

Workforce Planning & Analysis *2010*



Competitive Advantage through Workforce Planning & Analysis
Forecasting & Scenario Planning ♦ Segmentation & Capacity Planning
Data Consolidation & Aggregation ♦ HR Metrics & Workforce Analytics
Strategic Workforce Planning, Communication & Reporting



Program Agenda

Monday, September 27th, Day One

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|----------|---|
| 8:00 am | Registration, orientation and continental breakfast |
| 8:30 am | Keynote: Competitive Advantage through Workforce Planning and Analysis Drive optimal decision making through extensive qualitative and quantitative analysis |
| 9:45 am | Keynote: HR Metrics and Workforce Analytics Utilize KPIs and performance drivers to improve workforce planning results |
| 11:00 am | Data Consolidation and Aggregation Reduce time and improve accuracy of data collection |
| Noon | Lunch & Networking Break |
| 1:00 pm | Workforce Forecasting and Scenario Planning Forecasting models, "what if" scenarios and predictive analysis for workforce planning |
| 2:15 pm | Workforce Segmentation and Capacity Planning Identify core roles, measure strategic impact and fill talent gaps |
| 3:30 pm | Workforce Intelligence Forum Panel Best practices in workforce forecasting, modeling and planning |
| 4:30 pm | Technology Brief Leverage technology, integrate workforce analytics and become HR business partner |

Tuesday, September 28th, Day Two

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|----------|---|
| 8:00 am | Registration, orientation and continental breakfast |
| 8:30 am | Keynote: Strategic Workforce Planning Case study linking human capital strategy to organization strategy |
| 9:45 am | Workforce Scorecard Develop, implement and leverage a Workforce Scorecard that drives strategic execution |
| 11:00 am | Communication and Integration Achieve and monitor performance by promoting workforce planning and talent awareness |
| Noon | Lunch & Networking Break |
| 1:30 pm | Talent Management Solutions An Integrated approach to Talent Management |
| 2:45 pm | Workforce Intelligence Forum Panel In-depth discussion around the future direction of workforce planning and analysis |
| 4:30 pm | Adjourn |

Workforce Planning & Analysis 2010

Workforce Planning & Analysis 2010 is a comprehensive training opportunity that provides best practice case studies, hands on application workshops, small group trainer consultation, interactive roundtable dialogues and peer to peer networking. This format allows attendees to assess best practices from leading organizations, then learn to apply the challenging approaches through hands on learning and lastly, provide small group trainer consultation to address specific needs.

The 2010 WP&A Summit Snapshot

- 2 days of advanced Workforce Planning & Analysis strategies
- 10 presentations on innovative topics
- 2 application workshops
- Best practice case studies from industry leading practitioners and methodologists
- Take home presentations
- Small group software demonstration opportunity

Workforce Intelligence Forum



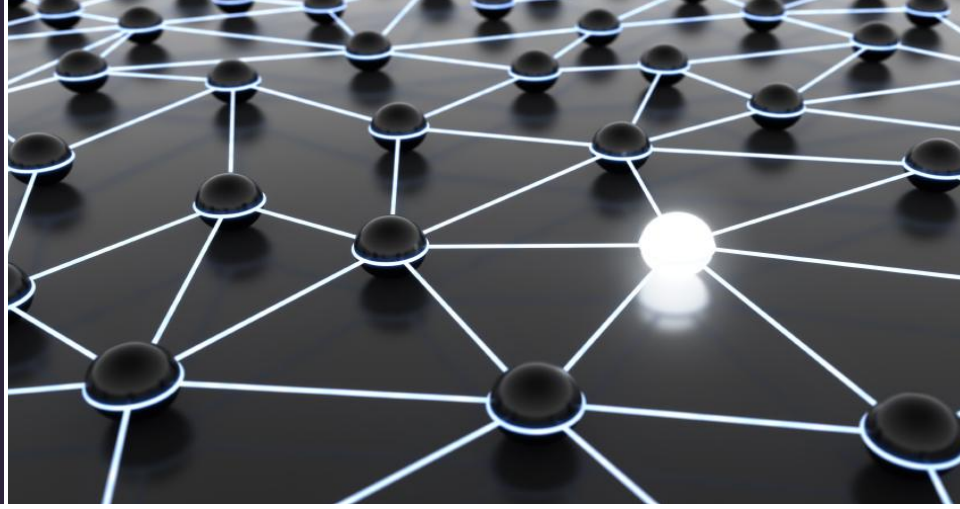
In today's marketplace, talent can be the key differentiator in challenging markets. Your ability to attract, engage and retain top talent will positively affect results. In addition, effective Workforce Planning will ensure that human capital strategies are linked to organizational strategies.

