

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

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 an annual conference held in various cities throughout Australia with a steadily increasing number of delegates attending.

The conferences are aimed at users of the Talent2, Alesco Software. A key focus of the event 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 the product.

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, Sandy Forrest, Peter Kelso and Andrew Smee plus Eileen Aitken, Rob Fox, Jackie Lack and Martin Lack.

## registration

### Conference Registration T2UG Members

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|--|--------------|
| Early bird registrations prior to Thursday 22 March 2007         | <b>\$655</b> |
| Volume* early bird registrations prior to Thursday 22 March 2007 | <b>\$600</b> |
| Full registrations after Thursday 22 March 2007                  | <b>\$710</b> |
| Volume* full registrations after Thursday 22 March 2007          | <b>\$655</b> |

### Conference Registration Non-Members

|  |               |
|--|---------------|
| Early bird registrations prior to Thursday 22 March 2007         | <b>\$955</b>  |
| Volume* early bird registrations prior to Thursday 22 March 2007 | <b>\$900</b>  |
| Full registrations after Thursday 22 March 2007                  | <b>\$1010</b> |
| Volume* full registrations after Thursday 22 March 2007          | <b>\$955</b>  |
| Member single day registration                                   | <b>\$375</b>  |
| Non-member single day registration                               | <b>\$500</b>  |

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

### Social Events

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|---|--------------|
| Partner's attendance at Welcome Dinner  | <b>\$70</b>  |
| Partner's attendance at Conference Dinner   | <b>\$100</b> |
| Full registration includes attendance at any Sessions, Welcome Dinner, Conference Dinner, Lunches, Morning/ Afternoon Teas and electronic access to all papers. |              |

### Accommodation

Accommodation should be booked via <https://www.secureregistrations.com/t2ug07> or through the conference organisers.

Accommodation rates have been negotiated at special prices for single/double or twin occupancy:

### Superior Queen Room

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| \$138 per night inc GST  |
| \$156 per night inc GST includes buffet breakfast for 1 person |
| \$174 per night inc GST includes buffet breakfast for 2 people |

### Superior Queen Lakeview Room

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| \$153 per night inc GST  |
| \$171 per night inc GST includes buffet breakfast for 1 person |
| \$189 per night inc GST includes buffet breakfast for 2 people |

Note: Breakfasts booked individually are \$25 per person.

## venue

This year's conference will be held at the Carlton Crest Hotel, 65 Queens Road, Melbourne, Victoria. The Carlton Crest Melbourne has one of Melbourne's finest locations, adjacent to the world renowned Albert Park Lake. The newly refurbished guest rooms will give you a sense of space, comfort and relaxation, a "home away from home"; with many rooms overlooking stunning Albert Park Lake, or simply enjoying the sunset over Port Phillip Bay.

### To get there

Australia has two major domestic airlines:

Qantas ph 13 1313

Virgin Blue ph 13 6789

and many other regional airlines.

Information about coach/taxi transfers is available on the website: <http://www.talent2.com.au/t2ug>

## contact

Register online for T2UG 2007 by accessing our secure site <https://www.secureregistrations.com/t2ug07>

Or download the registration form and fax or post to: Talent2 User Group Secretariat Suite 4, 39 Tinarra Crescent Kenmore Hills Q 4069 Australia

**Phone** 07 3378 5499

**Fax** 07 3378 9513

**Web** <http://www.talent2.com.au/t2ug>

**Email** [t2ug@m1aa.com.au](mailto:t2ug@m1aa.com.au)

### Disclaimer

All information was correct at time of printing: January 2007. E&OE.

All prices quoted are in Australian dollars and include GST.



Early bird registration closes Thursday 22 March 2007

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11th International Conference 2007

Sunday 15th to Tuesday 17th April

Carlton Crest Hotel, Melbourne

## HR Matters

- Learn how to make better use of your software
- Share ideas and hints with people in similar roles to yourself
- Meet Talent2 staff face-to-face
- Have a voice in the future direction of your HR software
- Discuss strategic issues about HRM
- Join in the workshop sessions

There will be a mix of presentations suitable for HR & Payroll and for users of Alesco.

Register now at <https://www.secureregistrations.com/t2ug07>



[www.talent2.com.au/t2ug](http://www.talent2.com.au/t2ug)

**SUNDAY**

18:00 Conference Registration – Carlton Crest Hotel, MELBOURNE, VIC

18:30 Welcome Dinner – Meet fellow delegates, enjoy the fun.

