Reducing Workforce Risks and Adapting to Business Change
To Ensure Future Success

June 10 – 12, 2015
Westin Lake Las Vegas Resort, Henderson, NV
Adapting To Business Change and Reducing Workforce Risk

Today’s context

The common consensus is that we live in a time in which business change is continual, highly accelerated, often disruptive of the status quo, and sometimes quite unexpected. There is a critical need for companies to continually adapt to new and evolving strategies, business models, and technologies. Organizations that master the organizational agility and talent flexibility to deliver results from their workforce in this context of rapid change will be the ones that win in the marketplace.

Comprehensive Talent Planning Needed

Comprehensive and holistic approaches are called for today more than ever. These are approaches that involve stakeholders from all over the company. They require expertise in many diverse components including critical role segmentation, predictive analytics, gap closing talent strategies, and future strategic foresight.

The Critical Question for Attendees

How can we ensure we will succeed tomorrow and that we will have the relevant skills, the top performers, where we will need them, and when we will need them, to execute on our business strategies as we continually adapt to this accelerated, potentially disruptive business change, as it happens?

Conversely, how can we reduce our risk so that we will not be blindsided, and find we do not have the capable workforce we will need to compete in a complex and uncertain future?

Facing the Truth of Our Current State

Let’s look closer. Every company “does” Workforce Planning from the fact that you depend on the capability of your talent to compete. And yet very few companies have succeeded in sustaining a Best Practice in enterprise Strategic Workforce Planning. Many companies have mastered one or several of the components for success, and yet the integration is lacking.

I have conversed with many executives who have piloted implementations of Strategic Workforce Planning within individual business units, who have collaborated well with HR Business Partners and OE consultant leaders. Some have been part of teams that grew into COE’s in SWP and Talent Analytics. Much has been accomplished; much remains.
Learning As An Experienced Beginner

The truth is that there is still much to be learned about the fundamentals. The sense is that the stakes are higher in getting SWP right! Many practitioners with solid WFP experience still tell me they think of themselves as “experienced beginners”.

DAY ONE as Preparatory Interactive Workshops

Our First Day focus on Preparatory Interactive Workshops is to help executives build on their knowledge while learning the latest innovations for today’s strategic workforce planning & human capital analytics. It is intended for those at all levels of implementation experience including experienced beginners! Practitioners of WFP help facilitate these workshops.

DAY TWO & THREE You select a breakout to be with others of your level of expertise

For Day Two & Three we separate into Two Tracks in the afternoons. Sessions are divided by content that is geared towards Beginners in one track and content (discussion) that is geared towards those with more mature practices in Talent Planning and Workforce Analytics.

Beginner Track for Workforce Planning

This Track shares the experience of practitioners who have succeeded in implementing elements of Strategic Workforce Planning.

Intermediate Track on SWFP & HCA

This Track is facilitated by experienced practitioners to discuss advanced topics in Strategic Workforce Planning and Workforce Analytics in a Think Tank format.

Why Now

I feel there is building an urgency among HR and Talent executives to really raise the bar on their capability to be Strategic Partners To The Business and help execute tools and methods in the business to support business performance and win in a very tough environment.

You can reach me in advance of the conference on LinkedIn.
http://www.linkedin.com/in/mgstrategic

Warm regards,
Mark G. Goldberg,
Conference Producer, TMA Agile Workforce Planning Summit
Twitter at @Goldberg_Mark

The TMA Difference

TMA strictly enforces an attendance policy to guarantee the best possible experience for our speakers and attendees. TMA maintains a 70/30 split between practitioners from end user companies and vendors that provide talent management and recruitment solutions. www.the-tma.org
Speakers and 2015 Advisory Board Members

» Akil Walton, Vice President, Talent Management and Organizational Effectiveness, Aleris
» Bonnie Dolence, Manager, Workforce Planning & Analytics, FedEx Ground
» Heather Whiteman, Leader, Strategic Workforce Planning & Integrated Talent Management, GE Software
» David Schutt, Workforce Planning & Analytics Practice Leader, HR Strategy & OE, Pacific Gas & Electric (PG&E)
» Yvette Salvatico, Partner, Kedge; Former Manager, Workforce Insights, Disney
» Franz Gilbert, Manager, Human Capital Planning, Gulf Stream
» Angela Sheffield, Independent SWFP Coach; Formerly, Head, Strategic Workforce Planning, Applied Materials
» Michael Manning, Principal Manager, HR Shared Services, Edison International
» Karen O’Leonard, Vice President, Benchmarking & Human Capital Analytics, Bersin by Deloitte
» Kristine Eelkema, Chief, Strategic Planning Analysis & Reporting, U.S. Citizenship & Immigration Services, DHS

