

# TaleoWorld 2010

KNOW YOUR PEOPLE.  
GROW YOUR BUSINESS.

Chicago, September 13-16

## Agenda

Monday, September 13, 2010

7:00 a.m. – 7:00 p.m.	Registration Open				
8:00 a.m. – 9:00 a.m.	Continental Breakfast – Grand Ballroom				
	Regional User Group Meetings (RUGs)				
	Hear about the latest strategic roadmap progress and participate in user discussions at our bi-annual in-person meeting. You'll learn from colleagues in your region through open conversations that will cover implementation experiences and include opportunities for honest, constructive Q&A.				
9:00 a.m. – 12:30 p.m.	Eastern Regional User Group Continental Ballroom A	Central Regional User Group Continental Ballroom B	Western Regional User Group Continental Ballroom C	Canada Regional User Group Williford Ballroom A	EMEA/Asia-Pac Regional User Group Williford Ballroom B
9:00 a.m. – 4:30 p.m.	Taleo University Special Fee Class #1 Lake Ontario	Taleo University Special Fee Class #2 Lake Michigan	Taleo University Special Fee Class #3 Lake Huron		
	<p><b>Test Drive Taleo Proficiency: Construct Your Own eLearning Solution</b></p> <p>In this workshop participants will create and walk away with Taleo Proficiency content they create themselves!</p> <p>Using the power of Taleo Proficiency, you will record Taleo interactions just once, and then publish a variety of useful outputs, including:</p> <ul style="list-style-type: none"> <li>Interactive eLearning content with multiple playback modes</li> <li>Lightweight, mobile-accessible HTML content</li> <li>Multiple documents, including Training Guides, Job Aides, and Test Scripts</li> </ul> <p>In addition to the hands-on activities, you will learn how Proficiency can optimize your Taleo experience. You will see how this solution streamlines translation efforts, allows 24/7 accessibility to training content, and enhances overall user adoption. We welcome you to include an additional two interested participants per workstation to help you further explore the power of Proficiency.</p> <p>We provide the equipment, you provide the interest!</p> <p>Participants will leave with a USB or branded disk with the content they generate from this workshop.</p> <p><b>Cost:</b> <b>Free! Limited enrollment.</b> Please note that there are 12 slots available in the morning class and 12 slots in the afternoon class. Registration is open to the first 12 people for each time slot and once the slots are filled the class is closed. <b>We will be providing laptops for each student and all the necessary materials.</b></p> <p>To register online please click <a href="#">here</a> for morning session and <a href="#">here</a> for afternoon session.</p> <p>For questions regarding the above classes please email Taleo Education at Taleo University or call 925.452.3633.</p> <p><b>Class Capacity:</b> 12 Students Only</p>	<p><b>Dive into Dashboards and Analytics</b></p> <p>Explore how to configure business rules for certain metrics that will then become part of the Talent Management Universe via the Metrics configurator. Your dive will include dashboard creation and the component pieces of analytics and nested reports.</p> <p><b>Special Fee:</b> \$550.00</p> <p>To register online please click <a href="#">here</a>.</p> <p>For questions regarding the above classes please email Taleo Education at Taleo University or call 925.452.3633.</p> <p><b>Pre-requisites required:</b> RP701 and RP702</p> <p><b>Class Capacity:</b> 10 Students Only</p>	<p><b>Taleo 10 New Recruiting Features for System Administrators</b></p> <p>If your organization is migrating from Taleo enterprise 7.5 to Taleo 10, this course will help systems administrators learn about all the key new configuration features and system improvements of Taleo 10. The course takes a detailed look at: the new Configuration menu, upgraded features of SmartOrg, including new options when configuring users, how to configure the new Taleo Recruiting user interface, new features when setting up fields, and Recruiting and Candidate enhancements.</p> <p><b>Special Fee:</b> \$550.00</p> <p>To register online please click <a href="#">here</a>.</p> <p>For questions regarding the above classes please email Taleo Education at Taleo University or call 925.452.3633.</p> <p><b>Pre-requisites recommended:</b> REC-EU-UP10 Taleo 10 New Recruiting Features for End Users</p> <p><b>Class Capacity:</b> 15 Students Only</p>		
11:30 a.m. – 1:15 p.m.	Executive Symposium Prospect Track Lunch - Astoria Ballroom				
12:30 p.m. – 2:00 p.m.	Luncheon for RUG & SIG Attendees - Grand Ballroom				
1:30 p.m. – 4:30 p.m.	Executive Symposium Prospect Track Program - Waldorf Ballroom				
2:00 p.m. – 4:30 p.m.	Regulatory & Compliance SIG Continental A	Hourly Workforce SIG Continental B	Onboarding SIG Continental C	Performance Management SIG Williford A	Job Boards & Sourcing SIG Williford B
					Reporting & Analytics SIG Williford C