Workforce Planning and Analysis 2010 is designed to give you effective tools for forecasting, measuring and managing organizational needs for being a talent driven organization. This forum provides best practices, case studies, hands on learning approaches and interactive dialogue sessions.



Day One:

Keynote Case Studies & Best Practices



8:30 am

Keynote: Competitive Advantage through Workforce Planning and Analysis

Drive optimal decision making through extensive financial and quantitative analysis

- Effective analysis that allows senior management to make more informed decisions
- Decision support aligned to business needs and objectives
- Leverage knowledge of key workforce measures to optimize performance
- Develop a management system to ensure effective execution
- Evaluate talent needs, gaps and succession planning

9:45 am

Keynote: HR Metrics and Workforce Analytics

Utilize KPIs and performance drivers to improve workforce planning results

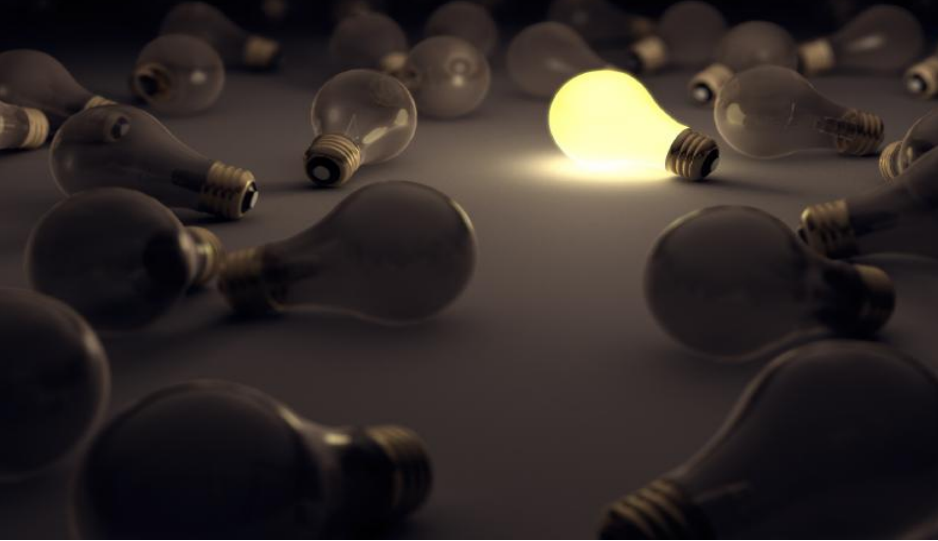
- Utilize measures that drive accountability and performance
- Determine what KPIs are essential to meet strategic objectives
- Assess the input and performance metrics utilized in the forecasting process
- Utilize a manage system to monitor and drive performance
- Develop timely, engaging reports with thorough analysis of results

11:00 am

Data Consolidation & Aggregation

Reduce time and improve accuracy of data collection

- Develop time efficient and cost effective data gathering strategies
- Consistently extract, analyze and collate data from a variety of sources
- Identify and evaluate process improvement methodologies for data collection
- Implement controls to ensure data flow and integrity
- Cascade strategies across functions and departments to ensure successful execution



Day One:

Best Practices & Strategy Sessions

1:00 pm

Workforce Forecasting and Scenario Planning

Forecasting models, "what if" scenarios and predictive analysis for workforce planning

- Develop driver based models that incorporate key business drivers
- Utilize "what if" scenarios for exploring alternative decisions or actions to predict possible outcomes
- Capitalize on analytics to improve forecasting and planning
- Take advantage of innovative tools for improved predictability
- Develop better line of site to business and talent needs

2:15 pm

Workforce Segmentation and Capacity Planning

Identify core roles, measure strategic impact and fill talent gaps

- Develop a workforce plan based on roles of strategic importance
- Manage resource planning by strategic impact and drivers of performance
- Identify key competencies and necessary skills for key roles
- Collect data to gain insight on workforce profile and future human capital trends
- Incorporate competency frameworks and leadership development programs aligned to the company's strategic goals.

