

## Sunday 7 March 2010

Pre-Conference	City Highlights Tour (optional) – see <a href="http://www.citysightseeingperth.com">www.citysightseeingperth.com</a>
18:00	Conference Registration – Sheraton Perth Hotel
18:30	Welcome Event – <i>Monte Carlo!</i> : Meet fellow delegates and enjoy the fun!

## Monday 8 March 2010

07:30 – 08:30	Annual General Meeting	
09:00 – 09:15	Executive Welcome and Introduction by the Chair of the Talent2 User Group	
09:15 – 09:55	<p><b>Keynote presentation: The Power of Networking</b></p> <p>We all know the importance of networking and developing personal connections and relationships. So often, knowing the right person to ask is as valuable as knowing the answer yourself, if not more so. And being well connected is the ultimate source of personal effectiveness and advantage.</p> <p>In this keynote presentation, Ron Gibson delivers a practical model for building and sustaining the ideal network for you. Specifically, Ron will discuss the following:</p> <ul style="list-style-type: none"> <li>• The one activity you can't afford to pass up: Building your social capital</li> <li>• 5 steps to maximising your networking return on investment</li> <li>• I'm at an event made for networking....Now what???</li> </ul> <p><i>Ron Gibson, Managing Director, Go Networking has established himself as the country's foremost authority in the field and subject of business networking – the art and skill of forming and cultivating those all-important business connections.</i></p>	
09:55 – 10:30	<p><b>V12 and beyond</b></p> <p><i>Frank Fumic, Talent2</i></p> <p>This session will review some of the exciting enhancements that have been delivered in V12, as well as revealing some of the new functionality planned for V12 Minor Release 1 and beyond.</p>	
10:30 – 10:45	Sponsor Overviews	
10:45 – 11:05	Coffee, tea, networking	
11:05 – 11:40	<p><b>Client experience in upgrading to V12</b></p> <p><i>Darryl Crump, Payroll Services Team Leader, Flinders University and Mark Western, HRIS Project Manager, CQUniversity.</i></p> <p>Both Flinders University and CQUniversity have upgraded to Version 12 in 2009. This presentation will step you through the upgrade process and explain what we learnt on the way. It will cover:</p> <ul style="list-style-type: none"> <li>• The Beta testing process and the interaction with Talent2</li> <li>• How we ran the tests before going live</li> <li>• The issues we encountered</li> <li>• What IT infrastructure changes are required</li> <li>• The differences in Core / Web</li> <li>• What modules do we use in Alesco V12</li> <li>• Getting the users to embrace the change</li> <li>• The benefits of Alesco V12</li> </ul>	
11:45 – 12:20	<p><b>V12 Oracle installation - changes to be aware of</b></p> <p><i>Simon Brady, Talent2</i></p> <p>The upgrade to V12, as with any major release, is not without its challenges. Now is your opportunity to learn how to avoid any pitfalls from our resident expert, Simon Brady. Apart from assisting in the initial V12 builds in Development and e.HR, Simon has since completed the V12 build for the MOE project, as well as upgrading many of the internal T2 environments. Simon will talk about his experiences to ensure that you are all well equipped for your own upgrades when they occur.</p>	<p><b>The NZ Ministry of Education Journey – “from ‘scrapes’ to real PC”</b></p> <p><i>Cherie Hunt, Senior Manager, Schools Payroll Project, New Zealand Ministry of Education</i></p> <p>New Zealand's Ministry of Education provides a payroll service to NZ schools paying over 89,000 people every fortnight. Talent2 takes up the role of providing this significant payroll in 2010, when the Novopay – schools' payroll service is launched. Novopay will be a magnum shift for both the Ministry and schools. The current service is based on faxes, posted and emailed forms. In 2010 school payroll staff will manage their payrolls in an online, real-time environment for the first time. Novopay, with its managed Service Desk for customer support, online user help and online training, will be a completely new way of working for them. As the lead subject matter expert and Senior Manager for the Ministry of Education's Novopay project Cherie will guide you through the Ministry's journey to find the right way to change the way schools do their payroll work, engage them in the changes and win over their hearts and minds to the benefits of the new service.</p>

