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## ATC Conference Day 1: Wednesday, 19th June 2019

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8:00am - 8:50am  
**PARKSIDE  
BALLROOM**

### Conference Registration

*Enjoy a coffee in the Expo Room, say hi to old friends and meet new ones*

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9:00am sharp  
**LEVEL 3  
COCKLE BAY  
ROOM**

### *Welcome to ATC2019 - it's time to open the show!*

#### **Acknowledgement of Country**

**George Brown**, HR Manager, Wreck Bay Aboriginal Community  
Council

Acknowledgement of Country

**Shannon Pritchett**, Editor, SourceCon & Conference MC

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9:20am - 10:00am

### *Cracking the Code on Talent – Is the Third Wave the Charm?*

**Keynote Session**  
**LEVEL 3  
COCKLE BAY  
ROOM**

**Chris Havrilla**, VP, HR Technology & Solution Provider Strategy, Bersin, Deloitte  
Consulting LLP

Talent management has transitioned over the last 30+ years from an Industrial approach to the Information Age/Wave, and now we're flirting with the next wave that's coming – the Intelligent wave.

We must think about what it will take to prepare and embark on “intelligent relationships”, “intelligent organisations”, and “artificial intelligence”. We must also learn how to use the same approaches to innovate our function and design initiatives in the face of all this disruptive and innovative technology and people.

The next generations, that will comprise over 70-75 percent our workforce in a few short years, are already thinking this way! They expect the world of work to operate as the rest of their lives – digitalised, personalised, diverse people, thoughts, and structures, YouTube learning — and frankly ideas like: work not being work, hierarchy is stupid, empowerment is not an option, and bureaucracy must die. We have to catch up!

Let's discuss the implications of these fundamental changes in how we will organise, communicate, learn, work, solution, “sell”, and execute in the new Intelligence Wave of Talent.

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10:10am - 10:40am

### *Future Fitting a High-Performance TA Function at Commonwealth Bank*

**General Session**  
**LEVEL 3  
COCKLE BAY  
ROOM**

**James Elliott**, General Manager, Talent Acquisition, Commonwealth Bank

How must a contemporary TA function evolve to be fit for the future? Whether you are a large, medium or small TA Function some challenges will be similar and the skills and competencies you need to navigate this journey are the same.

In this presentation James will outline the challenges and opportunities facing contemporary talent acquisition teams as companies accelerate into the future world of work. Hear how Australia's largest talent acquisition function is approaching its own transformation journey. What are the tools, services, value drivers and capabilities that will underpin success in the future talent landscape? What's worked, what hasn't, and where will be the focus into the future?

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10:45am - 11:30am **Morning Tea Break**  
**LEVEL 2, EXPO HALL, PARKSIDE BALLROOM**

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11:35am - 12:00pm ***Anti-Exceptionalism, Millennial Insights at VICE***

**General Session**  
**LEVEL 3**  
**COCKLE BAY**  
**ROOM**

**Myki Slonim**, President, VICE Asia Pacific

VICE is one of the world's leading youth media brands. As Australian managing director and now President of Digital for APAC, Myki has overseen VICE's local expansion into Australasia's most influential youth media company. To achieve this, Myki needed a great handle on what millennials think and what motivates them.

This session will inspire you with VICE's story and showcase insights from their annual survey of Australian youth, including the rising trend of anti-exceptionalism.

How much do you know about Australian youths? How are Millennials coping in a post-truth "fake news" world and what sets them apart from the "Gen Z"? With Millennials set to make up 75 percent of the world's workforce by 2025, this is a group you just cannot afford to ignore. Don't miss this session!

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12:05pm - 12:25pm ***Game-Based Assessments: How Utilising Games to Assess Cognitive Ability Produces Better Quality Hires***

**Main Stage**  
**LEVEL 3**  
**COCKLE BAY**  
**ROOM**

**Tom Cornell**, Industrial/Organisational Psychologist, HireVue

Cognitive pre-hire assessments are considered the gold-standard for gaining a deeper understanding of a candidate's innate abilities. Cognitive ability has repeatedly been shown to predict job performance and career advancement better than any other ability or personality trait, and even better than job experience. Get a deep look into how HireVue's game-based assessments offer a valid alternative to traditional, question-based tests, and along the way learn about what is being measured, why, and how it will impact your bottom line.

