

Sunday 20 March 2011

18:00 Conference Registration – Novotel Sydney Manly Pacific

18:30 Welcome Event: Meet fellow delegates and enjoy the fun! – Sponsored by Navigo

Monday 21 March 2011

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

Keynote Presentation A Topical View: Don Watson

Don Watson is one of Australia's most distinguished writers and public speakers. After completing a PhD at Monash University he was an academic historian for ten years. He subsequently became speech-writer for the Victorian Premier John Cain and then Prime Minister Paul Keating. He has written political satire for the actor Max Gillies and a number of screen plays including The Man Who Sued God, starring Billy Connolly and Judy Davis. He has also written at least seven non-fiction books, many of which became best sellers.

09:55 – 10:10 Sponsor Overviews

10:10 – 10:30 Coffee, tea, networking

10:30 – 11:10

Talent2 HR Business Process Outsourcing Strategy for Australasia Danny Choo, Global Managing Director, HR & Payroll, Talent2

11:15 – 11:40

New Product & Support Initiatives Brendan Trewartha, Global General Manager Works, Talent2

Power User Interface enhancements
New Data Conversion tools
Severity 3 project
WSS enhancements:

- Improvements to Academic/General Timesheets to include Start/Stop and Break Times has been promoted
- Redesigned WSS Bank Accounts has just been promoted
- Enhancements to eRecruitment to include Selection Panel Rankings
- Enhancements to WSS to allow update access after termination (or ended occupancy)
- New Hire functionality in WSS has commenced development

11:45 – 12:20

Clocking In... Clocking Out.... A Journey through Self-Service Timesheets Karen du Bois, Manager Payroll Administration Services and Kerry Edwards-Williams, Manager - Business Information Services, Brisbane Catholic Education Office

Brisbane Catholic Education employees approximately 2500 relief staff across 143 schools resulting in the processing of approximately 2000 paper timesheets per fortnight. An online timesheet process using T2 Employee Self Service had been envisaged and in 2009 a solution design group consisting of Schools Administration staff, Payroll, BCE technical and vendor staff was formed to develop the new solution and business processes. A presentation by two staff involved in the solutions development will highlight the Change Management required to shift 143 different work groups to a new process, the solution design and how this evolved, and how Payroll are managing the new processes and challenges faced. A demonstration of the solution will be provided to the group.

Human Capital Issues

Neil McCormick, General Manager – Workforce Strategy, Talent2

A new tool called SonarVision from OrcaEyes Inc can be interfaced to Alesco to develop, monitor and manage Workforce Strategies and Workforce Planning. SonarVision allows organisations to plan and action human capital issues both current and into the future. The presentation will also highlight some of the global trends and interesting correlations beginning to emerge through the use of a standardised set of Human Capital Indices.

Neil McCormick, Talent2, has recently been contracted by Amacom, a US Publisher, to co-author a book on Work Planning and Workforce Planning aimed at senior leadership. This highlights the global level of interest in the work being done within the company.

12:25 – 13:00

A User View of the Alesco e-Recruitment Module Irene Frisby, Human Resources Manager, Aoife Keenan, HR Administrator and Lauren Ratcliffe, HR Coordinator, Optiver

The session will give an overview for the Alesco HR user view and WSS manager/client view. Irene will discuss Optiver's experience of the e-Recruitment module and implementation, what the business case was, what they achieved, and what they would do differently.

Maximise Workforce Productivity with Integrated Talent Management

Alexis Belanger, Director of Alliances, Cornerstone OnDemand

- What is Talent Management and why is it important?
- Trends and challenges in Talent Management
- The role of learning in Integrated Talent Management
- Client success stories & best practices surrounding talent management
- The technologies behind the solution
- Results of the recent Talent2/ Cornerstone global Talent Management survey