**MONDAY**

7.30 – 8.30 Annual General Meeting of the Talent2 User Group

9.00 – 9.45 Inspirational speaker: Fabian Dattner

9.45 – 10.20 John Rawlinson – CEO, Talent2

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|---------------|--|---|
| 10.55 – 11.30 | <b>Death by Data – Rebecca Munn, Swinburne University</b><br>Rebecca will look at the different types of data HR Departments have access to and the importance of the HR system as it drives most of the other storage that data or reports are sourced from.<br>She will also touch on identity management and the impact on access to data.  | <b>Service Sacrificed for Cost Savings? The impact of a move to Managed Services – Peter Jones, Sydney Airport Authority</b><br>Sydney Airport Corporation outsourced payroll/ HRIS to T2 and transitioned to Alesco in 2005. The cost-benefits were compelling but a major concern was that service levels would be lower or would diminish over time. Also, the HR team were worried that it might inhibit access to information and restrict our capabilities.<br>Discover how the shift to managed services has been perceived, who has struggled the most, what has worked well and how issues have been managed. Have the cost savings been sustained and what is the experience in terms of service levels?  |
| 11.35 – 12.10 | <b>How Do You Ensure the HR Function is providing Value-For-Money? – Neil McCormick, Talent2 and Chris Andrews, Bond University</b><br>Human resources is rated within the top ten risks. It is not uncommon for organisations to spend 50% (or more) of their expenditure on people related costs. One evaluation method can assess the effectiveness, efficiency and economy of HR (taken together the three represent value for money) and constructively identify the areas for change and improvement.  | <b>Using Oracle Workflow with Extensions and Terminations in ESS – Barry Colyer, Flinders University</b><br>Talent2 and Barry will show you how Flinders University has used Standalone Oracle workflow to add complex approval processes to the extensions and termination process in the Employee Self Service. Barry will talk about the experience with the Stand Alone Oracle Workflow software that is not generally used in Australia and how Flinders University have coped with the issues this has raised in their efforts to achieve efficiency's with the use of technology. Talent2 will talk about the API it has developed and how this enables the processes developed at Flinders University.  |
| 12.15 – 12.50 | <b>Bedknobs, Broomsticks and Psyc Assessment – Ross Eatt, People Max</b><br>How many people continue to include psychological assessment as part of their recruitment process, without being all that certain how accurate it is? How much notice is it wise to take of the results? Do some people ignore the results whilst others believe them as though they are 100% accurate? How relevant are the assessment instruments to the roles in question and the culture of your organisation?<br>Since joining the ranks of Psychological Consultants to industry Ross has undertaken a number of projects designed to help clarify answers to those issues. During his presentation Ross will share the results of three projects where on the job performance has been compared to original psychological assessments.  | <b>Turning HR Data into Workforce Intelligence – Paulus Briels, Navigo Management Solutions</b><br>All organisations are in a constant state of change. HR Professionals need to be able to transform their HR database into strategic business intelligence data. This enables organisations to manage restructures, re-organisations, downsizing, mergers & acquisitions, and career, workforce and succession planning. The current generation of Workforce modelling software from OrgPlus enables powerful web-deployable solutions that securely integrate with Alesco data.  |