3:30 pm

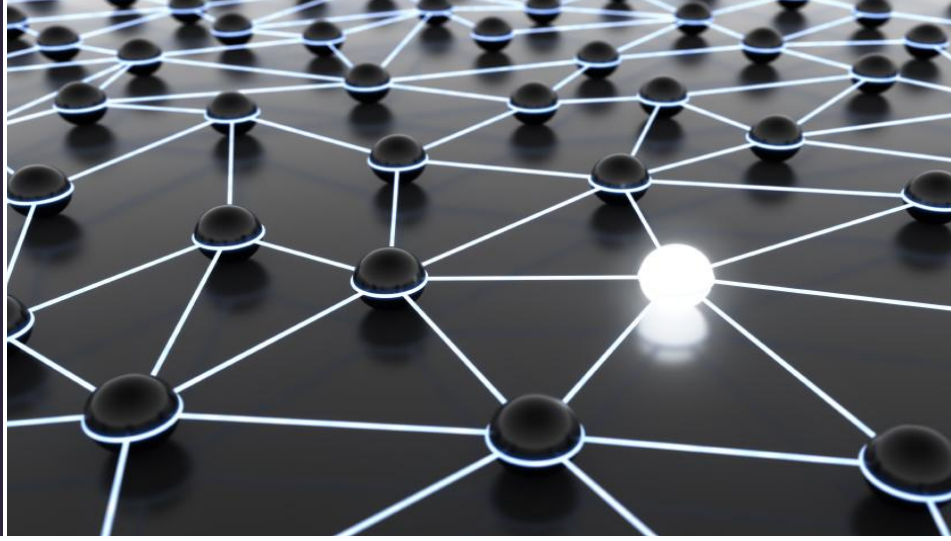
Workforce Intelligence Forum Panel

Best practices in workforce forecasting, modeling and planning

- Uncover best practices in Workforce Planning from leading organizations
- Discuss forecasting capabilities, opportunities and restraints
- Challenge current concepts and strategies through interactive dialogue with contemporaries
- Share stories from the field, scenarios and outcomes for future planning
- Share success stories and failures

Day Two:

Keynote Case Studies & Best Practices



8:30 am

Keynote: Strategic Workforce Planning

Case study: Integrating and linking human capital strategy to organizational strategy

- Effective analysis that allows senior management to make more informed decisions
- Develop linkages between workforce planning, strategic planning and execution
- Decision support aligned to business needs and objectives
- Leverage knowledge of key workforce measures to optimize performance
- Identify key drivers for measuring and managing workforce needs

9:45 am

Workforce Scorecard

Develop, implement and leverage a Workforce Scorecard that drives strategic execution

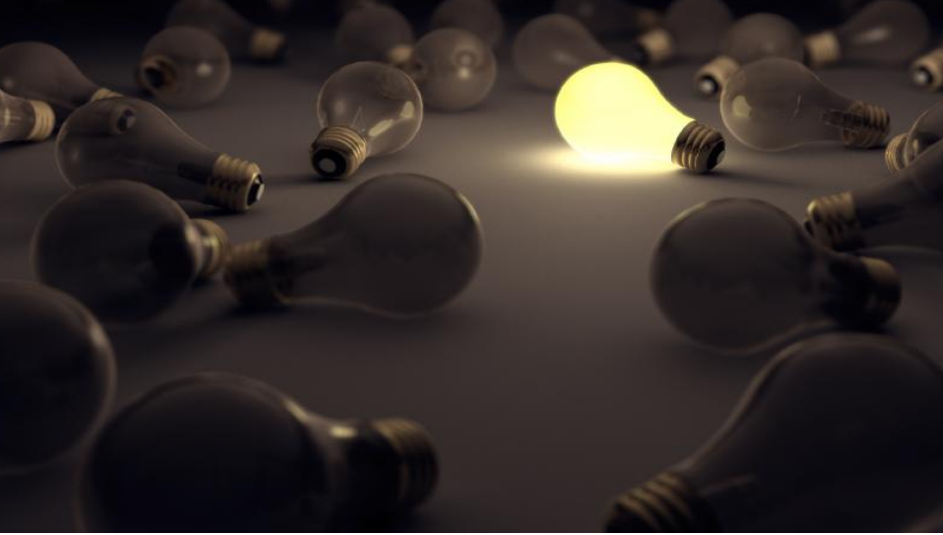
- Develop a talent map with core roles, skills and objectives
- Create a workforce specific scorecard that aligns to organization scorecards or BSC
- Implement KPIs that link to operational drivers and strategic objectives
- Utilize key drivers for measuring and maximizing human capital results
- Implement KPIs to drive, manage and monitor performance