4:30 p.m. – 6:30 p.m.	<b>Partner Reception - View the Taleo Partner &amp; Product Fair - International Ballroom South</b>
4:30 p.m. – 6:30 p.m.	<p><b>Taleo WORLD 2010 Partner &amp; Product Fair Open – International Ballroom South</b>  Taleo WORLD 2010 Partner Fair: Stop by the booth to see the product offerings of Taleo WORLD's 2010 Partner Sponsors.  Taleo Partner Fair sponsors include:  Opening Reception and Bronze Sponsor: Thomas International  Customer Appreciation Party and Bronze Sponsor: IBM Corporation</p> <p>Bronze Partner Solution Sponsors: eQuest, IBM Corporation, Thomas International, The Newman Group – A FutureStep Company</p> <p>Exhibitors: Accurate Background, Acxiom, Allegis Group Services &amp; Talent<sup>2</sup>, Aruspex, Assess Systems, Avature CRM, Boomi, Cast Iron Systems - An IBM Company, CCG, Checkster, CIC Plus, Corvitus, DDI, DeGarmo Group, Ernst &amp; Young, First Advantage, GreenJobInterview.com, HireRight, HireVue, HRchitect, Learn.com, LexisNexis, NAS Recruitment Solutions, Pinstripe, PI Worldwide, PreVisor, PSI, Shaker Consulting Group, SHL, Sterling, Simplified, TalentWise, Verified Person, Inc. and Vertical Screen.</p>
7:00 p.m. – 10:00 p.m.	<b>Taleo WORLD 2010 Opening Reception – Grand Ballroom – Sponsored by Thomas International</b>

**Tuesday, September 14, 2010**

7:00 a.m. – 7:00 p.m.	<b>Registration Open</b>
7:00 a.m. – 8:00 a.m.	<b>Breakfast - Grand Ballroom</b>
8:00 a.m. – 8:45 a.m.	<p><b>General Session</b></p> <p>International Ballroom North  <b>Opening Remarks: Neil Hudspith, EVP Worldwide Field Operations and Chief Customer Officer, Taleo</b></p> <p><b>Opening Keynote Presentation: Know Your People. Grow Your Business.</b>  <b>Michael Gregoire, Chairman &amp; Chief Executive Officer, Taleo Corporation</b></p>
8:45 a.m. – 9:45 a.m.	<p><b>Keynote Presentation</b></p> <p><b>Talent Intelligence: People Insights to Drive Growth &amp; Results</b>  <b>Jason Blessing, Senior Vice President of Products &amp; Technology, Taleo Corporation</b>  <b>James Harvey, Vice President, Innovation Labs, Taleo Corporation</b></p>
9:45 a.m. – 10:45 a.m.	<b>Break and Partner/Product Fair – International Ballroom South</b>
10:45 a.m. – 11:45 a.m.	<p><b>Keynote Presentation</b></p> <p><b>Secrets of Building A Talent Driven Organization</b>  <b>A.G. Lafley, Chairman of the Board and Former CEO, Procter &amp; Gamble</b></p> <p>Early in his tenure as CEO of Procter &amp; Gamble, A.G. Lafley asked, "Are we hiring the right people?" By the end of his nearly 10 years at the helm, Procter &amp; Gamble had implemented a comprehensive succession planning program that maintained a list of at least three candidates for each of the company's top 35 to 40 executive positions. In addition to launching formal leadership development programs for the company's general managers, Lafley spent considerable time getting personally involved in career planning for 150 potential presidents and function heads.</p> <p>Learn how Lafley anticipated what skills and experiences his leaders would need for the next decade, why he believes allocating human resources is a strategic part of the CEO's role, and how you can apply Procter &amp; Gamble's most successful strategies to enhance your succession planning programs.</p> <p>Interview with A.G. Lafley to be conducted by: William Taylor – Founding Editor; <i>Fast Company</i> – Co-Author; <i>Mavericks at Work</i> and the author of <i>Practically Radical: Strategies to Transform Your Company, Shake Up Your Industry and Recharge Yourself</i> to be released January 2011.</p>
11:45 a.m. – 1:15 p.m.	<b>Luncheon - Grand Ballroom</b>
1:30 p.m. – 2:30 p.m.	<b>Breakout Session Tracks</b>