| 14.00 – 14.35 | <b>Savings with Web Self Service: Myth or Reality? – Laurette Marteau, Queensland University of Technology</b><br>Today HR business is about partnering and being strategic. To achieve this, a system that will remove non value-adding tasks from HR is needed, whilst enabling the focus to remain on goals.<br>At QUT, we believe the Alesco Web Self Service not only removes the processing tasks from HR, but allows employees and managers to be actively engaged with their data. Therefore a partial ownership of HR business is achieved, and at the same time a forum for open communication between employees and supervisors is provided.<br>Through this session, Laurette will share with you some practical insights into the continuous implementation of a successful Web Self Service. Laurette will start with some of the early challenges faced by QUT, describe some roll out strategies, discuss the benefits (quantifiable and non quantifiable), stress the need for ongoing support, and talk about future developments. | <b>Upgrading and Supporting Alesco V10.02: A Technical Perspective – Peter Forbes, Solid Rock Systems</b><br>Alesco V10.02 is certified to run on and uses features from Oracle's 10g Rel 2 software suite. This has increased the burden on techos due to the complexity of installing, configuring and maintaining the Oracle/Alesco environment.<br>In this talk Alesco specialist Peter Forbes will discuss common issues and traps you may encounter in the V10.02 upgrade from an Oracle and Alesco perspective, and how to combat them. He will also discuss his experiences and tips on maintaining Alesco environments including scheduled jobs, reports security and extending Alesco through interfaces and bolt ons.  |
| 14.40 – 15.15 | <b>The challenge to become a Top 5 New Zealand employer – how Alesco Training &amp; Development and Web Self Service are contributing to Sealord's lofty aims – Andrew Dean, Sealord</b><br>Sealord's vision is to be a Top 5 New Zealand employer. Core values include "Safety Above All", "Passion for Change", and "Respect Others". Staff surveys have shown that there is a long way to go. Communication is far from perfect, the prospect of change arouses suspicion and the desired safety goal is elusive. Wider access to the company intranet, employee self service and the meticulous management of staff competencies are helping Sealord to make progress towards its goals.   | <b>Raising the bar on HR data integrity and benchmarking – Alan Simpson, Office of the Public Service Commissioner</b><br><ul style="list-style-type: none"> <li>A short history of the development of the Workforce Analysis Comparison Application (WACA) and the collaboration between all State Governments in Australia has led to a position where state governments now have a consistent view of the whole of government workforce.</li> <li>The initiative has also resulted in a unique opportunity for HR benchmarking, harnessing the power and versatility of Cognos 8.</li> <li>Central agencies in state governments are now providing a value added service to line agencies in an 'apples versus apples' context</li> <li>A quick tour of the type of reports now available to line agencies and the process involved in obtaining those reports.</li> </ul> |
| 15.45 – 16.20 | <b>Tips and tricks of Using Oracle Discoverer and the End User Layer for your reporting – HES Group</b><br>The HES HR Systems Group is made up of 19 Universities. Within this group a Special Interest Group exists that is focused on Alesco's End User Layer and its relationship with Oracle Discoverer.<br>The Special Interest Group members will show you: <ul style="list-style-type: none"> <li>How Flinders University used the End User Layer to complete the annual National QUT Benchmarking HR project: Barry Colyer, Flinders University</li> <li>How to use Techniques to get the most out of your Discoverer Reports and how to join with other systems: presenter to be confirmed</li> <li>How to use Online reporting via Discoverer web version: Murray Scott, University of Newcastle</li> <li>Some Impromptu reports for those fans of the Cognos toolset: Massimo Scipione, University of Canberra / Robert Littlejohn, University of Wollongong.</li> </ul>  | <b>Performance Management – The Myth – Neil McCormick, Talent2</b><br>The terms 'performance management' and 'performance review' are frequently used interchangeably. The majority of Australian companies use a scheduled performance review process to ascertain if individuals have achieved set objectives over the preceding period. Arguably, a historical review of what didn't happen and why. If Australian business is to win "the war for talent" by engaging employees across three generations, we need to shift from performance review to real time performance support.<br>This presentation will discuss the key features of talent and performance management as an individual support mechanism, organisational and individual development tool as well as an overarching business forecasting tool.  |
| 16.25 – 17.00 |  | <b>Vendor Presentation</b>  |