12:25 – 13:00	<p><b>Break the Speed Limitation – How to Drive Faster Succession Planning through Visualisation</b></p> <p><i>Paulus Briels, Managing Director, Navigo</i></p> <p>Enterprise succession planning solutions call for detailed creation and maintenance of position competencies and skills, rendering highly comprehensive succession plans out of reach for many resource-strapped HR departments. In addition, plans with focus primarily on “boardroom bound” execs may miss opportunities to develop and motivate younger employees and mid-level managers. A method is needed that dramatically reduces the time and resource requirement associated with full-scale succession planning – We will show you how a new module attached to organisational charts can deliver this method.</p> <ul style="list-style-type: none"> <li>• Learn the must-haves for successful succession planning</li> <li>• Learn how visualisation directly reduces the burdens of succession planning</li> <li>• Learn strategies to create and maintain succession plans in fast-moving environments</li> <li>• Learn how analytics can deliver a more detailed, longer-term succession roadmap</li> <li>• See a practical approach to add succession planning to your Alesco implementation</li> </ul>	<p><b>Challenges and opportunities for Managed Service Clients</b></p> <p><i>Scott Whiteley, Myer and Cherie Hunt, New Zealand Ministry of Education</i></p> <p>As the number of shared services clients increase the user group is keen to establish a special interest group. How do shared services clients collaborate with other shared services clients to encourage best practice in issues management, and to encourage professional standards in key areas such as: service level agreements, KPIs, audits, customer service and support, disaster recovery planning/business continuity and benchmarking. Scott Whiteley (Myer) and Cherie Hunt (MoE) are keen to share their experience of managed services and how all these factors come together to achieve a good match of service quality to clients’ business needs.</p>
13:00 – 14:00 <b>Lunch</b>		
14:00 – 14:35	<p><b>Discovering Discoverer</b></p> <p><i>Tim Place, Payroll Manager Swinburne University of Technology</i></p> <p>With increasing reporting requirements and constant change Swinburne was looking for a better way of report writing that had greater flexibility, ability to translate the data, was easy to use, and was cost effective. The decision was Discoverer. This session will look at the pro’s and con’s of Discoverer that Swinburne has encountered, the report writing process adopted by Swinburne, controlling the report writing index, working out impossible from the possible, what is the metalayer &amp; Discoverer administrator, sharing reports, calculations &amp; Conditions and a few tips and tricks for using Discoverer Plus.</p>	<p><b>Staff Development and the Learning &amp; Development modules</b></p> <p><i>Piyush Bhatt, Director, Remuneration and HR Shared Services, The University of Sydney</i></p> <p>The University of Sydney implemented Alesco in late 2007. The task now is to enhance its functionality, re-engineer some business processes and look at other suitable modules within HR to implement. The Staff Development and the Learning &amp; Development modules have been brought on stream recently. This session looks at the practical side of getting customer buy-in, turning on the functionality and standardising the processes of these two modules.</p> <p>The Academic and General Staff Performance process will be handled within the Staff Development module. The booking and follow up on all Learning &amp; Development activities carried out within HR and the Faculties will be handled within the L&amp;D module.</p>
14:40 – 15:15	<p><b>Using Alesco emails to improve your business</b></p> <p><i>David Kininmonth, Human Resources Consultant, Western Australia, Department of Water</i></p> <p>This presentation explains the experience of the Western Australia Department of Water in using the three types of emails that can be generated from Alesco, to:</p> <ul style="list-style-type: none"> <li>• Improve its business efficiency</li> <li>• Welcome people to the kiosk</li> <li>• Improve the quality of its HR data</li> </ul>	<p><b>Managing change, driving through</b></p> <p><i>Amanda Vivian, Head of HR Operations and Systems - Human Resources, Bankwest</i></p> <p>Until recently Bankwest was one of five companies owned by HBoS operating in Australia. Each had their own HRIS system so the original plan was to bring them all onto Talent2 Alesco. This exercise was almost complete when the GFC caused the constituent parts to go to new owners. Amanda Vivian was responsible for the whole journey. What lessons can she share about bringing five disparate systems across to one. And more interestingly, how do you then un-scramble the egg and successfully pass HR information into new and very different organisations.</p>
15:15 – 15:45 <b>Coffee, tea, networking</b>		
15:45 – 16:20	<p><b>Where is Oracle Going, and How Does This Affect You?</b></p> <p><i>Penny Cookson, Managing Director, Sage Computing Services</i></p> <p>The Oracle Forms platform has been used to build thousands of applications around the world and has been in use for over 20 years. Now Oracle is rebuilding their strategic applications using their Fusion development approach. This has introduced a whole new set of products including Business Intelligence and Service-Orientated Architecture tools.</p> <p>What is the implication for Alesco users? What can I now do that was not possible before? How can they be leveraged to create a win for the organisation? What other business specific applications do they impact?</p>	<p><b>Why ALESCO eRecruitment</b></p> <p><i>Janelle Zandvliet, HR Change Manage, Alesco HR System Project, Western Australia, Department of Health</i></p> <p>WA Health is in the middle of its implementation of the ALESCO Product to its 41000 employees.</p> <p>This presentation will cover the eRecruitment Module and how WA Health currently uses it. The session outlines what benefits can be gained by using this module and how can it improve use of WSS and it will cover the process from vacancy requisition to paying the new hire and a range of steps in between both within the core product and the WSS front end. WA Health has implemented a number of new improvements in this module so come and hear how these work and what E- Recruitment can do for your organisation. You will not need to have any knowledge of recruitment to attend this session.</p>