Subject Matter Experts

» John Gibbons, formerly, Principal Researcher, Human Capital Analytics, Conference Board; Vice President, Research, Institute for Corporate Productivity (i4CP)
» Peter Louch, CEO, Vemo
» Mary Young, Principal Researcher, Human Capital, Conference Board
» Michael DeMarco, Senior Talent Consultant, Human Capital Education, Talent Management Alliance
» Omar Divina, BetterWorks New York
» Mary Ann Downey, Principal, HR Metrics Coach; Formerly Manager, HR Analytics, ING
» Mick Collins, Vice President, Workforce Analytics & Planning, Success Factors
» Edith Onderick-Harvey, President & Founder, Factor in Talent; Author, Getting Real: Strategies for Leadership in Todays Innovation-Hungry, Time-Strapped, Multi-tasking World of Work

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Join an event, share an experience http://on.fb.me/yx8BVp

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Added Practitioner Presenters and Panelists for 2015

» Russell Klosk, Formerly Workforce Strategy Leader – ITO Strategic Labor Initiatives, HP Enterprise Services, HP

» Stephanie Glassburn, Senior Analyst, Strategic Workforce Planning and Talent Analytics, Toyota Financial Service

» Quinn Thompson, Director, Global Diversity & Talent Acquisition, International Paper

» Michael LeBrun, Strategic Workforce Planning & Talent Analytics, Toyota Financial Services

» Natalie Black, Workforce Planning, Red Bull

» Jan Hunter, Director, CareerSTAT, National Fund for Workforce Solutions: Formerly, Director, Workforce Planning, John Muir Health

» David Heler, Principal Advisor - Workforce Capital Advisors Nuclear Human Resources Group (NHRG)

» Andrew Jacobus, Formerly, Strategic Leader – Workforce Planning & Analytics; Leader, Talent Insights, Amgen

» Carol Taber | Accounting & Financial Services Manager | Snohomish County Planning & Development Services

» Clay White, Planning and Development Services Director, Snohomish County Planning & Development Services

» Tomya Ryans, Vice President, Talent Acquisition, Memorial Sloan Kettering

» Melissa Feigelson, Ph.D., Manager, Workforce Analytics, BASF

» Tony Marco, Director, Human Resources, APS (Arizona Public Service)

» Jane Barrett, Head of Global Workforce Planning, Ericsson

» Jackie Beard, System Director, Talent Acquisition and Workforce Development, Norton Healthcare System

» Nick Nethery, HR Business Analyst, Norton Healthcare System

» Virginia Liu, Workforce Analytics and Planning Consultant, Clorox

» Joe DeConno, HR Operations and Projects Leader, GE Transportation

» John Vitali, Senior Project Manager, HR Strategy & Workforce Insights, Edison International

» Rob Eidson, Senior Director, Workforce Analytics & Planning, Aasonn

» Jill Dobbe, Strategic Workforce Planning Program Manager, Deere & Company World Headquarters

» Natalie Howard, City Clerk, Albuquerque: Formerly, Manager of Public Service University
PRE CONFERENCE WORKSHOP DAY
Wednesday June 10th, 2015

PREPARING READINESS for strategic workforce planning & human capital analytics
For Beginners at all level of Experience and Implementation

8:30-9:15 Opening Keynote: Challenging our Assumptions with Strategic Workforce Planning, Predictive Talent Analytics, Workforce Intelligence and Big Data & Implementation strategies for Integrated Talent Management

9:00-12:00 REVISITING THE-SWFP-ROADMAP: Questioning Traditional Models as Businesses Change Strategy and Focus in Digital World

This session will review and broaden how we look at traditional ways of approaching how to implement Strategic Workforce Planning using tried and true past models and frameworks. Businesses change strategies very fast today in response to external PESTLE transformations. In certain models we look at closing talent gaps through build versus buy decisions. Recent approaches are looking at how we can find a solution that balances contrasting needs for (Hi Po) development, retention, redeployment, contingency roles, and recruitment. What is the best way to maintain a holistic organizational view that connects stakeholders top down and bottom up in other specialties of HR and across functions in IT, marketing, and finance.