TALENT ACQUISITION VIEW Continental B	STRATEGIC VIEW Continental A	NUTS & BOLTS PRODUCT VIEW Continental C	PERFORMANCE MANAGEMENT VIEW Williford A	GLOBAL TALENT VIEW Williford B	ANALYTICS VIEW Williford C
<p><b>Onboarding Implementation at Children's Healthcare of Atlanta</b></p> <p>Hear how Children's Healthcare of Atlanta designed a 365-day onboarding process, overcoming many challenges in a multi-department project.</p> <p><b>Presenter:</b> Stephanie Williams Recruiting Technology Coordinator <b>Children's Healthcare of Atlanta</b></p>	<p><b>The Greening of Human Capital – How Waste Management HR Returns \$0.25 Earning Per Share from Talent Management Initiatives</b></p> <p>Learn how Waste Management cut turnover in half, slashed average days to fill from 50 to 27, and decreased the interview no-show rate by 36%.</p> <p><b>Presenter:</b> Brent McCombs Vice President <b>Waste Management</b></p> <p>Alyson Lupa Manager, Talent Management Programs <b>Waste Management</b></p> <p>Scott Erker SVP, Selection Solutions <b>DDI</b></p>	<p><b>ROI Beyond Boundaries: Ensure Long-Term Business Value After Your Global Taleo Implementation</b></p> <p>With your systems up and running, how do you ensure continued performance and improvement? Come and discover the essentials for success.</p> <p><b>Presenters:</b> Ed Newman President &amp; CEO <b>The Newman Group, A Futurestep Company</b></p> <p>Joseph Alexander Manager, Global Recruitment Systems <b>Rio Tinto</b></p>	<p><b>Rewiring Performance Management for Success at CDW</b></p> <p>Gain insights into "hard" and "soft" organizational barriers to leadership performance as we explore critical success factors of CDW's performance management processes.</p> <p><b>Presenter:</b> Gina Yeo-Bennett Organizational Capability Manager <b>CDW</b></p>	<p><b>Global Implementation Panel: How to Build Flexibility Into a Global Recruiting Strategy</b></p> <p>The constantly changing economic and business environment has forced organizations to become increasingly nimble and efficient with their global recruiting and implementation strategies. Hear how three leading global organizations effectively deployed Taleo worldwide while building agility and flexibility into their recruiting systems.</p> <p><b>Moderator:</b> Chris Phillips Vice President, International Marketing <b>Taleo Corporation</b></p> <p><b>Global Customer Panelists:</b> Mike Lendach Director Global Staffing <b>Quintiles</b></p> <p>Tom Heuermann Project Manager <b>McAfee</b></p> <p>Saiful Hakim Senior HR Project Manager <b>Alcatel-Lucent</b></p>	<p><b>Analytics Customer Panel: How Leading Companies Use Taleo Analytics and Reporting to Drive Business Decisions</b></p> <p>This panel discussion will feature Taleo customers who are using Taleo Analytics and Reporting to link HR activities to business outcomes. UnitedHealth Group will speak about their Quality of Hire initiative. Liberty Mutual will reveal how they demonstrate recruiting effectiveness through their Cost, Quality, Responsiveness (CQR) project, and Children's Healthcare of Atlanta will talk about how they support performance calibration, goal management, and succession planning.</p> <p><b>Moderator:</b> Sharad Thankappan Product Marketing Director <b>Taleo Corporation</b></p> <p><b>Customer Panelists:</b> Michelle Fernando International Recruitment Technology Manager <b>UnitedHealth Group</b></p> <p>Carla Muskat Director, Employment Programs &amp; Corporate Recruiting <b>Liberty Mutual</b></p> <p>Jacqueline Zhang HR Applications Analyst <b>Children's Healthcare of Atlanta</b></p>