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12:30pm - 1:00pm

***Talkin' 'Bout the Z Generation***

**BREAKOUT 1**  
**LEVEL 3**  
**ROOM C3.2**

**Paul Jacobs**, Creative Director, Jobgram

Get ready for Generation Z, because they are coming to a workplace near you.

Currently aged between 10 and 24, Gen Zs are 4.6 million strong in Australia and number just short of one million in New Zealand. By 2025, these post-Millennials will make up 27 percent of the workforce. For the first time, we have five generations participating in our workforce. What can we expect from this newest group? Well, they are the first generation to be raised on mobile devices and social media – most won't remember a world without Netflix, Spotify, Instagram and Snapchat. As well as differing experiences, it is becoming apparent they have got different expectations from the older Gen Y cohort too.

In this session, Paul will provide a snapshot of how a selection of Talent Leaders on both sides of the Tasman are adjusting their strategies to attract GenZennials. Then we will get the opportunity to hear from a group of Gen Z HR students/future Talent management professionals. Paul will tease out their career expectations, hopes and fears, and the drivers that attract them when weighing up different employers.

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12:30pm - 1:00pm

***What we Learned from Implementing Chat Bots?***

**BREAKOUT 2**  
**LEVEL 3**  
**ROOM C3.3**

**Tanyth Lloyd**, Talent Acquisition, Mobility & Digital Talent Innovation Director, Deloitte

How do you go about augmenting your Talent team with chat bots? Should you buy or build? What are the best use cases? What do you need to consider? How do you go about building a bot? How do you go about engaging procurement, risk, legal and IT through the lens of emerging tech?

Drawing upon Deloitte's experience building and purchasing chat bots, Tanyth will answer these questions and more in this informative workshop aimed at helping you navigate this interesting space.

You will also learn:

- How can a chat bot augment an internal recruitment function?
- What are the key things to consider regarding your recruitment process?
- What do you need to do to integrate a chat bot into your workflow successfully?

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12:30pm - 1:00pm

***Talent Leaders Share how they improved Candidate Experience***

**BREAKOUT 3**  
**LEVEL 3**  
**ROOM C3.4 + C3.5**

**Cathy Riach**, Employment Brand & Partnerships Manager, BAE Systems Australia *and*  
**Alana Bennett**, Head of Employee Experience, oOh!Media  
**Facilitator: Kevin Grossman**, President, Global Programs, Talent Board

What does it take to improve your recruiting processes and Candidate Experience? How do you delight a group of candidates and create a sense of perceived fairness, who for the most part, end up in the rejection pile?

Facilitated by Kevin, hear directly from Talent Leaders Cathy Riach and Alana Bennett as they speak candidly about their initiatives, and the candidate feedback data they gathered and used to help guide their improvements. The same candidate feedback data that also led to some of the highest positive candidate ratings in Talent Board's benchmark research, winning them coveted CandE Awards. They'll answer Kevin's questions and yours as we get to the bottom of what Candidate Experience really is and why it eludes so many when it's clearly so achievable for some.

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12:30pm - 1:00pm **Radical Candor in Recruitment: Learn how to Transform your Talent Conversations**

**BREAKOUT 4**  
**LEVEL 3**  
**ROOM C3.6**

**Antonia Jennings**, Head of Talent Acquisition APAC, Commvault

After being inspired by seeing Kim Scott, Author of Radical Candor in May last year, Antonia sought to transform the conversations her team were having with Hiring Managers and candidates.

She rolled out the Radical Candor framework as part of her quest to attain and provide authentic and constructive feedback in the recruitment process.

