



Contingent Staffing

By **ProcureCon**

Total Talent Management for Procurement & HR Professionals

July 11-13, 2016 • W Atlanta Midtown • Atlanta, GA

www.cscongress.com



Jamie Lancaster
Vice President
Indirect Sourcing
Kroger



Brian Kyle
Managing Director, Strategic
Sourcing and Contracts
Management
American Cancer Society



Vicki Kahaner
Vice President, Labor
Relations
**North Shore LIJ
Hospital System**



Steve Silver
Sr. Director, Total Talent
Acquisition and Contingent
Talent Management Program
Kaiser Permanente

Sponsors:



HIRETALENT





Welcome to the Contingent Staffing Congress!

The producers of ProcureCon present the only peer-to-peer event for contingent labor professionals.

CSC will bring together over 200 procurement and HR leaders from all industries. In an interactive environment with a focus on small group discussions and structured networking, you'll discuss strategic sourcing, vendor scorecards, risk mitigation, ACA regulations, talent onboarding and much more!

Make New Friends

We limit the number of solution provider speakers and attendees to ensure a true peer-to-peer learning and networking experience. Plus, the Practitioner Only Focus Day does not allow attendance from vendors outside the day's sponsors, so it's easy to exchange ideas with your peers.

Learn More. Faster

One-third of our sessions are small-group, candid conversations where you'll talk to both speakers and attendees, ask the questions you need answers to, and have a more valuable out-of-the-office experience. Plus, presentations are only 20-minutes long so speakers avoid fluff and get right to the juicy details. You'll rarely be tempted to pick up your smart phone.

Customize Your Experience

You choose which working groups, tracks and discussions will help you do your job better. With concurrent tracks be inspired by sessions most relevant to your current responsibilities. Our Practitioner Only Focus Day includes working groups arranged by company size and expertise level to provide a customized experience for each attendee. Come prepared with pain points to hash out with peers.



What Sets CSC Apart?



PEER-LED

CSC is a pure procurement and sourcing event, researched with procurement and HR professionals to ensure the agenda provides top-of-mind issues, told from the point of view of the sourcing experts.



MARKET-DRIVEN

CSC's agenda was created through in depth market research with procurement practitioners. We are not beholden to set viewpoints or mission statements driven by editorial policy, politics, or winning business. You can be assured that CSC's content is independent, objective, and focused on the procurement & HR practitioner.



COLLABORATIVE

Featuring 12 roundtable discussions, 4 interactive workshops, and 20 main conference sessions, you'll hear a variety of viewpoints and be able to share your ideas with your peers at a variety of structured and unstructured networking activities.



INTIMATE

Asking a question in a large room can be quite intimidating for some, but when in a group of 10-15 others with likeminded problems that need solving, magic happens. That's why our roundtables are hands-down the most anticipated sections of the conference. This is your opportunity to go in-depth with speakers, share ideas, and make new connections in an intimate setting.



A COMMUNITY

From the pre-conference release of our networking app to social breaks, happy hours, and on-site entertainment (to be revealed!) CSC is an event where you'll have fun and network with your fellow attendees. You may have initially registered for an educational event, but you'll find yourself creating connections, learning to improve your job and advance your career.

Why Procurement and HR Need to Come Together at CSC

According to the US Bureau of Labor Statistics (BLS), the nontraditional workforce includes "multiple job holders, contingent and part-time workers, and people in alternative work arrangements." These workers currently represent a substantial portion of the U.S. workforce, and "nearly four out of five employers, in establishments of all sizes and industries, use some form of nontraditional staffing." "People in alternative work arrangements" includes independent contractors, employees of contract companies, workers who are on call, and temporary workers.

Procurement must source and negotiate with vendors, and HR must manage the contingent workforce and oversee vendor performance. During our market research, many of you indicated that this important work was done in silos. You know there is a better way. It's time to stop letting this disunion hold you back from success. At CSC you'll have several conversations about how HR and Procurement can break down silos and work more collaboratively. Plus you'll learn how procurement and HR departments function and make decisions, so you can start making smarter ones together.



Who will you meet at CSC?

