

2009

talent² user group

13th International Conference 2009

The Stamford Grand Adelaide, Moseley Square, Glenelg, South Australia

Building your contacts Boosting your career Sharing knowledge

- Learn how to make better use of your software
- Establish personal contact with people in similar roles to yourself and share ideas and hints
- Meet Talent2 staff face-to-face who have previously only been a voice on the phone
- Participate in the Talent2 Training Sessions on Tuesday - NEW INITIATIVE
- Discuss strategic issues about HRM

Register now at <https://www.secureregistrations.com/t2ug09>



www.t2ug.com

talent² user group

Day 1 Monday 30 March

Detailed abstracts for presenters; including presentations from vendors such as Navigo and new product information about V12.

Challenges and Opportunities

Andrew Banks, Managing Director, Talent2

With a much tougher year predicted for many organisations, working smarter and having a clear line of sight between what companies spend and what they get, will be foremost in the minds of CEOs and their Boards.

Never before has there been such burning reasons to deliver more efficiency at lower cost. HRIS, HR and managed services will have a big part to play. We all need to be across the processes, technology and outcomes so we can convince management of our value. More than ever, we need to use this time to deliver best practice and great customer service to the end users.

As the Managing Director of Talent2, and someone who meets senior executives across the globe, Andrew will talk about how line management needs to be engaged and held accountable. He will explain how critical it will be to have a framework that measures everything.

Optimising Recruitment Management through Alesco-NGA Integration

Jan Brown, National Manager, HR Services, University of Western Sydney

UWS went live in October 2008 on NGA's eRecruitment system. Expected shifts have been achieved in candidate relationship, client service and efficiency, together with data and reporting to support continuous improvement. The jewel in the crown is the Alesco-NGA-Alesco two-way interface. Integration saves Hiring Managers time by populating position data at requisition stage and increases HR productivity through automated onboarding of the successful candidate into Alesco's new hire tables; notifications are generated to all required areas of the University including a link with a new online orientation program.

Payroll and Performance Management

Anna Hart, National HR Manager (Learning and Development), Maurice Blackburn

Maurice Blackburn launched T2 Payroll in Nov 07 and the Performance Management module in April 08. As a growing and geographically diverse organisation, we needed a stable, simple online tool to support our performance appraisal process and the ability to understand our employees goals and Hear about the product and how it worked.

The First 10 years... and Preparing for the Next 10 Grant Edmunds, Employee Relations Manager, Insurance Commission of Western Australia

The Insurance Commission has just completed its first 10 years on Alesco. This presentation will outline their role in assisting the development of the core product and how they have integrated many of these features with specialised customisation into a better practice site. Learn from what they could have improved and also success stories.

Hear also how they use Alesco to assist in achieving organisational business objectives at a time when the WA economy is booming and the associated impact on the HR Division and service delivery. Find out why, in the next 10 years, it will be less about the technology itself, more about how the technology can help an organisation's people-agenda and ensure HR can continue to add value to the organisation.

Integrating T2 with Other Systems: a case study

Maureen Love, Human Resources Manager & Kris Thornley, Web Applications Developer, Christchurch Polytechnic

CPIT identified that it needed to develop an easily accessible academic workload planning and reporting tool that extracted information from currently existing databases including the HRIS and integrated that information to provide consistent, accurate and timely information for managers and staff. The result is a tool that has not only eliminated many spreadsheets and other tools that had been developed but is also informing a number of other activities.

The Alesco Training and Development Module increasing registrations and reducing cost, QUT's journey

Laurette Marteau, Senior HR Systems Administrator, QUT

In 2006, QUT decided to move away from a decentralised approach to staff development to a collaborative approach for QUT staff to access development advice, registration, marketing and reporting through a central source. Alesco Training module was the chosen solution.

Three years on and the figures speak for themselves: 7000 registrations with more than 600 courses offered per year.

This presentation will demonstrate how QUT has set up the module, the infrastructure that has been put in place to support the users of the module, the increase in registration and the decrease in cost; we will share with you our experience of the journey.

From Payroll to HR – the Voyage Continues...

Karl Merriman, Information Systems Project Manager & Business Analyst, Sealord Group Limited

Up until 2005 Sealord Group was only utilising the payroll functionality of Alesco. Since then the company has undertaken projects which have extended Alesco use in the areas of Web Self Service, Training and Development, Recruitment, and Health and Safety.

This presentation will review the challenges and successful deployment of this functionality since our last T2UG presentation, as well as touch on future developments Sealord has in the pipeline.



2009 program

Implementing and Using Alesco OHS

Andrew Robb, Manager, Occupational Health & Safety and Information Services, University of Western Sydney

Rather than continue the use of Excel spreadsheets and an Access database which have limited exposure and restricted ability to report, the University of Western Sydney decided to implement the OHS module across the University. Initially it is being used for recording incidents, injuries, hazards, equipment and first aid certificates. However in the longer term, it is planned the functionality will be extended to include injury and risk management. This is an account of the UWS trials and tribulations to date.

Payroll as a service, thinking radically

Linda Solway, Payroll Manager, Flight Centre

Linda Solway is Payroll Manager for Flight Centre. Her focus is on delivering exceptional customer service. Her personal reward is tied to this. She will explain how Payroll adds value to the Company and delivers worth back to their users. She will talk about the value of establishing and building on relationships with your client-base to truly understand their needs and business requirements. This is through visiting and educating them to create a win-win for both parties and the organisation.

