

3RD ANNUAL CONFERENCE 2015



people
matters

AGILE RECRUITMENT

An Ecosystem of Collaboration

9TH DECEMBER
ITC MARATHA, MUMBAI



AGILE RECRUITMENT

An Ecosystem of Collaborations

Talent Acquisition leaders now need to be savvy enough to convince the CHRO and the CFO on the math, more than ever. What data-points should an effective CBA contain? How can financial models determine the profitability of the recruitment process? Why, when and how should organizations approach Recruitment Process Outsourcing?

There are enough questions and there are more to come.

This is where those in the Recruitment business bring it all together!

A gathering of like-minded TA professionals, who lead some of the most successful strategies in the market. Happy to share their experiences and success stories. Service providers demonstrating sophisticated, yet easy to use, products and technologies. Future TA leaders, cutting their teeth on the challenges of the varied organizational needs and a competitive talent market.

Powered by People Matters, this conference will be one power-packed day of interactive, and highly participative, conversations, open sessions and debates in a learning-sharing-networking atmosphere.

Be there!



DEFEATING
ODDS



BREAKING
NEW GROUNDS

DEFYING
CONVENTION

DEMOLISHING
MONOTONY

THE 2015 CONFERENCE THEME

The theme of this year's conference is '**Agile Recruitment: An Ecosystem of Collaboration**'. Agility in the talent acquisition space of contemporary business environment aids organizations to stay competitive by adjusting and adapting to new innovative ideas and using these ideas to create better and efficient processes. Sessions at the conference would instill the agile thought process in TA professionals and HR Leaders.

CONFERENCE DELIBERATIONS



The **Talent Acquisition Leadership League Conference 2015** will open up the floor to many burning questions.

- What are the top challenges in recruitment?
- What is the future of recruitment technology?
- What does it take to build agile capabilities across the TA leadership?
- Are there ethical and legal issues around mining personal data?
- What does the next gen expect recruiters to keep in mind if they want to attract them, engage them and get the best out of them?
- Can recruitment rupees be optimized and timelines crunched by using the skills and techniques of digital marketers?

These and many more subjects will be brought out for the community to talk about and learn from their peers.



EVENT FORMATS

Renowned speakers, facilitators and moderators will ensure a high level of participation and audience interaction to make for a robust learning-sharing environment. The creative use of multiple session formats like **panel discussions, presentations and keynote addresses** will virtually ensure delegate engagement throughout the conference. Plus, delegates will be delighted by the sheer novelty of the **Open discussion style session**.

Talent Acquisition heads, HR Heads, CEOs, Heads of recruitment companies. The Talent Acquisition Leadership Leagues Conference 2015 is exclusively targeted at over **300 practitioners** and professionals. Individuals who are deeply committed to meeting the diverse new talent needs of multi-faceted organizations.



WHO SHOULD ATTEND?

SPEAKERS

LISTEN THE MASTERS SPEAK

Prateek Singh

Head
Talent Acquisition & Global Mobility
Marico Limited

Saleel Panse

Associate Director Staffing
Merck

Satya Sinha

CEO, Mancer Consulting

Prashant Sharma

President & Head
Global Human Resources &
Corporate Communications
Zydus Cadila

Prashant Khullar

Vice President
Human Resources
Mahindra holidays & resorts

Rosmin Paul

Head - Talent Acquisition
Tata Motors

Sabeena Ladak

Head TA
Aditya Birla Finance

Keyuri Singh

VP HR
Blue Star Infotech

Lalit Mishra

Director- TA
Tata Communications

Wriju Ray

Chief Operating Officer
IDfy

Ester Martinez

CEO & Editor-in-Chief
People Matters Media

Sandeep Chaudhary

CEO, Aon Hewitt

Neeraj Jain

Vice President Finance
Supply Chain & Strategic Distribution
Johnson & Johnson Medical

Nitin Sethi

Partner and Chief Commercial Officer
Aon Hewitt

Seema Arora Nambiar

Senior Director
People Resources
Hardcastle Restaurants

Anaggh Desai

Co Founder
T+99 Experience Consulting

Andrea Stone

Director of Career Services
CUNY Graduate School of Journalism

Unmesh Pawar

Global Managing Director
Talent Acquisition
Accenture

Praveen Kamath

Global Head - Talent Transformation
Wipro

Pramod Sadarjoshi

Senior Director
HCM Strategy & Transformation
Asia-Pacific, ORACLE India

Sanjoe Jose

CEO
Talview - Video Interviews

Prithvi Shergill

CHRO,
HCL Technologies

AGENDA

TIMINGS

8:15 - 9:00

Registration

9:00 - 9:30

Tell Your Story: What does Agility means to you?