1:30 p.m. – 4:00 p.m.	<b>Financial and Industry Analyst Meeting - Marquette Ballroom</b>
2:30 p.m. – 3:00 p.m.	<b>Break and Partner/Product Fair – International Ballroom South</b>
3:15 p.m. – 4:15 p.m.	<b>Breakout Session Tracks</b>

TALENT ACQUISITION VIEW Continental B	STRATEGIC VIEW Continental A	NUTS & BOLTS PRODUCT VIEW Continental C	PERFORMANCE MANAGEMENT VIEW Williford A	GLOBAL TALENT VIEW Williford B	ANALYTICS VIEW Williford C
<p><b>Social Networking 2.0 Come See How Leading Organizations Implement Cutting Edge Social Networking Strategies to Recruit the Best and Brightest to Their Organizations</b></p> <p>The nature of recruiting is changing faster than ever—largely due to social media. Learn how leading companies are using Web 2.0 tools and channels for recruitment.</p> <p><b>Moderator:</b> Duncan Egan Senior Director Field Marketing <b>Taleo Corporation</b></p> <p><b>Customer Panel:</b> Karen Scott Vice President, HR <b>Mosaic Sales Solutions</b></p> <p>Michelle Schroeder Recruitment Technology Coordinator <b>Hyatt Hotels &amp; Resorts</b></p> <p>Michael Schmidt Director of Recruitment <b>Ministry Health Care</b></p> <p>Rhys Goodall Senior Consultant, Recruitment <b>Sun Life Financial</b></p>	<p><b>Defining the "Strategic" in Strategic Talent Acquisition</b></p> <p>Learn how many companies identify and execute on core concepts for strategic talent acquisition (STA). Gain insight into current STA efforts at Cargill.</p> <p><b>Presenter:</b> Kristen Weirick North American Talent Recruiting Leader <b>Cargill Corporation</b></p>	<p><b>The New Hire Experience with Taleo Onboarding</b></p> <p>How do your new hires get welcomed online, after your organization works hard to attract and recruit them? Our panelists share their successes in configuring and branding their New Hire Portals with Taleo Onboarding. They have created customized experiences that increase productivity and save time, paper, and money -- before, during and after everyone's first day on the job.</p> <p><b>Presenters:</b> Dave Cook Programmer Analyst <b>Kindred Healthcare</b></p> <p>Jackie Watrous, SPHR Program Manager <b>WellPoint, Inc.</b></p> <p>Veronica Gibbs Talent Technology Consultant <b>Blue Cross/Blue Shield of Michigan</b></p>	<p><b>Flying High with United-Airlines' progress in implementing Taleo Performance Management and Succession Planning</b></p> <p>Gain insight into United Airlines' progress in implementing Taleo Performance Management and its experiences with succession planning for executive management and performance reviews for professional and management employees to align with strategic company goals. Introducing a new 3-point rating scale, using two review cycles (mid-year and year-end) with ongoing performance conversations and creating an integrated change management approach.</p> <p><b>Presenters:</b> Greg Grogan Director, HR Technology <b>United Airlines</b></p> <p>David Velasco Senior Consultant, HR Technology <b>United Airlines</b></p>	<p><b>A World of Opportunity! Using Taleo for Global Mobility</b></p> <p>Find out how Deloitte is using Taleo to help its employees find opportunities of interest within their own member firms as well as globally.</p> <p><b>Presenter:</b> Barb Whalley RMS Education Manager <b>Deloitte</b></p> <p>Silvie Fankhauser Global eMobility Manager <b>Deloitte</b></p>	<p><b>The Future of Recruitment Metrics – Prophecy 3</b></p> <p>The future of recruitment metrics is finally a reality and available to all Taleo customers. Taleo has recently certified a special integration with eQuest's award-winning Prophecy 3 metrics tool, enabling companies to track and measure the performance of their job postings from source to hire in real time. Prophecy 3 tracks the exact performance of every job posting &amp;mdash; from the candidates' initial view at the job board all the way through to the interview, offer, and hire.</p> <p><b>Presented by:</b> Mike Pauletich Senior Vice President <b>eQuest Media</b></p>