16:25 – 17:00	<p><b>Salary Packaging in 2010 and beyond</b>  <i>Brad Dobinson, Director, PackagePlus</i></p> <p>A review of current market trends and the likely outcomes of the Henry Taxation Review and their impacts on the administration of Salary Packaging for HR and Payroll managers.</p>	<p><b>Time and Attendance (T&amp;A)</b>  <i>Peter Taylor, NZ Post</i>  <i>Adam Faulkner, Talent2</i></p> <p>Since its release last year, the interest in the Time and Attendance functionality has been exceptional, with a significant number of customers, implementing this exciting new module. Hear Peter Taylor's experience at NZ Post - learn from Adam Faulkner who not only designed and developed the module, but has implemented it at a number of customer sites. The presentation will include a demonstration of the capability and help you to understand the value T&amp;A can add to your organisation.</p>
18:00	<b>Bus departs for conference dinner sponsored by Talent2</b>	

## Tuesday 9 March 2010

<b>Talent2 Workshops</b>		
08:30 – 09:00	<p><b>Response Centre Update – including Numara Footprints and Premium Service Desk</b>  <i>Kim Hanafee, Talent2</i></p> <p>This will provide an update on the new Help Desk Software – Numara footprints, as well as providing an overview on the newly introduced offering of the Premium Service Desk.</p>	
09:00 – 10:45	<p><b>V12 Web Self Service:</b></p> <ul style="list-style-type: none"> <li>What does the new technology change for users</li> <li>Administrative configuration</li> <li>User preferences</li> <li>Kiosk and Web 2.0</li> </ul>	<p><b>Questionnaires in WSS:</b></p> <ul style="list-style-type: none"> <li>How are they configured</li> <li>How would a user complete questionnaire when in WSS</li> <li>How do you view the overall results</li> <li>How do you setup</li> <li>What could you use it for</li> <li>Is there a role for Talent2 when setting up</li> </ul>
10:45 – 11:05	<b>Coffee, tea, networking</b>	
11:05 – 12:50	<p><b>Web Self Service Approvals - Workflow flexibility</b></p> <ul style="list-style-type: none"> <li>Recommend then approve</li> <li>Sub transactions - micro manage LSL, AL, etc</li> <li>Configuration choices to reduce administration</li> <li>Mix and match approval types on escalation</li> </ul>	<p><b>Email Notifications (FD068, FD067, FD065):</b></p> <ul style="list-style-type: none"> <li>In what circumstances would each one be utilised</li> <li>Do they work in conjunction with each other, if so how</li> <li>How are they configured</li> <li>What results do they provide</li> </ul>
12:50 – 13:35	<b>Lunch</b>	
13:35 – 15:20	<p><b>System configuration and usage for complex leave management</b></p>	<p><b>Superannuation Complexities:</b></p> <ul style="list-style-type: none"> <li>Superannuation guarantees</li> <li>Accumulation v defined benefits requirements</li> <li>Payments for super calculation</li> <li>Payments for income calculation</li> <li>Pre tax and post tax issues</li> <li>Reducing administration (while managing individual requirements)</li> <li>Outputs - and how to get them</li> </ul>
15:20 – 15:40	<b>Closing address and summary by the Chair of the Talent2 User Group</b>	
15:40 – 16:00	<b>Networking and farewell drinks</b>	