Hear how she transformed the mindset of “politeness” to positive outcome and “interrogations” to rewarding interviews with Executives and Hiring Managers. You’ll learn about the communication quadrant from Obnoxious Aggression to Ruinous Empathy and how you can get your organisation to be *Radically Candid*, to achieve clarity and enhance candidate experience.

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1:05pm - 2:00pm **Networking Lunch**  
**LEVEL 2, PARKSIDE FUNCTION ROOM**

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2:05pm - 2:55pm

***The Power of Perceptive Interviewing®***  
***Truth, Lies and Authentic Information***

**Workshop 1**  
**LEVEL 3**  
**ROOM C3.2**

**Elly Johnson**, TRUTH GURU, TruthAbility

In our search for top Talent, it can be exciting to discover that “unicorn” you’ve been tasked with hiring. However, we know one thing for sure and that is...everyone lies. We lie to ourselves, to each other, actively or passively, more often than we realise. We’re surrounded by deception from the moment we wake up and check our Instagram feed, to pouring a glass of red and switching on the evening news. For recruiters and hiring managers, making a bad hire based on misleading or false information can be anything from a time waster, to embarrassing to catastrophic.

Elly Johnson brings you over 20 years of insight, from being a boots-on-the-ground Cop, consulting to national security agencies and most recently helping leading organisations to reduce hiring risks.

In this illuminating session, we’ll be exploring:

- TRUTH and DECEPTION in human behaviour
  - How to uncover critical information and spot signs of deception early
  - Understanding what motivates people toward truth or deception
  - Myths and tips about spotting lies and how to apply them
  - How to influence for greater transparency in interviews and communication
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2:05pm - 2:55pm

***Optimising your Talent Function with Market Intelligence***

**Workshop 2**  
**LEVEL 3**  
**ROOM C3.3**

**Tony Wallace**, Senior Manager, People Advisory Services, EY

Once the tool of a Master Workforce Planner, understanding market intelligence and how to use it is set to become the charter for any high-performing Talent function both strategically and tactically.

It can be daunting and challenging to get started and often, it is best to start with an analysis of the most critical roles in the organisation. This enables the TA Function to operate in areas of high importance for the business while providing valuable experience for the TA Team.

This workshop will provide you with a framework to gain consensus with your leaders and agree on which roles are the most critical to your organisation. Tony will then show you how to access and understand labour market information to identify talent scarcity – where you will have to compete for the talent you need the most.

Armed with your new understanding of Scarcity and Criticality – you can begin to provide expert consultation to your business partners on how to overcome the now obvious challenges and work together to improve role prioritisation and whether the role is insourced or outsourced, when to recruit a person who matches the criticality despite not having an open position and importantly when to develop existing staff and when to recruit externally.

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2:05pm - 2:55pm

***The Smiling Ox Paradox - How to Master the Art and Science of Influence***

**Workshop 3**  
**LEVEL 3**  
**ROOM C3.4 + C3.5**

**Michelle Rushton**, Director, People of Influence

In order to better communicate, collaborate and get the best out of other people, being able to deliver a compelling message is simply not enough. The key to understanding influence, persuasion and relationships is that people will not believe your message unless they first believe the messenger. Together we will unpack:

- The science of how we make judgements of other human beings;
- The two qualities that have the greatest impact on your influence; and
- The extent to which you currently exhibit each of these qualities and how you can improve

You will walk away with practical strategies to become a person others trust, believe in and are compelled to follow.

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2:05pm - 2:55pm

***Elevating TA internally using Strategic Alignment***

**Workshop 4**  
**LEVEL 3**  
**ROOM C3.6**

**Trevor Vas**, Executive Director, Human Capital Management Solutions & ATC

A set of key business drivers underpin an organisation's vision and mission.

A function who aligns itself to those unique business drivers can position itself as the major enabler to your company achieving its overall vision. Afterall, it's TA who hire the people that execute. It's People (payroll) that is a company's largest expense.

TA is uniquely positioned to yield far more influence (and obtain far more resources) that it currently does. Understanding your company's key business drivers and creating alignment to them allows you to demonstrate the value and ROI your function can provide.