11:00 am

Communication and Integration

Achieve and monitor performance by promoting workforce planning and talent awareness

- Maximize the liaison role between HR and executive decision makers
- Incorporate workforce planning and analysis throughout the organization
- Translate workforce data to engage employees and attain improved buy-in
- Provide access to information to promote accountability and transparency
- Assist departments and business units track and achieve their performance



Day Two:

Intensive & Interactive Application Workshops

1:00 pm

Talent Management Solutions

An Integrated approach to Talent Management and Succession Planning

- Create clearly defined linkages between talent planning processes, talent management needs and organizational strategies
- Identify core roles, manage talent needs, implement KPIs and monitor evolving trends
- Optimize performance by attracting, engaging and retaining top talent
- Ensure resourcing priorities are met through effective training, succession planning and talent development
- Lifecycle modelling for talent management and succession planning
- Develop procedures to assess, manage and reports results

2:45 pm

Workforce Intelligence Forum Panel

In-depth discussion around the future direction of workforce planning and analysis

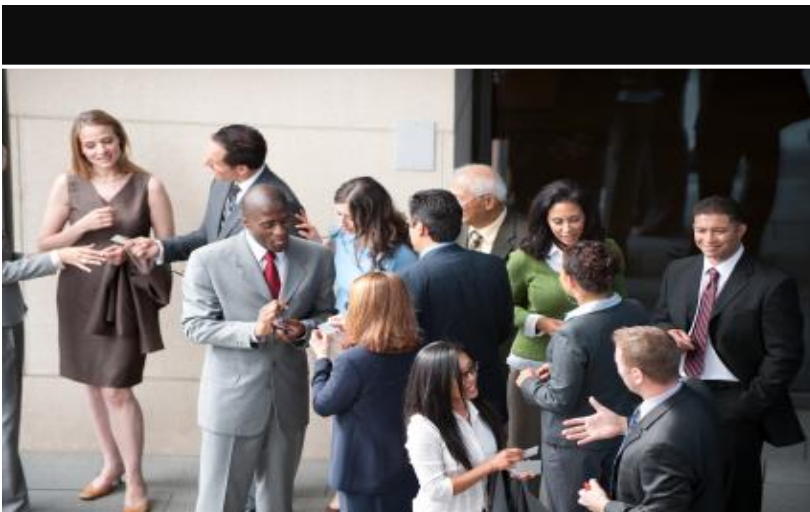
- Analyze the current and future challenges in Workforce Planning
- Peer to Peer observations that focus on determining the SWP landscape
- Share stories from the field, scenarios and outcomes for future planning
- Discuss the future of Workforce Planning and the "fast track" to success
- Career advancement and opportunities for Workforce Planners

Networking Opportunities

Not only do attendees come to learn innovative skills and best practices in workforce planning, they also come to meet with peers from different industries across the nation. Keeping this in mind, we have chosen the most unique, tasteful and thought provoking environment available in San Francisco to host a networking reception.

Network with colleagues and industry experts in one of the nation's most esteemed art galleries.

John Pence Gallery is located in the heart of the city, exhibiting classical American realist paintings in this expansive pavilion. During this reception, guests are offered the opportunity to peruse the collection and mingle with colleagues and presenters. A representative will be on hand to answer any questions about the city, the conference or the art.



