

*talent<sup>2</sup> user group*

# 2011

15<sup>th</sup> International  
**CONFERENCE**

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***Boosting your career***

***Sharing knowledge***

***Building your contacts***

**Early bird closes Friday 18 February, 2011**

- Discuss strategic issues about HRM
- Establish personal contact with people in similar roles to yourself and share ideas and hints
- Join in the workshop sessions
- Have a voice in the future direction of your HR software
- Learn how to make better use of your software
- Meet Talent2 staff face-to-face who have previously only been a voice on the phone

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## Day 1 Monday 21 March 2011

It will also include presentations from vendors such as M-Power Solutions and Package Plus.

### Opening keynote – 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.

### Next Major Release

#### – Alesco V13, a sneak preview

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.

Interactive validation, drag and drop columns, advanced searching and filtering, and updated menu layout, are just some of the new exciting features to be released.

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.

### How Bankwest is transforming its HR Service through:

- Flexible and agile support and services
- Value add services
- Leveraging technology
- Simple policies and procedures
- Effective processes and controls

*Rhian Jenkins, Bankwest*

### Clocking in ...Clocking out ...

#### A journey through self-service timesheets

Brisbane Catholic Education employs 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, how Payroll is managing the new processes and challenges faced. A demonstration of the solution will be provided to the group.

*Karen du Bois, Manager Payroll Administration Services, Brisbane Catholic Education Office*  
*Kerry Edwards-Williams, Manager - Business Information Services, Brisbane Catholic Education Office*

### Replacing disparate legacy systems with Alesco

Wesfarmers Insurance have five businesses variously operating in broking and underwriting. The challenge is to replace disparate legacy payroll and other HR systems with Alesco. What benefits do they expect to achieve and what are the early lessons learnt?

*Elize Malan, Leader - Group HR Systems & Reporting, Wesfarmers Insurance*

### A user view of the Alesco e-Recruitment module

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

*Irene Frisby, Human Resources Manager, Optiver*

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# 2011 program

## Human capital issues

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.

*Neil McCormick, Talent2*

## The Alesco Upgrade Absolute Must-Haves – that you don't have yet

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.

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.

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.

*Peter Forbes, Managing Director, Navigo*

## Maximise Workforce Productivity with Integrated Talent Management

- What is Talent Management and why is it important?
- Trends and Challenges in Talent Management
- The role of learning in Integrated Talent Management
- The benefit of 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

*Alexis Belanger, Director of Alliances, Cornerstone OnDemand*

## Day 2 Tuesday 22 March, 2011

Opening session: **Talent2 HR BPO strategy for Australasia**, Danny Choo, Global Managing Director, HR & Payroll, Talent2

As in 2010, there will be six training sessions in two parallel streams on the following subjects:

### Discoverer Basic using End User Layer

- What is the End User Layer?
- Components of Discoverer
- Creating reports with Discoverer Desktop and Discoverer Plus
- Useful report ideas

### Discoverer Advanced using the End User Layer

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: -

- Create and apply detailed multi level conditions to Discoverer workbooks.
- Build complex parameters.
- Understand outer join business folders.
- Build Cross Tab workbooks

And more, depending on time and level of interaction!

### Complex Leave: System Configuration

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:

- 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

### Tailoring and enhancing the appearance of your Alesco WSS using simple configuration

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

### Auditing the payroll system and process

- How to look for irregularities in the payroll system
- What controls should be built into your processes/the system

An opportunity for the audience to offer tips and suggestions.

### How to create insightful charts using OrgPlus with Alesco

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:

- 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.

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.

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 a conference has been 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 18 February 2011**

## registration

To register for the T2UG 2011 Conference, complete the secure registration form accessible through <https://www.secureregistrations.com/t2ug11>.

<b>Conference Registration T2UG</b>	<b>Members</b>	<b>Non-Members</b>
Early Bird Registrations prior to 18 February, 2011	<b>\$710</b>	<b>\$1035</b>
Volume Early Bird Registrations prior to 18 February, 2011	<b>\$650</b>	<b>\$975</b>
<i>*Volume discounts are 2 or more registrations from a single organisation</i>		
Full Registrations after 18 February, 2011	<b>\$770</b>	<b>\$1095</b>
Volume Full Registrations after 18 February, 2011	<b>\$710</b>	<b>\$1035</b>
<i>*Volume discounts are 2 or more registrations from a single organisation</i>		
Member Single Day Registration	<b>\$375</b>	
Non-Member Single Day Registration	<b>\$500</b>	

### Social Events

Partner's attendance at Welcoming Function	<b>\$77</b>
Partner's attendance at Conference Dinner	<b>\$110</b>
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/t2ug11> or through the conference organisers. An accommodation rate from \$219 per room per night has been negotiated. Register early – accommodation is limited!

## venue

This year's conference will be held at The Novotel Manly Pacific in Sydney. Overlooking Manly Beach on the North Shore, the hotel offers a great location only a short walk to the Manly Ferry and hence the delights of a big city. Sydney International Airport is just 40 minutes away.

### To get there

Australia has three major domestic airlines  
– Qantas (Ph 131 313)  
– Virgin Blue (Ph 136 789)  
– Jetstar (Ph 131 538). There are many other regional airlines.

Information about airports transfers is available on the website: [www.t2ug.com/](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 Darryl Crump, Joe Dascoli, Tracey Dixon, Cherie Hunt, Stephanie Lanzetti, Felicity Nicholas, Jillian Rainbow, Andrew Smee, Jenny Tom plus Eileen Aitken, Jackie Lack, Martin Lack and Julia McSwan.

### Disclaimer

All information was correct at time of printing: November 2010. E&OE. All prices quoted are in Australian dollars and include GST.

## contact

Register online for T2UG2011 by accessing our secure site

<https://www.secureregistrations.com/t2ug11>

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