In this interactive workshop, you will explore 18 key drivers, prioritise your unique four and start to assess and map your way to becoming a more Strategic and High Performing function.

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3:00pm - 3:30pm

***5 steps to an Integrated Talent Strategy and the tactics that lay beneath***

**Breakout 1**  
**LEVEL 3**  
**ROOM C3.3**

**Riges Younan**, SVP, Asia Pacific, Avature

New learning and inspiration is great but how do we practically implement it in a way that aligns Business Drivers and the TA function?

We will cover:

The five key elements to implementing a 'Total Talent' strategy;

- A case study of a CEO-mandated goal for Diversity & Inclusion and the initiatives they developed as a response;
- How to conduct a Talent Gap Analysis;
- The role that People Analytics can play.

Arm yourself with a plan for the main stage session that follows (Buy, Build Borrow, Bridge & Bot) and walk in with confidence that you have a roadmap to implement it.

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3:00pm - 3:30pm

***AGL's No Trade-off Automated Recruitment Process***

**Breakout 2**  
**LEVEL 3**  
**ROOM C3.4 + C3.5**

**Phillip Moore**, Recruitment Operations Manager, AGL and  
**Eldon Barker**, Talent Acquisition Manager, Harrier & On-site at AGL  
**Facilitator: Grant Burrall**, Head of Strategic Partnerships, Montage

In the current job market, there are more open jobs than available workers. The imbalance creates a decisively candidate-driven market, so much so that hiring managers and recruiters are getting "ghosted" with growing frequency.

For Talent Acquisition team, the challenge is to provide a truly differentiating experience for candidates. No one is debating that point. As a 2018 Montage survey of global Talent Acquisition leaders found, 99 percent of respondents rated the candidate experience as a top priority. Yet, far fewer have a successful strategy for delivering the modern hiring experience today's candidates prefer.

In this panel discussion facilitated by Grant, come hear how the AGL team is thriving in a market that demands employers be fast, transparent, and easy for the candidate to navigate through an approach that doesn't compromise quality and speed.

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3:00pm - 3:30pm

***Indigenous Recruitment; Changing the Face of Tomorrow's Workforce***

**Breakout 3**  
**LEVEL 3**  
**ROOM C3.6**

**Lee Hinton**, Indigenous Careers Partner, IAG

In 2018, we reshaped the way we attracted Indigenous Talent at IAG, how we processed them and what barriers they faced.

This led to us exploring how we can better integrate Aboriginal and Torres Strait Islander people into our workforce and diversifying where we source them from; but also where they will land in the business once recruited.

Join me as I share the challenges faced and how we overcame them to create a robust and comprehensive Indigenous recruitment strategy.

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3:00pm - 3:30pm

***Personalised Talent Tech Tour***

**Breakout 4**  
**EXPO ROOM**

Our guides will meet you at the Registration Desk outside the Expo Room and take you on the personalised Tour of your choice. You will visit 4-5 Talent technology providers and hear how they are solving Talent challenges in a unique way.

Choose from:

- AI Discovery Tour
- Candidate Experience Tour
- Volume Hiring Tour
- Sourcing Tour

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3:35pm - 4:15pm

**Afternoon Tea in the Expo Room**  
**LEVEL 2, EXPO HALL, PARKSIDE BALLROOM**

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4:25pm - 5:05pm

***Integrated Talent Strategy – Buy, Build, Borrow, Bridge or Bot?***

**General Session**  
**LEVEL 3**  
**COCKLE BAY**  
**ROOM**

**Facilitator: Tim Roche**, Country Manager ANZ - Right Management, ManpowerGroup

**Panel:**

**Aaron McEwan**, Top 100 HR Influencer, Practice Leader, Gartner

**Julie Duncan**, Director Talent Acquisition, PwC Australia

**Kevin Wheeler**, Founder & Director, Future of Talent Institute

**Shannon Pritchett**, Editor, SourceCon & Conference MC

**Tim Walmsley**, Founder & CEO, BenchOn

With record Talent shortages, the promise of automation, constant transformation and today's workforce looking to engage in attractive projects on their own terms – it is no longer a question of simply finding Talent. Facilitated by Richard, our panel members will outline the BUY, BUILD, BORROW, BRIDGE and BOT Talent strategies that will enable you to secure the skills you need, overcome Talent shortages and compete in the digital age.