4:30 p.m. – 5:30 p.m. Breakout Session Tracks

TALENT ACQUISITION VIEW Continental B	STRATEGIC VIEW Continental A	NUTS & BOLTS PRODUCT VIEW Continental C	PERFORMANCE MANAGEMENT VIEW Williford A	GLOBAL TALENT VIEW Williford B	ANALYTICS VIEW Williford C
<p><b>SUCCESS: Yes You can Have Large Volume Hourly Global Hiring with Quality</b></p> <p>S-Standardize: <b>Know Your Hiring Process</b></p> <p>U-User Friendly: <b>Know your end user.</b></p> <p>C-Configure: <b>Tailor assessments and technology to fit your needs.</b></p> <p>C-Communicate: <b>Institute proper change management and training.</b></p> <p>E – Evaluate: <b>Continually monitor process and hire quality.</b></p> <p>S-Streamline: <b>Take out all the unnecessary in the process and assessment.</b></p> <p>S-Simplify: <b>Keep it easy to use.</b></p> <p><b>Presenters:</b> Nathan Mondragon Senior Organizational Psychologist <b>Taleo</b></p> <p>John Seiss Manager, HR Field Operations <b>RGIS</b></p> <p>Christine Murphy Services Consultant V <b>Taleo</b></p>	<p><b>Linking Taleo to VF Corporate Strategy</b></p> <p>Learn how VF added new talent in multiple areas of its business by launching the VF Corporate Growth Plan—powered by Taleo—in 2004.</p> <p><b>Presenter:</b> David Andress Director, Human Resources Administration <b>VF Corporation</b></p> <p>Suzann Daly Global Executive Compensation <b>VF Corporation</b></p>	<p><b>Optimizing Adoption for Global Implementation: Smart Learning that Keeps Users Coming Back</b></p> <p>Most software users take advantage of only 20% of the capability at their fingertips. Learn how you can make training choices that help users fully optimize your Taleo applications.</p> <p><b>Presenters:</b> Jessie Finn Vice President, Education <b>Taleo Corporation</b></p> <p>Randy Davis Associate Director-Staffing <b>AT&amp;T, Inc.</b></p> <p>Desiree Lundy Sr. Quality Methods &amp; Process Manager <b>AT&amp;T, Inc.</b></p>	<p><b>Taleo Compensation –Retain Your Best People: A Market-Driven Approach to Paying for Performance with Taleo Compensation</b></p> <p>Come and see successful examples of how to integrate market data and pay-for-performance best practices using Taleo Compensation.</p> <p><b>Panel Moderator:</b> Al Wright Senior Director <b>Taleo Corporation</b></p> <p><b>Customer Panel Members:</b> Jason Bibelheimer Senior Director of Compensation, Benefits, and HRIS <b>Western Digital Corporation</b></p> <p>Brien Perry HR Programs and Services <b>Enerplus</b></p>	<p><b>Effective Planning Strategies and Best Practices for a Global Implementation</b></p> <p>Learn how Veolia took a general approach to create a truly global solution, and how the company overcame complex hurdles in key countries.</p> <p><b>Presenter:</b> Craig Labuhn International Project Manager <b>Veolia Environment</b></p>	<p><b>Taleo Analytics Product Spotlight</b></p> <p>Don't miss our in-person product spotlight on the next generation of Taleo Analytics. Learn more about our new visualization capabilities, enhanced data warehouse, and support for metrics that combine recruiting, performance, and compensation data.</p> <p><b>Taleo Presenters:</b> Eric Pouliot Product Management <b>Taleo Corporation</b></p> <p>Sharad Thankappan Product Marketing Director <b>Taleo Corporation</b></p>

5:30 p.m. – 6:30 p.m. **Stop by the Product and Partner Fair for a quick drink and some appetizers before making your way over to House of Blues for the Customer Appreciation Party**

7:00 p.m. – 10:00 p.m. **Taleo Customer Appreciation Party – Sponsored by IBM**

**Party at the House of Blues Chicago**  
House of Blues Chicago opened in 1996 and is located in the historic Marina City complex on the Chicago River. Modeled after the spectacular "Estavovski" Opera House in Prague, the spectacular views from the exclusive Opera Boxes give you a unique and unforgettable experience. From legendary acts such as The Who and Al Green to contemporary artists such as Pearl Jam and Jurassic 5, House of Blues Chicago has hosted some of the world's most renowned musicians. In keeping with tradition, the House of Blues Chicago displays the "Crazy Quilt" and keeps a metal box of mud from the Delta Mississippi underneath its stage. *Continuous roundtrip bus transportation from the Chicago Hilton to the House of Blues will be provided starting at 6:45 pm until the end of the party.*