Workforce Planning & Analysis 2010

Mastered Program DVD

WP&A 2010 provides a breadth of useful training, case studies and best practices, delivered by industry experts and practitioners. Gateway Management provides access to a mastered program DVD for organizations that want a second chance to view this content or share it among others in their WP&A divisions. This DVD is available for purchase by any attending organization.

Take advantage of pre-conference pricing for the program DVD. Any registered attendee(s) will receive the early purchase rate of:

\$ 799.⁰⁰

For more information on the mastered program DVD, please contact Alex Smith at:

asmith@gmi-solutions.com



San Francisco

Area, Venue & Travel Information



Earn CPEs



CPE Credits: 12

Gateway Management is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors, 150 Fourth Avenue North, Suite 700, Nashville, TN, 37219-2417. Web site: www.nasba.org.

Program Level: Basic
Delivery Method: Group-Live
Prerequisites: None
Advanced Preparation: None

Area – San Francisco, Union Square

Located on San Francisco’s historic Union Square, our venue is located in the heart of the city’s shopping, restaurant, accommodation and entertainment epicenter. Gateway Management has on-the-ground knowledge of the area’s best restaurants, hotels and shows to maximize your experience outside the Summit.

Hotel and Accommodation Facilities

Our venue’s prime location offers dozens of choices of accommodations from boutique to internationally recognized brands.

Travel

There are two convenient airports to serve attendees; San Francisco and Oakland International. Both have convenient public transportation by way of BART. Take BART from either airport toward Downtown San Francisco where you will exit at Powell Street Station. Use the accompanying map to walk or cab the 4 blocks to our venue

Venue – Hilton San Francisco Union Square

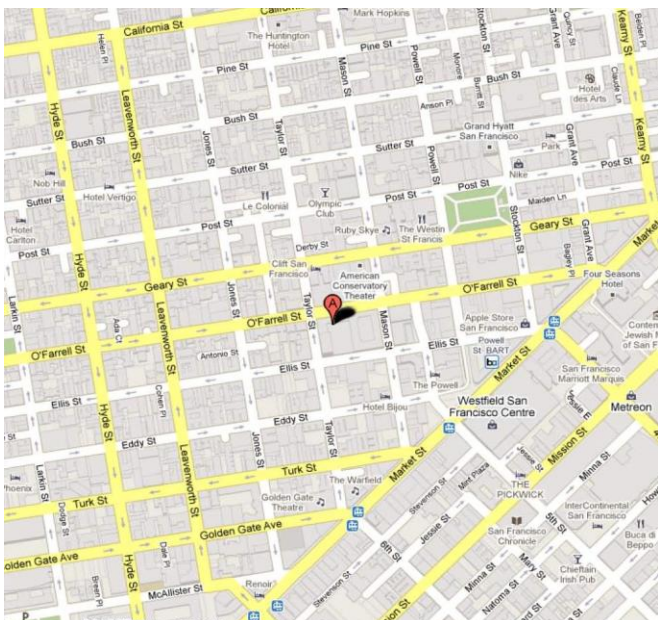
Venue Address:

Hilton San Francisco Union Square

333 O’Farrell Street, San Francisco, CA 94102

To view area map and venue location hold the CTRL key and:

❖❖❖ [Click Here](#) ❖❖❖





Registration & Contact Information

Registration Form

Name _____

Title _____ Organization _____

Street Address _____

City/State/Zip _____

Telephone _____ Fax _____

Email _____

Payment Information

Check/Purchase Order

Credit Card

Name on Card _____

Card Number _____

Expiration Date _____ CV2 (card verification number) _____

Billing Address _____

City/State/Zip _____

Cancellation/Rescheduling Policy

All cancellations that made four weeks or longer from the summit's start date will be provided a full refund or credit toward current or future Gateway Management programs. Any cancellations made within four weeks of the programs start date will be provided with credit toward current or future Gateway Management programs.

Fees ♦ Registration

Early Registration \$ 1,599.00

Standard Registration \$ 1,799.00

4 Attendee Group Rate \$ 4,995.00

Additional Attendee \$ 1,299.00

Mastered Event DVD \$ 799.00

For "Early Registration", register by July 30, 2010

Call

510-984-3620

Fax

510-380-7377

Online

www.gmi-solutions.com

For group discounts, packages and local information please email Alex Smith:

asmith@gmi-solutions.com