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5:05pm - 5:15pm

**LEVEL 3**  
**COCKLE BAY**  
**ROOM**

***Conference Day 1 Wrap Up - Conference MC***

Final words from our host before we start the party!

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5:15pm - 6:45pm

**Party Time! Join us drinks**

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## ATC Conference Day 2: Thursday, 20th June 2019

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8:00am - 8:30am

**PARKSIDE  
BALLROOM**

**Conference Registration**

*Enjoy a coffee in the Expo Room, say hi to old friends and meet new ones*

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8:30am sharp

**LEVEL 3  
COCKLE BAY ROOM**

**Welcome back to Day 2 ATC2019**

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8:45am - 9:25am

***The Decisive Candidate: Redesign Hiring to Drive Candidate Decisions***

**Keynote Session**

**LEVEL 3**

**COCKLE BAY ROOM**

**Aaron McEwan**, Top 100 HR Influencer, Practice Leader, Gartner

Job search is dead. Job surfing is the new normal. Digital platforms allow candidates to quickly find (or be found) and apply to a vast array of jobs. This shift has drastically changed candidates' decision making and behaviours; a shift we've come to know as The New Candidate Decision. In the era of The New Candidate Decision, candidates ignore recruiter messages, apply to jobs they're not interested in, and constantly browse for — but rarely act on — their next career move. This behaviour creates significantly more volume for recruiting, which now spends 25 percent of recruiter time on candidate screening, and it increases the cost of acquisition by up to 26 percent.

In this session, attendees will learn that to succeed in today's candidate-centric era, you shouldn't cater to candidate behaviours by trying to improve their experience; you should guide the right candidate action by focusing on increasing the likelihood that the right candidates make the decision to take the right job at the right time.

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9:30am - 9:50am

***The way we've learnt to recruit is perfectly suited to a world that no longer exists***

**General Session**

**LEVEL 3**

**COCKLE BAY ROOM**

**Dr Mike Haywood**, Founder & Growth Director, LiveHire

In a world where candidates act like consumers and we are all digital natives, how can talent acquisition embrace a new way of working?

Recruiters face abundant resumes through one-click apply, yet are required to provide a curated and personalised experience to candidates who often enter the recruitment process with little preparation.

Much like a customer!

These digital candidates are reactive and unsure decision makers, and as a result, drop out rates during the process are significantly climbing, along with time to hire and cost for recruitment teams.

Today's recruitment processes are designed for an analogue world and are struggling to cope with each candidate's poorly defined decision journey.

We will discuss the importance of Candidate Experience, Employer Brand, AI, as well as the Talent Community and Talent Pooling approaches, which mirror some of the best customer engagement approaches, to reverse this trend.

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**9:55am - 10:20am**      ***Blurred Lines - a Labour Lawyer's Perspective on Law & Ethics in AI Recruitment Processes***

**General Session**  
**LEVEL 3**  
**COCKLE BAY ROOM**

**Elizabeth Aitken**, Partner, Moray & Agnew

Wild advances in technology mean the recruitment industry is entering an exciting new age marked by automation and artificial intelligence; one where the legal and ethical lines of Talent functions are increasingly blurred.

In this topical and provocative session, we'll explore:

- The advances of AI in the recruitment process;
- The critical human role of recruiters in effective AI functions;
- The legal and ethical dangers in utilising technology to source the 'perfect' candidate.

Ultimately, we will ask you to decide: does the future belong to the AI-embracing recruiter?