Turbo-charging Discoverer Reports

Gayle Stewart, HRIS Adviser, BP

BP use Discoverer for a wide range of applications including payroll checking, establishment, super, interfaces. They prefer Discoverer because of the flexibility and empowerment it gives to users. They've designed and extended the End User Layer to ensure they're not locked in when an upgrade occurs. To overcome Discoverer limitations, the EUL also calls database procedures with advanced logic using codes in Alesco for business rules. V11 will enable a greater use of web-based Discoverer and hence reach a broader user base. Come listen and discover what BP have achieved.

Day 2 Tuesday 31 March

NEW INITIATIVE - Talent2 are offering six training sessions in two parallel streams on the following subjects:

Approvals, Configurations and Management

As the Web Self Service continues to grow and capability expands to provide greater flexibility, the knowledge required to manage this critical business tool also increases. This session will provide you with an overview of the basic configuration to assist you in managing the Web Self Service within your organisation.

This session is designed for attendees who have some knowledge of the Web Self Service requirements within their organisation.

Best Practice Payroll Processing and Reconciliation

The reconciliation of your payroll can be an unnecessarily involved process. This session will provide you with knowledge that will assist you in being able to manage and simplify the payroll reconciliation process.

This session is designed for attendees who have an understanding of the payroll processing and disbursement activities within their organisation.

Code Rules – How to Use Effectively

Code Rules are an effective means of providing flexibility across the usage of the Talent2 Alesco HRIS from one customer to another. This session will provide you with an overview of the basic code rule design to assist you in managing Code Rules within your organisation.

The session is designed for attendees who have a good understanding of the Talent2 Alesco HRIS.

Managing Occupancies, Position Links, Jobs / Payroll Averaging

As a Position and HR driven system, the HR Administration module of the Talent2 Alesco HRIS is powerful in driving outputs such as payroll and leave calculation. This session will provide you with an overview of the connectivity between Positions and Occupancies, the impact of Position Links and Payroll Averaging.

The session is designed for attendees who have a good understanding of the Talent2 Alesco HRIS.

Managing Part Time Leave / Leave Rosters

We all appreciate that leave can be complex – particularly part time leave. The purpose of this session is to provide an insight into managing part time leave and to provide attendees with an understanding of how complexities can be managed.

The session is designed for attendees who have a good understanding of the leave requirements within their organisation.

Using the End User Layer (soon to be renamed Workforce Reporting) to Provide Standard and One-Off Reports

This session is designed to introduce you to the processes required to create basic Discoverer reports using Workforce Reporting (End User Layer). Attendees with prior exposure to Discoverer and Workforce Reporting will achieve the greatest benefit from this session.



The **Talent2 User Group** was formed at the inaugural conference held in Brisbane in March 1997. There were over 125 delegates present who voted for the formation of what was then the Concept User Group to represent users in the Asia Pacific Region.

Each year since then has seen a conference held in various cities throughout Australia consistently attracting 180+ delegates.

A key focus of the conference is to provide an opportunity for delegates to develop their professional knowledge, exchange information on 'real world' experiences and understand or influence the future direction of these products.



Early bird registration closes Friday 6 March 2009

registration

Conference Registration	T2UG Members	Non-Members
Early Bird Registrations prior to Friday 6 March 2009	\$655	\$955
Volume Early Bird Registrations prior to Friday 6 March 2009	\$600	\$900
Full Registrations after Friday 6 March 2009	\$710	\$1010
Volume Full Registrations after Friday 6 March 2009	\$655	\$955
Member Single day Registration	\$375	\$500

**Volume discounts are 2 or more registrations from a single organisation*

Social Events

Partner's attendance at Welcoming Function	\$70
Partner's attendance at Conference Dinner	\$100

Full Registration includes attendance at any Sessions, Welcome Reception, Conference Dinner, Lunches, Morning/Afternoon Teas and electronic access to all papers.

Accommodation

Accommodation should be booked via the website <https://www.secureregistrations.com/t2ug09> or through the conference organisers.

An accommodation rate of **\$195 per room per night** has been negotiated.

venue

This year's conference will be held at The Stamford Grand Adelaide, Moseley Square, Glenelg, South Australia, one of Australia's leading resort style hotels, that boasts panoramic views of the ocean, city and Adelaide Hills. Glenelg is a vibrant seaside shopping community that reflects the casual lifestyle and relaxing atmosphere of life by the sea. With long sandy beaches, shops, cinemas and restaurants nearby, the hotel is just a 10 minute drive from the airport and a 20 minute drive from Adelaide's CBD.

To get there

Australia has three major domestic airlines
– Qantas (Ph 13 1313)
– Virgin Blue (Ph 13 6789)
– Jetstar (Ph 13 1538). There are many other regional airlines.

Information about airport transfers is available on the website:

<http://www.t2ug.com/>

More...

Throughout the conference a range of Talent2 experts will be on hand at the venue should you have a specific query you would like to discuss.

The organising committee includes Barry Colyer, Joe Dascoli, Andrew Smee, Darryl Crump, Tracey Dixon, Kate Maudsley, Jillian Rainbow, Shane Sturgeon and Jenny Tom, plus Eileen Aitken, Rob Fox, Jackie Lack and Martin Lack.

contact

Register online for T2UG2009 by accessing our secure site

<https://www.secureregistrations.com/t2ug09>

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Disclaimer

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