Wednesday, September 15, 2010

7:00 a.m. – 8:30 a.m.	<b>Continental Breakfast – Grand Ballroom</b>
8:30 a.m. – 9:30 a.m.	<p>International Ballroom North Opening Remarks: Neil Hudspith, EVP Worldwide Field Operations and Chief Customer Officer, <b>Taleo Corporation</b></p> <p><b>Keynote Presentation</b></p> <p><b>Practical Radicalism: A Strategy for Every Business Climate</b> <b>Kent J. Thiry, Chairman &amp; Chief Executive Officer, DaVita, Inc.</b> To be Interviewed by William Taylor, Founding Editor, <i>Fast Company</i>, co-author: <i>Mavericks at Work</i>; and Author: <i>Practically Radical: Strategies to Transform Your Company, Shake up Your Industry and Recharge Yourself</i> to be released in January 2011.</p> <p>When economic times are tough, do you dare deviate from the standard playbook? William Taylor asks can you dare do anything else? Practical Radicalism is his new strategy for enhancing your business decisions by shaking things up. William Taylor will take a look at how DaVita, Inc. drastically changed their game plan to gain competitive advantage. The Chairman and CEO of DaVita, Kent J. Thiry, will be interviewed by William Taylor. Kent Thiry will discuss how he was able to transform and reshape DaVita using out of the box and practically radical business concepts. Find out how Thiry used intangibles such as empathy and emotion to reduce turnover by 50 percent and save a company on the brink of bankruptcy.</p>
9:30 a.m. – 10:15 a.m.	<p><b>Making Sure Your Talent Management Results in Business Outcomes – The Unified Talent Management Story</b> <b>Joseph Cabral – Senior Vice President and Chief Human Resources Officer, North Shore-LIJ Health Systems</b></p> <p>Companies with integrated Talent Management strategies are almost twice as likely to view their HR organization as a strategic business partner. The key is to link Talent Management with business objectives and create the appropriate conditions for Talent Management to become a core business process. This leading healthcare provider will demonstrate how building a robust Integrated Talent Management strategy really does positively impact financial performance, employee engagement—and ultimately, the patient experience.</p>
10:15 a.m. – 10:45 a.m.	<b>Break and Partner/Product Fair – International Ballroom South</b>

10:45 a.m. – 11:30 a.m.

**General Colin Powell, USA - Former Chairman of the Joint Chiefs of Staff and Secretary of State (2001-2005) Leadership: Taking Charge**

One of the most admired men in America, General Colin Powell has been a leader for most of his life, having led troops as both a military leader, as chairman of Join Chiefs of Staff and as Secretary of State. But Gen. Powell believes a leader is more than just his or her title. Drawing on examples garnered from experience as both a leader on the world stage and as eyewitness to leadership in action, Gen. Powell illustrates for audiences precisely what it takes to be a leader, providing strategies for “taking charge” during times of great change and great crises. Gen. Powell demonstrates how to remain focused, take responsibility and work towards improving processes, organizations and people.

**View the videos of the top three Taleo World Innovation Award submissions and vote live and realtime for your favorite video. The tabulations will be posted instantly and the winners will be announced live at the end of the Taleo World general session.**

11:30 a.m. – 1:15 p.m.

**Luncheon – Grand Ballroom**

1:30 p.m. – 2:30 p.m.