Led by
Michael DeMarco, Senior Talent Consultant, Human Capital Education, Talent Management Alliance

Facilitator
Michael Manning, Principal Manager, HR Shared Services, Edison International

Virginia Liu, Workforce Analytics and Planning Consultant, Clorox

Angela Sheffield, Independent SWFP Coach; Formerly, Head, Strategic Workforce Planning, Applied Materials

9:00-12:00 USING PREDICTIVE ANALYTICS And WORKFORCE EFFECTIVENESS METRICS for achieving Performance and Business outcomes

We read and hear about the potential power that resides in our Workforce Data to make a positive impact on our Business – if only we can unlock it!
This session is a “from the trenches” perspective of how practitioners have influenced business decision making, impacted business outcomes and changed management behaviors. How does predictive analytics effect outcomes (or does it?). Which effectiveness metrics made a difference and which sounded good in theory but had a low yield?

Led by
Mary Ann Downey, Principal, HR Metrics Coach; Formerly Manager, HR Analytics, ING

Facilitators
Melissa Feigelson, Ph.D., Manager, Workforce Analytics, BASF
Quinn Thompson, Director, Global Diversity and Talent Acquisition, International Paper
Andrew Jacobus, Workforce Planning and Analytics Consultant; Formerly, Leader – Talent Insights, Amgen

12:00-1:00 Lunch
01:00-03:15 The STRATEGY-DRIVEN WORKFORCE: Strategy Formulation, Business Models, and Strategic Analytics as the lynchpin understanding necessary for Strategic Workforce Planning.

This session answers questions that pertain to understanding the strategy “piece” behind the Strategic Workforce Planning Models. How can I understand strategy execution without also comprehending the essential frameworks and analytic tools that are used in Business strategy formulation? How can I connect the dots between Strategic Analytics and Strategic Workforce Planning? What are Talent Action Plan Strategies to close workforce gaps that come from changing business strategies?

Michaels Arts and Crafts; Former Senior Faculty and Trainer, SWP, HCI 2005-2010

01:00-03:15 THE SWP CHANGE MANAGEMENT JOURNEY: Socializing Talent Strategy to Implement Workforce Plans to Gain Agility

This session is a discussion with expert practitioners who have lead organizations through the change management curve to embed WFP into the regular business cadences. Learn how they captured the attention of their Leaders, how they found the key trigger points, built credibility and moved the organization to see SWFP as a critical business process.

Led by
Edith Onderick-Harvey, President & Founder, Factor in Talent; Author, Getting Real: Strategies for Leadership in Todays Innovation-Hungry, Time-Strapped, Multi-tasking World of Work
John Gibbons, formerly, Principal Researcher, Human Capital Analytics, Conference Board; Vice President, Research, Institute for Corporate Productivity (i4CP)
Facilitators
Clay White, Planning and Development Services Director, Snohomish County Planning Development Services
Kristine Eelkema, Chief, Strategic Planning Analysis & Reporting, U.S. Citizenship & Immigration Services, DHS

03:15-03:45 Networking Exchange and Break

03:45-4:45 KEYNOTE: Planning for the future is yesterday’s solution. Creating the future is today’s success!

Today’s super accelerated, volatile environment demands we approach everything with a new lens and Strategic Workforce Planning is no exception. Rather than relying for how we imagine the future solely on our quantitative based approaches, what if we consciously developed a futures thinking competency within our organizations? Equipped with this 21st Century mindset, our leaders (and, as a result, our organizations) would be more adaptive and resilient, able to embrace change with agility, and adapt to new conditions seamlessly.

Creating this workforce of the future in your own company is not easy, but it’s not rocket science either. Learn how leading organizations are using Strategic Foresight to stop planning for the future and instead create it.

Takeaway practical insights and use them immediately back at your office:

» Understand how trends around the workforce of the future will completely reframe the talent landscape.
» Explore how a leading organization positioned HR to serve as the strategic partner of choice through creating a global foresight practice.
» Expand your field of vision around the possibilities of the future so that you can make better maps and decisions in the present.