9:30 - 10:45

Big Q: An Open Space Session where Top Recruitment Challenges are Thrashed

Identifying and prioritizing the top Challenges. Thrashing out and agreeing on the most appropriate solutions in an immersive, collective session. The resultant compilation by the recruitment community, for the recruitment community will serve as a practical reference for present and future recruitment practitioners.

10:45 - 11:15

Networking Break

11:15 - 11:40

The Ecosystem of Talent Magnetism: Come and witness a wholesome session covering the changing contours of Talent Acquisition as the corporate world approaches 2020, Conceptual framework to address the challenges of ensuring that talent is attracted, developed and kept for good, Strategies for mitigating Talent Risks of the dynamic Eco-system, Case-studies depicting complexities of Talent magnetism and Technology architecture and applications for sustainable talent magnetism.

11:40 - 12:20

Reinventing or Staying ahead of the Technology Culture: Talk Show

How have they changed the way recruitment is being done. And guess what, they're not resting on their laurels - they're promising more. What did they do differently? Is their DNA wired differently? Obviously yes, but how? How do they view the future of recruitment technology? Let's ask the question!

12:20 - 12:40

Breaking the Rule Book: Elevator Pitches

Fast-paced 3-minute micro-stories told first hand by contenders for the coveted TA Award! How they broke the rule book to conceptualize and implement path breaking ideas. Their journey overcoming roadblocks built on legacy and tradition. How they successfully completed their mission, but also proved that it made money for their organization. Be prepared to sit on the edge of your seats!

12:40 - 13:10

Building An Agile Culture: Keynote address

An Agile Culture needs to be driven by a committed leadership. Ensuring that the principles of agility are hard-coded across the Talent Acquisition function from the recruitment stage itself creates an organizational DNA of collaborative success. But...what exactly is an Agile Culture? What does it take to build agile capabilities across the TA leadership? What can we learn from those who have gone before us?

13:10 - 14:10

Lunch

14:10 - 14:30

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14:30 - 15:00

Big Data Analytics and Predictive recruitment: SME Address

Delving into employee data to create stories is one thing, but to use analytics to predict the quality of hire is the next big recruitment opportunity. Predictive recruitment requires a unique partnership between an inherently capable recruitment team and the latest technology. What's happening in this space? What is the potential? What skills do recruiters need to build to attain proficiency? Are there ethical and legal issues around mining personal data? Let's listen in.

15:00 - 16:00

Next-Gen Recruitment: An eco system to appeal Gen Y & Gen Z: Panel Discussion

The long hair and loose clothes are no indicator of the brainpower that ticks feverishly in the mind of the Gen-Z workforce. Their hand-held mobiles and tablets are their personal and professional dashboard. Yet they're the leaders of tomorrow. Recruiting strategies need to consider what works for this lot. How? That's a question with many diverse answers - all of them correct, for the moment! Let's find out how the Next-Gen mind works. What do they expect recruiters to keep in mind if they want to attract them, engage them and get the best out of them?

16:00 - 16:45

Networking Break

16:45 - 17:15

Breaking the Rule Book: Elevator Pitches

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17:15 - 17:45

The Acquiring Power of Social: Keynote Address

Hugely popular, Social Media is a significant contributor to the recruitment effort. People cannot let go of their virtual handles. That's been established. So organizations need to cross that nebulous line and reach into personal spaces to look for talent. It's cost effective, confidential and has already established a successful track record. And nobody seems to mind, much. What are recruiters doing in the Social space? Can recruitment rupees be optimized and timelines crunched by using the skills and techniques of digital marketers? Talent Acquisition leaders veering towards marketing? Why not?

17:45 - 18:45

Award Ceremony

Cocktails & Dinner



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