**Breakout Session Tracks**

INDUSTRY VIEW ON RETAIL/HOURLY Continental A	INDUSTRY VIEW ON HEALTHCARE Continental B	INDUSTRY VIEW ON MANUFACTURING & LOGISTICS Continental C	INDUSTRY VIEW ON FINANCIAL SERVICES & PROFESSIONAL SERVICES Williford A	INDUSTRY VIEW ON OUTSOURCING Williford B	VIEW ON THE TALENT GRID Williford C
<p><b>Retail and Hourly Customer Panel</b></p> <p>Taleo retail customers share their experiences building organizational value through Talent Management initiatives.</p> <p><b>Moderator:</b> Marcus Curl Industry Solutions Architect <b>Taleo Corporation</b></p> <p><b>Customer Panel Members:</b> Jeffrey Mayer Director of Systems &amp; Decision Support <b>Domino's Pizza</b></p> <p>Mari Kobara Director Recruiting Operations <b>Gap Inc. - Global HR Operations</b></p> <p>Rusty Beard Director of Staffing <b>Public Storage</b></p>	<p><b>Healthcare Customer Panel: Attract, Onboard, and Develop Employees to Impact Patient Care</b></p> <p>Leading Healthcare organizations share their real-world talent management experiences. Alongside Taleo Recruiting, tools such as Taleo Onboarding can help increase new hire productivity, and Taleo Performance can support employee development for the long term. All together, leveraging these technologies and new processes have had a direct impact on patient care and satisfaction.</p> <p><b>Moderator:</b> John Huber Director Customer Success <b>Taleo Corporation</b></p> <p><b>Customer Panelists:</b> Susan Shevlin R.N., M.A., M.Ed Assistant Vice President Talent Acquisition <b>North Shore-LIJ Health Systems</b></p> <p>Jonathan Newell HR Systems Specialist <b>Community Health Systems</b></p> <p>Susan Rutherford Director, Labor Relations <b>DaVita</b></p> <p>Elizabeth Solomon Director, Strategy Execution <b>SavaSeniorCare</b></p>	<p><b>Manufacturing &amp; Logistics Customer Panel</b></p> <p>Technology has played a key role in helping companies increase production and logistic process efficiencies for many decades. Hear from companies who have used Taleo to gain strong ROI and driven talent management efficiencies while increasing quality of hire and retention.</p> <p><b>Moderator:</b> Vijay Ramakrishnan Director Product Marketing <b>Taleo Corporation</b></p> <p><b>Panel Members:</b> Karen Bergman Manager, Selection Technology <b>PPG</b></p> <p>Susan Hoffman 3M Talent Management Manager <b>3M</b></p> <p>Ravi Subramanian HR &amp; TA Operations Leader <b>Sara Lee</b></p>	<p><b>Professional Workforces: Updates on high-performance talent management approaches</b></p> <p>Leaders from top financial and professional services firms will discuss challenges they are facing and solutions they are putting in place to maximize the value of their human capital. Topics will include variations across global operations, centralized vs. decentralized approaches, attracting and retaining talent, and current trends.</p> <p><b>Moderator:</b> Matt Rice Director Product Marketing <b>Taleo Corporation</b></p> <p><b>Customer Panel Members:</b> Judith Lannin Panagokos VP HR Operations <b>JPMorgan Chase</b></p> <p>Frank Wittenauer Leader, Global Talent Solutions <b>Deloitte</b></p>	<p><b>Managing the Complexities of Recruiting on a Global Scale</b></p> <p>In today's challenging economy, now more than ever, strategic recruiting must adapt to the business cycle. There are fewer requisitions and more candidates clamoring to fill them. And in large global organizations, there are competing challenges as well – multiple ERP systems; regional applicant tracking systems; organizational complexity driven by M&amp;A, divestitures and legal compliance. In times like these, many companies simply trim headcount and hope to wait out the storm. Not IBM. Both internally and for their RPO clients, IBM sees a vision of a smarter planet, one that is instrumented, interconnected and intelligent. By now, who has not seen an IBM commercial sharing examples of solutions for a smarter energy grid, smarter traffic management, a smarter healthcare infrastructure? IBM believes that precisely now, when the going is the toughest, is the time to invest in the future. Why? Because the companies that do, will come out of these tough times the strongest and the most capable of competing and winning in the marketplace.</p> <p>In this case study we will review how IBM optimize its RPO practice with a focus on its core assets: expertise in global process design; investments in large, multi-process shared service centers around the world; unparalleled Taleo technology expertise; and a relentless pursuit of delivery excellence using real-time metrics and a LEAN quality approach.</p> <p><b>Presenter:</b> Dan White Global Process Leader, Recruiting Services BTO HR <b>IBM Global Services</b></p>	<p><b>Plugging into the Talent Grid: Harness the Power of Web2.0, Online Communities and Mass Participation</b></p> <p>Is the Web driving grassroots changes to your talent management practices? Not sure how to harness the power of the rapidly evolving Social Web? Get plugged into the Taleo Talent Grid to see how you can take advantage of online communities and mass participation. This session will include overviews and demos of the exchanges that make up the Talent Grid along with early adopter customers who will talk about their real world experiences and why you should get on the Grid.</p> <p><b>Moderator:</b> Jim Obsitnik Vice President, Talent Grid <b>Taleo Corporation</b></p> <p><b>Panel Members:</b> Michelle P. Duckworth Senior HRIS Professional <b>CSC</b> Knowledge Exchange User</p> <p>Josh Schwede Vice President, Business Development <b>HireVue</b> Solutions Exchange User</p> <p>HR Business Analyst, Large Grocery Chain</p>

2:30 p.m. – 2:45 p.m.