- Senior Director/Director of Contingent Labor
- Contingent Labor Program Manager
- Contingent Labor Specialist
- VP of Human Resources
- Talent Access/Talent Acquisition
- Senior Director/Director of Human Resources
- Human Resource Manager
- Human Resource Specialist
- Chief Procurement Officer
- Senior Director/Director of Procurement
- Global Procurement Manager – Sector Specific
- Procurement Associate

A Brief History of the ProcureCon Event Series

The ProcureCon event series brings together a unique blend of Procurement, Purchasing and Supply Chain experts from across all industries to share their experiences and knowledge with a team of people who truly embrace the strategically important field of Procurement. Originally launched in the US 15 years ago to address direct purchasing strategies for manufacturing companies, ProcureCon has since transformed its focus to address the challenges and opportunities within indirect spend and corporate services procurement at the ProcureCon Indirect East and West events, as well as the unique needs of managing complex and large-spend categories at ProcureCon for Digital and Marketing Services and ProcureCon IT Sourcing.

Here's what recent past attendees from past events had to say about their experiences. We've brought these valuable elements to CSC too!

Janice Davis,
SVP Supply
Chain, Shaw
Communications

"You did a good job
pulling in various
industries and topics as
well as the overall flow
of the conference. Well
done."

"Excellent
platform for
networking
and exchanging
best practices
ideas."

Dr. Bernard
Huber, Head
Sourcing Center
of Excellence,
Google

"Procurecon is a great place to
network with other procurement
professionals that face the same
challenges and provides an outlet
to discuss the issues of today.
You can learn about innovation
from suppliers in a passive way
through presentations that
showcase a concept and not
necessarily a sales pitch."

Wayne S.
Evans, Head of
Procurement
Americas,
Deutsche Post
DHL

Meet the 2016 Speakers

35+ speakers from companies leading the charge in innovation so you can adopt strategies that best fit your organization

35+
Contingent Labor
and Total Talent
Management
Speakers



Marcelo B Cunha Loureiro
Director, Global Category Leader -
HR Staffing & BPO Services
US Corp Ser Proc, CBS Procurement
Services
GlaxoSmithKline



Vicki Kahaner
VP, Labor Relations
North Shore LIJ Hospital Systems



Christopher Malone
Executive Director, Head of
Contingent Workforce Management
JP Morgan Chase



Jamie Lancaster
VP, Indirect Sourcing
Kroger



Tameka Harper
Director, IT Procurement
Coca-Cola



Lanse Natsch
Head of IT Procurement
New York Life Insurance Company



Brandon Moreno
Director, Talent Acquisition &
Contingent Workforce
Formerly Herbalife



Sharilyn Burnett
Sr. Manager - Indirect Procurement
T-Mobile



Purvash Shah
Global Contingent-Consulting
Procurement Specialist
Formerly BNP Paribas



Matthew Elliott PMP
Director Resourcing, Contracting
and Vendor Management, PMO
Dignity Health System



Tim Chandler
Technology Procurement Manager
CSX Transportation



Michelle Cox
Sr. Manager External Staffing and
Vendor Relations
US Cellular



Michael A. Werblun
President, Business Development
and Global Strategic Relationships,
Zerochaos



Elmer Westra
CCWP, Sr. Manager, Contingent Labor
- Global Workforce Strategies
Western Union



Irene Marnell
Sr. Sourcing and Contract Admin
NRECA



Shubhra Bhargava
Global Supplier Performance &
Innovation Manager - Human Capital
Novartis



Lon Harvey
Director, Talent Acquisition,
Contingent Labor Program
Waste Management



Sukh Chugh
Director, Operations, Information
Technology
Allergan



Paula Taylor
Global Strategic Sourcing Manager
Freescall Semi-Conductor



David Pittner
Sr. Human Resources Analyst
Kohler



Wendy Chase
Sourcing Manager
McKesson



Susan Ryan
Strategic Sourcing Manager
**The Depository Trust & Clearing
Corporation**



Daniel Kalman
Program Manager, US Contingent
Labor Program
Allergan



Dinah Hayse
Sr. Contingent Program Manager
Bayer



Kanita Harris
HR Category Manager
Halliburton



Tammy Kirksey-Myrah
Manager, Talent Acquisition
GENCO (a FedEx Company)



