit</b></p>	<p><b>Data Consolidation and Aggregation</b>  <i>Reduce time and improve accuracy of data collection</i>  <b>John Zacharakis</b>, Data Manager, <b>Actelion Pharmaceuticals</b></p>
3:30 pm	<p><b>Predictive Analytics for Human Resources</b>  <i>A data mining approach for predicting voluntary turnover</i>  <b>Jason Noriega</b>; Workforce Analytics and Metrics, <b>Lawrence Livermore National Laboratory</b></p>		<p><b>Data Process Improvement</b>  <i>Standardize data entry tools and data usage processes</i>  <b>Al Adamsen</b>; Founder and Managing Partner, <b>People-Centered Strategies LLC</b></p>
4:30 pm	<p>Technology Brief  <b>Vital Answers to Workforce Analytics</b>  <i>Presented by: <b>eThORITY, Inc</b></i></p>		
4:30 pm	<b>Networking Reception</b>		

# Summit Agenda



Tuesday, August 16<sup>th</sup>

8:30 am	<p><i>Keynote</i>  <b>Integrated Talent Management</b>  <i>An integrated approach to talent management and succession planning</i>  <b>Lucia J. Erwin</b>, Founder and Navigator, Talent Planning Solutions</p>		
9:30 am	<p><i>Keynote</i>  <b>HR Metrics and Workforce Analytics</b>  <i>Understand the strategic importance of talent investments and Return on Workforce Investment</i>  <b>Scott Pollak</b>, Director, Saratoga Institute (PricewaterhouseCoopers)</p>		
	Track A: HR Planning & Analysis	Track B: Workforce Planning & Analysis	Track C: Data Management Planning & Analysis
11:00 am	<p><b>Linking HR Scorecards to HR Analytics</b>  <i>Utilize the Balanced Scorecard to align HR data and performance with HR analytics</i>  <b>Michael Selby</b>; President, Scorecard Partners</p>	<p><b>Workforce Planning and Analytics at Work</b>  <i>Competitive advantage through workforce planning at Adobe Systems</i>  <b>Marilyn Becker</b>; Director of Workforce Planning &amp; Analytics, Adobe Systems</p>	<p><b>Defining Data Ownership</b>  <i>Establish roles and responsibilities for data owners and end users</i>  <b>Masha Bykin</b>; Data Governance Specialist, AAANC</p>
12:00 pm	Lunch and networking break		
1:00 pm	<p><b>Build a HR Business Intelligence Team</b>  <i>Develop a strong fact based HR team with comprehensive data driven decision making power</i>  <b>Michelle Deneau</b>; HR Business Intelligence Leader, Intuit</p>	<p><b>HR Business Partner</b>  <i>Drive strategic workforce planning through a consultative business partnership and enhance business knowledge</i>  <b>Kris Hamner</b>; Executive Director of HR, Hewlett-Packard</p>	<p><b>Data Privacy and Security</b>  <i>Role of Data Masking in enterprise security and privacy assurance against insider breaches and compliance with data-centric regulations</i>  <b>Rao Charagondla</b>; Manager, CIO Advisory, PricewaterhouseCoopers</p>
2:15 pm	<p><b>Workforce Planning: The Road Ahead (Survey Results)</b>  <i>Develop and clarify the path for moving WP&amp;A forward – “How to Get it Done”</i>  <b>Al Adamsen</b>, Founder and Managing Partner, People-Centered Strategies, LLC</p>		<p><b>Enterprise Information Integration</b>  <i>Harness data assets to promote better strategic planning and drive execution</i>  <b>Anjan Dutta</b>; Director, Enterprise Applications, BioMarin Pharmaceuticals Inc.</p>
3:30 pm	Adjourn		