13:00 – 14:00

Lunch

14:00 – 14:35	<p>The Alesco Upgrade Absolute Must-Haves – That You Don't Have Yet</p> <p><i>Peter Forbes, Managing Director, Navigo</i></p> <p>Upgrades will never be straightforward, but by taking a repeatable and tested approach you will be able to significantly reduce your risk of resource, cost and timeframe blowouts, plus avoid being doomed to encounter the same problems next time.</p> <p>Navigo performs up to six Alesco upgrades each year with an established project management framework, methodologies and consulting philosophy. Attend this seminar to see the techniques, tools, utilities and steps we take that allow us to guarantee upgrade success.</p> <p>Peter Forbes will take you on a journey from project management 101 through to techniques specific to the Alesco environment. He'll explain how Navigo's core consulting philosophy applies to the upgrade, then cover the minimum physical, practical steps you need to succeed – in our opinion – the "absolute must-haves" of every Alesco upgrade.</p>	<p>How Bankwest is Transforming its HR Service</p> <p><i>Rhian Jenkins, Bankwest</i></p> <p>How Bankwest is transforming its HR service through:</p> <ul style="list-style-type: none"> • Flexible and agile support and services • Value add services • Leveraging technology • Simple policies and procedures • Effective processes and controls
14:40 – 15:15	<p>A Review of the Deduction API in Alesco Release 11 MR1 and the Benefits when Interfacing with External Agencies and Suppliers</p> <p><i>Brad Dobinson, Managing Director, PackagePlus</i></p> <p>This session will give an overview of the interface between Alesco and external salary packaging administration providers and other external agencies who deliver data and require regular deductions from employee salaries via Alesco.</p> <p>The session will follow a typical payroll process and demonstrate the most common applications and efficiencies that can be delivered by the API. It will discuss and challenge the other uses that this API can provide.</p>	<p>Replacing Disparate Legacy Systems with Alesco</p> <p><i>Elize Malan, Leader – Group HR Systems & Reporting, Wesfarmers Insurance</i></p> <p>Wesfarmers Insurance has five businesses variously operating in broking and underwriting. The challenge is to replace disparate legacy payroll and other HR systems with Alesco. This presentation will cover the benefits they expect to achieve and what the early lessons learnt were.</p>
15:15 – 15:45 Coffee, tea, networking		
15:45 – 16:20	<p>Workforce Planning & Budgeting with Alesco and Hyperion – How QUT integrated Alesco and Hyperion Planning as a solution to incorporate workforce planning into enterprise wide budgeting and reporting</p> <p><i>Berndt de Bruyn, Project Manager, QUT and Rick Cooper, Project Manager, M-Power Solutions</i></p> <p>The presentation will be jointly delivered by QUT and M-Power Solutions.</p> <p>QUT has been actively seeking efficiency improvement in their overall planning and budgeting processes, in particular achieving a better handle on workforce costs and budgeting. Based on experience in implementing a planning and budgeting solution in an Alesco/Oracle Financials environment QUT selected M-Power Solutions to implement Oracle Hyperion over a 9 month period.</p> <p>The Presentation will be conducted by Berndt de Bruyn, the QUT Project Manager and Rick Cooper, the M-Power Project Manager.</p>	<p>Extending Alesco with Oracle Fusion Middleware</p> <p><i>Jon Gooding, Oracle Corporation</i></p> <p>Oracle has always provided the foundation technology for Talent2 Alesco. Over the last few years Oracle has significantly increased the capability of Business Process Management (BPM) and enabled customers to streamline and automate ad hoc, paper based processes improving efficiency and accountability across different corporate systems.</p> <p>This presentation will overview some of the different Oracle options to allow clients to better understand and manage their business processes. Also allowing companies to digitising their end-to-end business processes and leveraging process management capabilities to orchestrate, measure, manage and optimize them.</p> <p>Additionally Oracle will showcase some of the Oracle Fusion Middleware business capabilities that Alesco V13 will be utilising as part of it's core Web Self-Service functionality and some other new capabilities that Oracle technology offers.</p>
16:25 – 17:00	<p>Aspects to be covered include the challenges QUT faced and how implementing Hyperion Planning addressed these challenges.</p> <p>The presentation will also include a demonstration of the solution that has been delivered and provide an insight into M-Power's template based approach during the delivery.</p>	<p>Ensuring Sourcing Success – Service, Process and Relationship Integration</p> <p><i>Sandeep Dubey, Associate Director, KPMG</i></p> <p>The global sourcing industry has witnessed explosive growth in last 15 years. The success and failures over these years have brought to focus the three core integration aspects for lasting and enduring sourcing success – service, process and relationship integration.</p> <p>There is a wider recognition of the need to leverage the three integration areas in construction of the Target Operating Model. Industry good practices and sourcing body of knowledge provide reference frameworks, but a greater challenge lies in the selection and adaption of these best practices based on an organisation's sourcing capability.</p>
18:30 Shuttle bus departs hotel foyer for conference dinner – Sponsored by Talent2		