Yvette Salvatico, Partner, Kedge; Former Manager, Workforce Insights, Disney
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<tr>
<th>Time</th>
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| 8:15-8:45  | Welcome of Conference Co-Chairs Introduction of the WFP 2015 Advisory Board | Co-Chairs  
Yvette Salvatico, Partner, Kedge Futures; Former Manager, Workforce Insights, Disney  
Mary Ann Downey, Principal, HR Metrics Coach; Formerly, Manager HR Analytics, ING  
Bonnie Dolence, Manager, Workforce Planning & Analytics, FedEx Ground |
| 8:45-9:30  | CONVERSATION: About driving long-term success in workforce planning and people analytics | Michael Manning, Principal Manager, HR Shared Services, Edison International  
Peter Louch, CEO, Vemo |
| 9:30-10:00 | Networking Refreshment Break                                           |                                                                                                   |
| 10:00-11:00| CASE STUDY: The Intersection of Integrated Talent Management and Strategic Workforce Planning & Analytics at GE Software: | Heather Whiteman, Leader, Strategic Workforce Planning & Integrated Talent Management, GE Software |
| 11:00-11:45| Presentation: On Best Practices in Workforce Analytics and Workforce Planning | Mick Collins, Vice President, Workforce Analytics & Planning, Success Factors TBD |
| 11:45-12:30| CASE STUDY: The Next Iteration: Utilizing a Global Playbook for Integrating Strategic Workforce Planning and Analytics at International Paper | Quinn Thompson, Senior Director, Talent Acquisition, International Paper |
| 12:30-1:30 | Lunch topic discussion  
Technology and WFP – are we getting enough value from potential big data solutions? What are we leaving on the table? |
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<tr>
<th><strong>Beginner Track for Workforce Planning</strong></th>
<th><strong>Advanced Track on SWFP &amp; HCA</strong></th>
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<tr>
<td>Sharing the experience of practitioners who have succeeded in implementing Strategic Workforce Planning in their organizations</td>
<td>Roundtables with experienced leaders in workforce planning to discuss Advanced Topics for Strategic Workforce Planning</td>
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1:30 – 2:30 **CASE STUDY** of the Practice of Workforce Planning at Norton HealthCare followed by PANEL DISCUSSION On Lessons Learned.

**Case Study Presented by**
Jackie Beard, System Director, Talent Acquisition and Workforce Development, Norton Healthcare System

Nick Nethery, Talent Acquisition & Workforce Development Analyst, Norton Healthcare System

**Discussion led by**
Jan Hunter, Director, CareerSTAT Program, National Fund for Workforce Solutions: Formerly, Director, Workforce Planning, John Muir Health

1:00 – 2:30 Employee Life Cycle and Strategic Analytics: Three Mini Case Study implementation presentations designed to stimulate discussion among practitioners with some experience in Workforce Analytics.

1. The journey from a workforce reporting gopher to a valued internal consultant
John Vitali, Senior Project Manager, HR Strategy & Workforce Insights, Edison International

**Other Facilitators Include**
David Schutt, Workforce Planning & Analytics Practice Leader, HR Strategy & OE, Pacific Gas & Electric (PG&E)

Bonnie Dolence, Manager, Workforce Analytics, FedEx

Angela Sheffield, Independent SWFP Coach; Formerly, Head, Strategic Workforce Planning, Applied Materials

Quinn Thompson, Director, Global Diversity & Talent Acquisition, International Paper

Franz Gilbert, Manager, Human Capital Planning, Gulfstream

2:30 – 3:15 How can we successfully roll out an integrated talent management road map to complement Strategic Workforce Planning!

Joe DeConno actually rolled out the ITM road map that Heather Whiteman implemented in the GE business she oversees as Strategic Workforce Planning Leader. They will in turn share what they learned to facilitate discussion on this critical step of socializing and integrating capability building with business stakeholders.

Joe DeConno, HR Operations and Projects Leader, GE Transportation

Michael LeBrun, Strategic Workforce Planning & Talent Analytics, Toyota Financial Services

Stephanie Glassburn, Senior Analyst, Strategic Workforce Planning and Talent Analytics, Toyota Financial Services