Stephen DeWitt
CEO
Work Market



Dave Whitman
Sr. Manager, Global Talent
Acquisition Strategy and Business
Planning
General Motors



Nancy Kallusch
Head, Contingent Workforce
Program
Genentech



Grant Weinberg MCIPD
Worldwide Director Talent
Acquisition (Comm, G&A, Access &
Emerging Markets)
Gilead



Devra Keenan
Talent Acquisition and Recruiting
Operations Consultant
New York Life Insurance Company



Christine Gibbs Springer
Ph.D., Professor and Director,
Executive Master of Science in Crisis
and Emergency Management (ECEM)
University of Nevada, Las Vegas



Erik Manuevo
VP, Enterprise Systems
Upwork



Marla Morales
Director of Talent Acquisition &
Employee Relations
Distribution International



Debra Adkins
North American Program Manager
Jeppesen, a Boeing Company



Brian Kyle
Managing Director, Strategic
Sourcing and Contracts
Management
American Cancer Society, Inc.



Ryan Jenkins
Speaker & Author
nextgenerationcatalyst



Steve Silver
Sr. Director, Total Talent Acquisition
and Contingent Talent Management
Program
Kaiser Permanente



Sunil Bagai
CEO
**Crowdstaffing, A Zenith Talent
Company**

A photograph of two men in business suits engaged in a conversation. The man on the left is older, with white hair, and is smiling. The man on the right is younger, with dark hair, and is also smiling. They are standing in front of a blurred background that suggests a professional event or conference.

"ProcureCon has a much more senior audience, and that's one of the things that makes the event more compelling. I can meet people who are at a similar level with similar experience and have in-depth discussions about issues that we are working through. Because you have to realize everybody is doing a little bit of the same thing: we are all trying to take our sourcing to a better place and improve our profession."

Stefane Belleau,
Associate Vice President,
Procurement and Real
Estate Management,
Laurentian Bank



The people at ProcureCon are always thinking about the future of procurement, not just what we have already accomplished. It's not just about sharing best practices, but also discussing what's next, and that's why we come back year after year.

Charen Buyce,
Global Indirect
Procurement
Director,
Amway

An Agenda Designed to Engage:



Keynote/Case Study: A short, sharp 20-minute case study PPT presentation modelled after Ted Talks



Panel: A moderated discussion on stage featuring 4-5 panelists with audience Q&A throughout



Interactive Roundtables: Peer-led small group discussions with 10-15 participants per table



Innovation Exchange: Like the interactive roundtables, except all participants are medtech manufacturers.



Innovation Spotlight: Think of this like a 10-minute elevator pitch, these rapid-fire presentations are led by solution providers highlighting the latest in data management technology and strategy.



Interactives: A 20-minute audience discussion in small groups to tackle a remaining challenge/opportunity from the preceding presentation or panel



VP Think Tank: Exclusive, by-invite-only small group discussion in a private room on 3 key topics determined by the participants. For our most senior-level attendees to network and strategize over executive-level matters



Workshop/Working Groups: An educational collaborative session where you'll put new learnings into action.



Oxford Style Debate: The debate will consist of two participants and a moderator. Each participant will take one side of an issue, with the moderator providing questions, and allowing for rebuttals. There is no right or wrong answer, but this format allows two sides of a particular solution to a topic to be heard.

DAY ONE: PRACTITIONER-ONLY INTERACTIVE WORKING GROUPS AND CRITICAL-TOPIC WORKSHOPS

Monday, July 11, 2016

- A series of interactive sessions immediately followed by working group discussions

- Arranged by company size and experience level

- Provide an opportunity to deep-dive into the presentations alongside peers facing the same challenges and with similar resources

8:00 | **Registration Opens & Breakfast**

8:30 | **Welcome Remarks**

Natasia Langfelder, Event Director, **CS Congress**

8:35 | **Getting To Know You: Contingent Staffing Practitioners Ice Breaker**

In this networking session, we will display a series of pain points on the screen, and you'll determine your most pressing business matter for 2016. Find others who also share that pain point and for 20 minutes chat in your group before a new set of challenges is displayed. This is an exciting way for you to meet other attendees who share the same challenges, make new connections, and collaborate on new ways to solve them.