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**10:25am - 11:10am**      **Morning Tea**  
**LEVEL 2, EXPO HALL, PARKSIDE BALLROOM**

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**11:15am - 11:35am**      ***Social Media Platforms – Souring Wonderland or a Bias Minefield?***

**General Session**  
**LEVEL 3**  
**COCKLE BAY ROOM**

**Moderator: James Witcombe**, Director and Recruiter, SMAART Recruitment

**Panel:**  
**Mark Mansour**, National Talent Acquisition Lead, Servian uses Social Media to recruit and share his experience and views  
**Elizabeth Aitken**, Partner, Moray & Agnew will provide advice from a legal perspective  
**Kara Stevens**, Talent Acquisition Manager (Global), Noggin

Social media platforms can be a TA wonderland. But on the flip side, the temptation to scroll through a candidate's profile could lead to bias, value judgements and a breach of the law.

So what is ok and what isn't? Join our TA panellists as they share how they use social data to recruit, where they draw the line and why. Will our legal expert have some hard truths for them? Be there to find out!

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**11:40am - 12:40pm**      ***Innovation Lab – The Finalists!***

**General Session**  
**LEVEL 3**  
**COCKLE BAY ROOM**

**Host: Jo Vohland**, ATC Events & Media

See our four Talent Technology Finalists battle it out on stage in a live Pitch Off. Your vote will help determine the winner!

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**12:45pm - 1:40pm**      **Networking Lunch in the Expo Room**  
**LEVEL 2, PARKSIDE FUNCTION ROOM**

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1:45pm - 2:15pm ***The Art of Asking Great Questions***

Breakout 1  
LEVEL 3  
ROOM C3.3

**Lee-Martin Seymour**, CEO & Co-Founder, Xref

In Talent Acquisition, asking questions isn't just about qualifying candidates in or out, when done in the right way, it's about identifying opportunities and seeing the greater potential of your candidates and your team.

Using data from real reference checks and years of experience building a global business, Lee-Martin will talk through the recipe for success; the essential mix of questions, when to ask, how to interpret, and where tech comes in.

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1:45pm - 2:15pm ***The Abandonment of CVs and the Embrace of AI***

Breakout 2  
LEVEL 3  
ROOM C3.4 + C3.5

**Andrew Eddy**, Co-Founder, Untapped Group  
**David Yates**, Campus Leader, PwC  
**Facilitator: Grace Kerrison**, MD Asia Pacific, pymetrics

According to the Harvard Business Review, 75-90 percent of people are rejected based on their CV. Yet, out of seven ways to test a candidate's suitability for a position, job experience and CVs were retrospectively the least predictive of success.

Two global companies – PwC and DXC Technology – have both made a move away from CVs and instead are relying on artificial intelligence and behavioural talent signals to guide them.

In this panel discussion facilitated by Grace, Andrew Eddy will share how this shift enables Untapped Group, working in partnership with DXC Technology, help companies achieve a key diversity goal – to welcome people on the autism spectrum into a career in technology. David Yates will share why personal qualities, team fit and true potential to succeed, none of which can be assessed in a CV, are prioritised in PwC's graduate recruitment program and their results to-date.

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1:45pm - 2:15pm ***Be the best, attract the best! Get smarter with your sourcing***

Breakout 3  
LEVEL 3  
ROOM C3.6

**Duncan Graham**, Senior AI Service Manager, SEEK

Finding relevant candidates for your roles is paramount. With over 20 years of unique data and the application of world-class AI technology, SEEK have evolved their search capability, helping to match more relevant candidates to your roles.

Discover how SEEK Profile data and candidate search behaviour impact talent sourcing so you can set yourself up for success in attracting the most relevant candidates.

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1:45pm - 2:15pm ***Personalised Talent Tech Tour***

Breakout 4  
EXPO ROOM

Our guides will meet you at the Registration Desk outside the Expo Room and take you on the personalised Tour of your choice. You will visit 4-5 Talent technology providers and hear how they are solving Talent challenges in a unique way.