3:15 – 3:30 Networking Break
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<tr>
<td>3:30 – 4:10 pm</td>
<td>Getting Results From Strategic Workforce Planning at Snohomish County Services</td>
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<td>Clay and Carol will share their story and lessons learned about implementing strategic workforce</td>
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<td>planning as the strongest component of their response to a volatile business environment and</td>
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<td>uncertain economic times. Four years into this wild ride, PDS has successfully embedded</td>
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<td>workforce planning strategies into its daily operations, resulting in a culture that supports the</td>
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<td>employee. They will share concrete examples from these four years of their results including</td>
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<td>the evolution of their collaboratively derived, written workforce plans measured against their</td>
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<td>progress. They will share the specifics of how communication, engagement, and analytics are keys</td>
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<td>they use to quickly adapt to change and maintain financial stability. Their program has inspired</td>
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<td>other larger stakeholders within Government on how to better retain and attract talent</td>
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<td>Carol Taber, Accounting &amp; Financial Services Manager, Snohomish County Planning &amp; Development</td>
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<td>Clay White, Planning and Development Services Director, Snohomish County Planning &amp; Development</td>
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<td>4:10 – 4:40 pm</td>
<td>Implementing Strategic Workforce Planning in the U.S. Department of Homeland Security</td>
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<td>Kristine Eelkema, Chief, Strategic Planning Analysis &amp; Reporting, U.S. Citizenship &amp; Immigration</td>
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<td>3:30 – 4:30</td>
<td>Discussion: The Quest for Global Workforce Planning and Human Capital Metrics Standards,</td>
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<td>Transparency, And Shareholder Value</td>
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<td>Led by Franz Gilbert, Manager, Human Capital Planning, Gulf Stream</td>
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<td>Russell Klosk, Formerly Workforce Strategy Leader – ITO Strategic Labor Initiatives, HP</td>
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<td>Enterprise Services, HP</td>
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<td>4:45 - 5:30</td>
<td>PLENARY PRESENTATION: Driving Human Capital Innovation and Operational Excellence Through</td>
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<td>» How the experience of work is changing and the future of work</td>
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<td>» Using framework of goals for nimble and agile operational excellence</td>
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<td>» Assembling right teams for right reasons based on evidence for cross functional execution</td>
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<td>on innovation</td>
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<td>» Looking at examples of how some high performing global organizations are leading the way</td>
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<td>Speaker: Omar Divina, Head of Betterworks, New York</td>
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<td>6:00</td>
<td>Conference Reception</td>
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## MAIN CONFERENCE DAY 2
Friday June 12th, 2015

<table>
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<tr>
<th>Time</th>
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| 8:15-9:00  | CASE STUDY: Talent Strategies and New Learning Partnerships in the City of Albuquerque  
  Natalie Howard, City Clerk, Albuquerque: Formerly, Manager of Public Service University |
| 9:00 – 9:45| PANEL DISCUSSION: Changing the Game with Finance:  
  *Panel Moderated by*  
  John Gibbons, formerly, Principal Researcher, Human Capital Analytics, Conference Board; Vice President, Research, Institute for Corporate Productivity (i4CP)  
  Jane Barrett, Head of Global Workforce Planning, Ericsson  
  Natalie Black, Workforce Planning, Red Bull |
| 9:45-10:15 | Morning Networking Break |
| 10:15-11:00| Big Data, Employee Trust, and Human Capital Analytics  
  New data sources and analytic tools raise many new questions about the ethics and legalities of workplace analytics and its uses, including strategic workforce planning. These new ways of collecting employee data may also raise distrust. As human capital analytics becomes an increasing important source of competitive advantage, companies must establish sound practices in data stewardship and governance and make these practices transparent to stakeholders throughout the organization. Mary will share her new research on how leading companies are navigating these challenging waters.  
  Dr. Mary Young, Principal Researcher, The Conference Board |
| 11:00-12:00| A Robust Discussion with Luminaries of Strategic Workforce Planning: Globalization the Emergence of Big Data in Workforce Analytics, and Asking What Are the New Burning Platforms Driving Today’s Strategic Workforce Planning  
  *Moderated by*  
  Dr. Mary Young, Principal Researcher, The Conference Board  
  Angela Sheffield, Independent SWFP Coach; Formerly, Head, Strategic Workforce Planning, Applied Materials  
  Russell Klosk, Formerly Workforce Strategy Leader – ITO Strategic Labor Initiatives, HP Enterprise Services, HP  
  Quinn Thompson, Director, Global Diversity & Talent Acquisition, International Paper  
  Michael Manning, Principal Manager, HR Shared Services, Edison International  
  Heather Whiteman, Leader, Strategic Workforce Planning & Integrated Talent Management, GE Software  
  David Schutt, Workforce Planning & Analytics Practice Leader, HR Strategy & OE, Pacific Gas & Electric (PG&E) |
| 12:00-1:00 | Networking Lunch |
| **Beginner Track for Workforce Planning**  
| Sharing the experience of practitioners who have succeeded in implementing Strategic Workforce Planning in their organizations |
| 1:00 – 1:45 CASE STUDY: Proprietary Workforce Planning Process Aligning with Rapid Change at Memorial Sloan Kettering |
| Tomya Ryans, *Vice President, Talent Acquisition, Memorial Sloan Kettering Cancer Center* |
| 1:45 – 2:30 CASE STUDY: An In depth Look at Workforce Development in Strategic Workforce Planning Within Nuclear Industry |
| David Heler, *Principal Advisor – Workforce Capital Advisors, Nuclear Human Resources Group (NHRG)*  
| Tony Marco, *Director, Human Resources, APS (Arizona Public Service)* |
| 2:45 – 3:30 Discussion: Getting a Home Grown Workforce Planning Process Up and Running from Zero |