**Break and Partner/Product Fair – International Ballroom South**

2:45 p.m. – 3:45 p.m.

**Breakout Session Tracks**

TALENT ACQUISITION VIEW Continental A	TALENT ACQUISITION VIEW Continental B	NUTS & BOLTS PRODUCT VIEW Continental C	PERFORMANCE MANAGEMENT VIEW Williford A	GLOBAL TALENT VIEW Williford B	TALENT ACQUISITION VIEW Williford C
<p><b>Successful Onboarding Strategies</b></p> <p>Join our panel of four very different leading companies as they share the planning and justification of their Taleo Onboarding projects. Learn how they are emerging with a faster, more consistent, more cost effective onboarding process – a process that their new hires appreciate as well.</p> <p><b>Panel Moderator:</b> Jodie Holway Senior Product Manager <b>Taleo Corporation</b></p> <p><b>Customer Panelists:</b> Jeffrey Druce Business Systems Analyst II <b>Telus</b></p> <p>Eric Nilsson Systems Analyst <b>Target Corporation</b></p> <p>Scott Darkey Manager, People Services <b>DaVita</b></p> <p>Alison Sardarian Director of Staffing <b>Apria Healthcare Group</b></p>	<p><b>Panel Discussion: Scoring Big with Taleo ACE for Talent Acquisition</b></p> <p>See how ACE can improve the quality of hire, streamline the candidate evaluation process and decrease the time to hire through the use of well-structured questions, score requirements, value assets, rank of candidates and much more.</p> <p><b>Taleo Speaker:</b> Denis Magnan Product Manager <b>Taleo Corporation</b></p> <p><b>Customer Speaker:</b> Steve Crumley Director of Talent Acquisition <b>Xcel Energy</b></p>	<p><b>Product Spotlight TCC Session Panel: Lessons Learned</b></p> <p>Come and see how customers have used Taleo Connect technology to realize projects ranging from integrating Taleo Recruiting and Onboarding with their ERP systems to migrating historic performance data from legacy systems into Taleo Performance.</p> <p><b>Panel Moderator:</b> Deepak Rammohan Senior Director, Product Management <b>Taleo Corporation</b></p> <p><b>Panel Members:</b> Jedd Sparling Technical Director <b>AT&amp;T Services Inc.</b></p> <p>James Williams Senior Coworker Services Technology Consultant <b>CDW</b></p>	<p><b>Developing Effective and Efficient Performance Reviews Using Taleo Performance</b></p> <p>Discover the steps Children's Healthcare took to refine its performance management objectives and develop a process and forms that delivered on those objectives.</p> <p><b>Presenter:</b> Elizabeth Wysong Director, HR Technology <b>Children's Healthcare of Atlanta</b></p>	<p><b>Creating a Global Talent Acquisition Function</b></p> <p>This presentation is designed to show how to successfully build a global recruitment capability and acquire the best talent. ANZ will show how they use their regional hubs (India, more countries to follow) to support their Asian operations by doing their initial screening and short listing processes.</p> <p><b>Presenter:</b> Sharon Tan Global Head of Recruitment and Resourcing Services <b>ANZ Bank</b></p>	<p><b>One Size Does Not Fit All – How UnitedHealth Group Created a Separate Model for High-Volume Class-Based Hiring</b></p> <p>Find out how UnitedHealth Group used Taleo to build a separate recruiting process for tracking and managing high-volume class-based hires.</p> <p><b>Presenter:</b> Julie Herrera Manager for Recruitment Technology <b>UnitedHealth Group</b></p>

Thursday, September 16, 2010

8:00 a.m. – 12:00 p.m. Global RUG Session

8:00 a.m. – 9:00 a.m. Continental Breakfast - Continental Ballroom Foyer

9:00 a.m. – 12:00 p.m. Global RUG - Continental Ballroom A-C