8:45 | **Chairperson's Opening Address**

Morning Content Theme: Contingent Workforce Program Build and Management

9:05 | **CASE STUDY: Creating a Successful Contingent Workforce Program**



This kick-off session gets us thinking about how to save money and recruit talent in a timely manner. This is both a great introduction to the contingent staffing function as well as an examination of the building blocks for more experienced professionals.

Lon Harvey, Director, Talent Acquisition, Contingent Labor Program, **Waste Management**

9:35 | **FOLLOW-UP WORKING GROUP DISCUSSIONS: Creating a Successful Contingent Workforce Program**



Working Group #1

Small and Mid-Sized Companies – Beginner Level

Working Group #2

Small and Mid-Sized Companies – Advanced Level

Working Group #3

Large Companies – Beginner Level

Working Group #4

Large Companies – Advanced Levels

10:05 | **Crowdstaffing: A Disruptive Model for Total Talent Acquisition**

Sunil Bagai, CEO, **Crowdstaffing, A Zenith Talent Company**

10:25 | **Morning Refreshment & Networking Break**

11:05 | **Exploring the Roles of the Procurement and the HR Department in Total Contingent Workforce Management**



Contingent Workforce Management is often run in silos. This can lead to confusion and discord. This session is dedicated to explaining the different roles of the procurement and HR department in CWM and how these two functions can communicate and work together to take a program from passable to outstanding.

Brian Kyle, Managing Director, Strategic Sourcing & Contracts Management, **American Cancer Society**

11:25 | **FOLLOW-UP WORKING GROUP DISCUSSIONS: Exploring the Roles of the Procurement and the HR Department in Total Contingent Workforce Management**



Working Group #1

Small and Mid-Sized Companies – Beginner Level

Working Group #2

Small and Mid-Sized Companies – Advanced Level

Working Group #3

Large Companies – Beginner Level

Working Group #4

Large Companies – Advanced Levels

12:00 | **Case-Study from Zerochaos**

Michael Werblun, President, Business Development and Global Strategic Relationships, **Zerochaos**

12:20 | **Luncheon**

1:30 **Building Relationships with Vendors and Identifying the Capabilities Needed to Get Results**



Failing to build relationships with your vendors can lead to increased costs, lost access to vital technology and ultimately market share. Leverage vendor relationships to drive competitive advantage and contribute to more than just the bottom line. This session covers:

- Communicating expectations effectively in order to ensure a non-combative atmosphere
- Establish a single point of contact in order to “put a face” to both companies
- Add strategic vision to supplier relationships

Elmer Westra, CCWP, Sr. Manager, Contingent Labor - Global Workforce Strategies, **Western Union**

1:50 **FOLLOW-UP WORKING GROUP DISCUSSIONS: Building Relationships with Vendors and Identifying the Capabilities Needed to Get Results: Working Group**



Working Group #1	Working Group #2	Working Group #3	Working Group #4
Small and Mid-Sized Companies – Beginner Level	Small and Mid-Sized Companies – Advanced Level	Large Companies – Beginner Level	Large Companies – Advanced Levels

2:20 **Afternoon Refreshment & Networking Break**

3:00 **How to Benchmark and Build Metrics Around a Contingent Labor Program to Measure Success**



Benchmarking and metrics can only be effective if you know what to measure. This session deep dives into how to benchmark effectively and which metrics will tell you the most about your workforce.

Tim Chandler, Technology Procurement Manager, **CSX Transportation**

3:20 **FOLLOW-UP WORKING GROUP DISCUSSIONS: Unlocking The World’s Largest Talent Pool: The On-Demand Economy**



Working Group #1	Working Group #2	Working Group #3	Working Group #4
Small and Mid-Sized Companies – Beginner Level	Small and Mid-Sized Companies – Advanced Level	Large Companies – Beginner Level	Large Companies – Advanced Levels

4:00 **KEYNOTE: Unlocking The World’s Largest Talent Pool: The On-Demand Economy**

Stephen DeWitt, CEO, **Work Market**

4:20 **Beer-Bucket Industry Function-Specific Roundtables**



Grab a cold one and be sure to join these interactive roundtable sessions and take a deep dive into the specific functional areas you came to discuss. Tables will be arranged by industry function to give attendees the opportunity to sit and learn from executives facing the same challenges.