Tuesday 22 March 2011

Workshops

08:20 – 09:00	<p>V13 – A Sneak Preview <i>Aaron Stiles, Alesco Product Manager & Gene Schneider, Alesco Lead Developer, Talent2</i></p> <p>Using new Oracle technologies, you will be shown the new look and feel of WSS incorporating an improved User Interface which takes advantage of up-to-date web application capabilities.</p> <p>Interactive validation, drag and drop columns, advanced searching and filtering, and updated menu layout, are just some of the exciting new features to be released.</p> <p>Also included in the presentation will be the additional features and functionality of the Power User Interface, as well as a short overview of the technology upgrade to Oracle Fusion Middleware.</p>	
09:05 – 10:50	<p>How to Create Insightful Charts using OrgPlus with Alesco <i>Belinda Walsh, Product Consultant & Trainer, Navigo</i></p> <p>A hands-on run through using OrgPlus with Alesco that explores the possibilities OrgPlus adds to the core Alesco functionality. This workshop will take users from start to finish:</p> <ul style="list-style-type: none"> • From using the standard Alesco extract FG356 to bring data out of the system • Through making and automating rich OrgPlus organisational charts • To publishing and linking charts back into WSS, websites and portals <p>A great workshop for the large number of Alesco and OrgPlus users, the content will also be appropriate for those considering an OrgPlus solution, or interested in seeing what integration options are possible with Alesco.</p>	<p>Sharing Knowledge – A Risk Management and Audit Perspective <i>Ken Miller, Senior Manager – Business Transformation, Grant Thornton Australia</i></p> <ul style="list-style-type: none"> • Auditors work with many organisations – good and bad. What can you learn from them to improve your systems? • What can you do to make an audit run smoothly for your organisation? • How can you judge if your system has been tampered with; when do you call in the auditor?
10:50 – 11:05 Coffee, tea, networking		
11:05 – 12:50	<p>Discoverer Advanced Using the End User Layer <i>Rachel Anderson, Business Consultant, Talent2</i></p> <p>Using Discoverer with the End User Layer and want to know more? This Advanced Discoverer session anticipates that you will possess basic to intermediate Discoverer skills and be ready to learn how to:</p> <ul style="list-style-type: none"> • Create and apply detailed multi level conditions to Discoverer workbooks • Build complex parameters • Understand outer join business folders • Build Cross Tab workbooks <p>And more, depending on time and level of interaction!</p>	<p>Discoverer Basic Using the End User Layer <i>Nigel Stacey, James Cook University and Ross Tennent, CQUniversity</i></p> <p>Discoverer can be a useful reporting tool for you and your organisation. This session is aimed at those with little or no knowledge of Discoverer and will cover:</p> <ul style="list-style-type: none"> • What is the End User Layer? • Components of Discoverer • Creating reports with Discoverer Desktop and Discoverer Plus • Useful report ideas
12:50 – 13:35 Lunch		
13:35 – 15:20	<p>Complex Leave: System Configuration <i>Rachel Anderson, Business Consultant, Talent2</i></p> <p>This session will assume that you have an understanding of leave codes and leave formula and will seek to provide more advanced direction in the following areas:</p> <ul style="list-style-type: none"> • Processing part day leave bookings • Processing half paid leave bookings • The impact of rosters on leave accruals and leave bookings • Portability of leave • Usage of leave adjustments and the impact on existing automation • Troubleshooting skills from both a leave booking and accrual perspective 	<p>Tailoring and Enhancing the Appearance of Your Alesco WSS Using Simple Configuration <i>Gene Schneider, Alesco Lead Developer and Aaron Stiles, Alesco Product Manager, Talent2</i></p> <p>The Web Self Service has become the HR information window for both employees and managers. This session will introduce you to the growing capability within Alesco that allows you to configure your Web Self Service to truly reflect your organisation's unique branding. Typically the Web Self Service is used to view information, update information and provide reporting across a number of HR and payroll indicators; your new 'branded' Web Self Service will better reflect the look and feel of your organisation while integrating with the broader Intranet.</p>
15:20 – 15:40 Closing address and summary by the Chair of the Talent2 User Group		
15:40 – 16:00 Networking and farewell drinks		

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