Choose from:

- Hiring For Potential Tour
  - Automation Tour
  - Diversity Tour
  - Innovation Lab Tour – check out the semi-finalists
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2:20pm - 3:10pm

***The Ethics of Recruitment***

**Workshop 1**  
**LEVEL 3**  
**ROOM C3.2**

**Ross Clennett**, Speaker, Trainer, Writer, Coach & Founder, RossClennett.com

In this highly interactive session you will be introduced to two ethical recruitment dilemmas that are typical of scenarios that are faced every day across Australia by companies.

The aim of the session is to have you consider the principles, either explicit or implicit, upon which you operate not just a recruiter but also as the representative of your employer.

The challenge of fully and carefully considering your own ethics, your job role, your employer's responsibilities and the law will be fully explored in this stimulating and engaging session.

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2:20pm - 3:10pm

***Building a Winning Business Case***

**Workshop 2**  
**LEVEL 3**  
**ROOM C3.3**

**Rebecca Houghton**, Founder, Bold HR

The ability to develop intelligent business cases that are supported and deployed successfully by your organisation is key to the success of a Talent Acquisition Leader. As Talent Acquisition is mostly recognised as a cost centre, it vital that the Business Case represents incremental realisable value to the organisation and that key stakeholders are taken on the journey and are advocates of your proposal. The key outputs of this session will include:

- Learn how to position your concept powerfully and succinctly;
- Educate your key stakeholders and gain support for your project;
- Make the numbers a no-brainer; and importantly;
- Measure and report the outcome to garner support for your next project.

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2:20pm - 3:10pm

***Making the Leap from Metrics to Useful Metrics***

**Workshop 3**  
**LEVEL 3**  
**ROOM C3.4 + C3.5**

**Kevin Wheeler**, Founder & Director, Future of Talent Institute

Recruitment is full of metrics that are usually time consuming to collect and not always valuable. We know that metrics are linked to accountability and so we measure things like activity, outputs, costs and outcomes. It keeps us accountable to an action and to completing a plan. High performing organisations use metrics that asks business related questions such as:

- What is our intention?
- What is our most appropriate response or action to achieve that intention?

So how can you pick out the most useful metrics and use them to improve decision-making for your Talent function?

In this workshop, we aim to:

- Make the leap from metrics to useful metrics;
  - Better understand the rising field of Workforce Analytics;
  - Understand how to get started;
  - Brainstorm questions that analytics can answer in our business;
  - What skills/resources are needed to produce Workforce Analytics.
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2:20pm - 3:10pm

***Crowd Hacking Talent Stack & Process Design***

**Workshop 4**  
**LEVEL 3**  
**ROOM C3.6**

**Simon Townsend**, Principal Consultant, twelve2

In this 50 minute hands-on workshop, you'll be working with table leads to each design and create one element of a TA process. Using the collective intelligence of each of the groups, we'll then put together new TA process and stack that preserves the human element of TA whilst combining it with the most powerful tools on the market today. You will be asked to contribute to one area of expertise:

- Briefing & understanding the roles
- Marketing & Branding
- Culture & Skills profiling
- Sourcing & Screening
- Assessment & Interview
- Compliance & Reporting

Simon will introduce you to Customer Centred Design Thinking and Journey Maps, as you work to design an exciting new solution.

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3:15pm - 3:55pm

**Afternoon Tea**

**LEVEL 2, EXPO HALL, PARKSIDE BALLROOM**

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4:00pm - 4:40pm

***Fearless Forecast: Workforce 2020 and Beyond***

**General Session**  
**LEVEL 3**  
**COCKLE BAY ROOM**

**Kevin Wheeler**, Founder & Director, Future of Talent Institute

Kevin's Fearless Forecast at the end of the conference is an ATC institution and absolutely unmissable if you want to be prepared for upcoming industry disruptions in 2020 and beyond. His decades of industry experience pulls back the veil on whatever the future may hold.

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4:40pm - 5:00pm

***Closing remarks***

**LEVEL 3**  
**COCKLE BAY ROOM**

Winners will be announced by sponsors and that's all folks! See you next year for the ATC2020!

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**SEE YOU BACK IN 2020!**

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