| **Advanced Track**  
| Formulating, measuring, and collaborating on a truly comprehensive talent strategy |
| 1:00 – 3:00 Think Tank Format Round tables  
| John Gibbons, formerly, *Principal Researcher, Human Capital Analytics, Conference Board; Vice President, Research, Institute for Corporate Productivity (i4CP)* |
| Topics include |
| » Holistic WFP: Formulating, Measuring, and collaborating on a truly comprehensive talent strategy  
| » Going Beyond Embedding SWP to Achieving WFP Sustainability  
| » The Contingency Workforce, Talent Gaps, and the new talent platforms  
| » Utilizing Text Analysis for new insights with our Data  
| » Governance for Workforce Analytics and Integrating Finance, HR IS, Marketing, and Strategic Planning  
| » Developing our HR Business Partners To Actively Engage with Business Leaders as Strategic Partners |

3:30 – 3:45 Network Refreshment Break

3:45 – 4:45 ROUNDTABLE DISCUSSION: Deep Dive Networking To Exchange Takeaways To Take Back To Office Summary: Action Learning Roundtables

Using action learning facilitation, Kevin leads the group in roundtables that allow each attendee to receive 8 – 10 minutes of direct feedback from colleagues at their table to address their most pressing challenge when they return to the office. This most important issue is identified from the sharing of the last two days of the conference. *Many people say this is the most important session of the conference for them personally!*

**Facilitated By**

Mary Ann Downey, *HR Metrics Coach, Formerly, Manager HR Analytics, ING*

Bonnie Dolence, *Manager, Workforce Planning & Analytics, FedEx Ground*

4:45 – 5:15 GROUP SUMMING UP: Reducing Workforce Risks and Adapting To Business Change To Ensure Future Success
Conference Details

Pricing Information

<table>
<thead>
<tr>
<th>Options</th>
<th>Standard Pricing</th>
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</thead>
<tbody>
<tr>
<td>Conference</td>
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<td>Conference + Workshop</td>
<td>$2,595.00</td>
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<td>Workshop</td>
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Registration Information

Fax form to 281-552-8914, Call 888-339-9599 or Email info@the-tma.org

Make Checks Payable in US Dollars to:
Talent Management Alliance
re: Agile Workforce Planning
1504 Bay Road Suite #1418
Miami Beach, FL 33139

Reference:
Please fill out & include registration form with payment.

Payment Policy:
Payment is due in full at the time of registration and includes lunches and refreshments. Your registration will not be confirmed until payment is received and may be subject to cancellation. Please go online to: http://bit.ly/pADVji to view our cancellation policy.

Payment Information

Account No. __________________________________________ Security Code ________________________________
Expiration Date ___________________________ Security Code ________________________________
Type □ Visa □ Mastercard □ AMEX □ Discover

Billing Address ________________________________________________________________
City __________________________ State/Province _______ Zip/Postal _______
Phone __________________________ Email __________________________

Venue Information

• Westin Lake Las Vegas Resort & Spa

101 Montelago Boulevard • Henderson, Nevada, 89011
Ph: 702.567.6000

What A Difference A Lake Makes. At The Westin Lake Las Vegas Resort & Spa, you’ll discover a side of Las Vegas that’s anything but ordinary. Retreat from the neon lights of the Las Vegas “strip” to a lakeside paradise at our Lake Las Vegas hotel where the only item on your itinerary is relaxation.