18.30 CONFERENCE DINNER SPONSORED BY TALENT2



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| <b>TUESDAY</b> |  |  |
| 8.30 – 9.40    | <b>Workshop 1 – Payroll Audit</b><br>Warwick Spargo from RSM Bird Cameron will facilitate this workshop starting with an overview of what auditors look for in the payroll process. The participants will then be split into groups where they will discuss their experiences with regard to payroll processes. At the end of the session each group will produce a one page summary and present to the room.  | <b>Workshop 2 – Reporting</b><br>An HR Director will facilitate this workshop, explaining what their information needs are from the HRIS System. The participants will then be split into groups where they will discuss a type of report ie Leave, Occupational Health & Safety. At the end of the session each group will produce a one page summary and present to the room.  |
| 10.10 – 10.45  | <b>Using the new Email capability to effect business efficiencies – Rick Currier, Talent2</b><br>Rick will look at the Email Notification capability with Talent2 HRIS, explain how it's used and then explore it's usefulness as communication tool for business.   | <b>Talent2 HRIS Intellectual Property – Licence and Support Implications – Rob Fox, Talent2</b>  |
| 10.50 – 11.25  | <b>Implementing the WSS to achieve cost savings – the initial business case and beyond – Eileen Aitken, Talent2</b><br>There are generally two objectives that organisations focus on in moving to an integrated Human Resource Information System – efficiencies and decision support. The former is the domain of the Web Self Service!! Workflow can be transformational in organisations and the key to success is ensuring that the results match the business case. Let's take the journey from theory to reality!   | <b>The Talent2 HRIS (what you already have and may not know about!!) – Julianne Bambacas, Talent2</b><br>On a day to day basis the Talent2 HRIS is used to facilitate many functions within your organisation. However what functionality exists that you may not know about – shortcuts, configuration steps, workflows etc. Come along and learn more about what's available.  |
| 11.30 – 12.05  | <b>Talent2 HRIS Best Practice – Operational model to get the best out of your HRIS – Simon Pang-Cum, Talent2</b><br>We know an organisations HRIS provides business managers with powerful people information which enables informed decision making when building and implementing organisational talent management strategies. To ensure access to this powerful HR information is timely and accurate the Operation Model of your HRIS Team is paramount.   | <b>Business Rule Configuration – What's behind the scenes and what are you able to use to tailor your HRIS to meet the business needs of your organisation – Rick Currier, Talent2</b><br>Rick Currier will take you through some of the configuration capabilities that exist in Talent2 HRIS that will assist you to tailor the system to meet your business requirements. If you are new to Talent HRIS or you have been a long time user there maybe something of interest to you in this session.<br>The demonstration will be run using latest version of Talent2 HRIS.  |
| 13.05 – 13.35  | <b>V10 MR3 Features/V11 Sneak Preview – Frank Fumic, Talent2</b><br>Frank will provide an overview of some of the features of the April V10 MR3 release and a preview of what is anticipated for V11.  | <b>Implementing the Introduction of Southrock into State Trustees - John Merakovsky, Talent2 &amp; John Barton, State Trustees</b><br>The presentation will cover:<br>Who is State Trustees and what do we do<br>A description of our history and how that impacts on our culture <ul style="list-style-type: none"> <li>The strategic drivers for the introduction of a central system to manage learning and performance management</li> <li>The process of implementation</li> <li>The impact to date</li> <li>What's next</li> <li>What we have learned</li> </ul>   |
| 13:40 – 14:15  | <b>Organisational Structure, Position Management and Workflow – Steve Corin, Talent2</b><br>The foundation of any organisation is the establishment. The flexibility and flow of information from the Organisation Structure, Positions and Occupancies lends itself well to the constant flow of change within an organisation. The management of this is critical to ensure workflow is utilised to its full capability and for comprehensive reporting and analysis. This session will join the dots between each of the elements in order to be able to improve quality of data, be able to react more flexible to changes and simply to be informed better.   | <b>Functionality and Benefits of a Labour Management System – Denis Ramanah, Disability Services Commission</b><br>The Commission employs over 1,200 staff who provide direct care to people with disabilities. These staff members are located in a number of facilities spread throughout the metropolitan area.<br>Many of the residents require constant support. Therefore, direct care staff are rostered to provide a continual 24 hour, 365 days a year service.<br>It is critical for the operations of the Commission that the rostering of these staff members is simple, flexible, reliable and able to directly integrate with the HR and Payroll system. To this end, the Commission has invested substantial funds in acquiring and enhancing a rostering function (LMS) that is integrated with the Alesco Human Resources and Payroll System. |
| 14:20 – 14:55  | <b>eRecruitment – Where are we now? – Peter Kessell, Talent2</b><br>This session will look at what is now available in the eRecruitment capability and how recent developments have enhanced the applicant's and administrator's ability to access and manage the recruitment process within the organisation.<br>Areas to be discussed will include: <ul style="list-style-type: none"> <li>the ability to define Questionnaires which will enable organisation to collect a variety of information by defining preambles to the questions as well as being able to determine the type of questions e.g. multiple choice or text type</li> <li>the provision of 'Admin' type access to eRecruitment that will enable the recruitment function to be available to a wider range of functions within the organisation</li> <li>the new Vacancy Progression form that will enable the status of vacancies to be monitored</li> </ul> The session will also look at utilising the Notification Emails in conjunction with the eRecruitment function to provide enhanced advice and notification capability to a range of staff within the organisation. | <b>Minor and Major Upgrades – Project planning, resourcing and execution – Sue Hawker, Talent2</b><br>You will all experience an upgrade at least once a year and this session is designed to explain how Talent2 can assist in this process to make the transition as smooth as possible. The session will cover the process from planning, through to execution and delivery during the upgrades to assist you in ensuring nothing is missed and that the transition is as seamless to your clients and users as it can possibly be.<br>Sue will take you through the relevant steps and provide examples of the documentation developed as part of this process. You will then be able to use this format for future upgrades.  |

15.20 – 15.50 CLOSING ADDRESS AND SUMMARY BY THE CHAIR OF THE TALENT2 USER GROUP