Take control of your own event experience. Don't be shy! Ask questions (or answer them!) alongside other conference attendees.

Functions-specific roundtables include:

- **Financial Services**
Christopher Malone, Executive Director: Head of Contingent Workforce Management, **JP Morgan Chase**
- **Zenith IT**
Sunil Bagai, CEO, **Zenith Talent**
- **Non-Profit and Higher Education**
Christine Gibbs Springer, Ph.D., Professor and Director, Executive Master of Science in Crisis and Emergency Management (ECEM), **University of Nevada, Las Vegas**
- **Retail & Hospitality**
- **Manufacturing**
- **Construction & Engineering**
- **Marketing Services**

5:20 **Grand Opening of the Contingent Staffing Networking Lounge**



You've spent a full day in the gathering strategies to improve your Contingent Staffing program. Now relax and unwind with new friends, long-time colleagues, food, drinks, and fun. Meet with our hand selected solution providers and digest the day's takeaways.

6:20 **Day Concludes**

Cody Aguirre
Clearwater, Senior
Manager, Indirect
Procurement,
Brightstar Corp.

“At ProcureCon we are always having conversations about emerging technology and how we can integrate that technology into our individual procurement situation”

DAY TWO: THE CONTINGENT STAFFING 'BIG PICTURE' & ORGANIZATIONAL GOVERNANCE

Tuesday, July 12, 2016

8:00	Continental Breakfast & Registration in the Networking Lounge Senior Executive Networking Breakfast: Invitation Only
8:30	Welcome Remarks Natasia Langfelder, Event Director, Contingent Staffing Congress
8:35	Chairperson's Opening Address Leveraging the Non-Traditional 21st Century Workforce
8:50	KEYNOTE: The Fully Evolved Contingent Workforce Program of the 21st Century  Contingent workforce is a relatively new function in the corporate lexicon and companies struggle to figure out who should develop it and who should manage it. This session will explore the following themes, using a real-life case study and lessons learned: • Bouncing back from choosing the wrong MSP • How to map out a plan of attack during a crisis • Gaining internal stakeholder support and garnering resources for your program • Overcoming the bumps in the road when rolling out your program • A successful case-study of a Contingent Staffing program Marla Morales, Director of Talent Acquisition & Employee Relations, Distribution International
9:10	Case Study by Beeline
9:30	CASE STUDY INTERACTIVE: Vendor Consolidation: Streamlining and Managing Staffing Providers Without Sacrificing High Quality Talent or Diversity  In an effort to have a large pool of talent to choose from, many in the industry turn to a large stream of vendors in order to fill the gaps, but this isn't the right approach. This session will discuss implementation of a manageable Contingent Staffing vendor program to be successful: • Juggling too many staffing providers can lead to disorganization and low visibility of workers • Learn how to streamline vendors without giving up a large, varied talent pool • Creating an evaluation method and benchmarking your program against others Matthew Elliott PMP, Director Resourcing, Contracting and Vendor Management, PMO, Dignity Health System
10:10	Talent Access Success Strategy: Driving a High-Performance Workforce  Take the challenges from the previous case study and apply them to your own workplace. Discuss with your peers how you would handle these challenges, which resources you would need at your disposal and how you could change management program updates in order to implement and enforce new measures. Roundtables should be prepared to report back to the group! • Explore the basics of a strong foundation in basic talent management – acquiring, hiring and retaining • Learn how to go beyond the basics in order to elevate your workforce to the next level of performance through proactive talent management • Hone in on essential skills of current successful employees in order to identify talent with similar attributes • Develop training programs that will quickly and efficiently induct contingent workers into the company culture Devra Keenan, Talent Acquisition and Recruiting Operations Consultant, New York Life Insurance Company
10:30	Morning Refreshment & Networking Break in the Networking Lounge Global Contingent Workforce Program Management
11:10	Gain Visibility of Workers in Different Countries and Business Units Through the Use of Innovative Technologies • Increasing visibility into contingent workforce spending globally is rapidly becoming the industry's top concern • High visibility globally is crucial to managing contingent workers as well as managing risk • Learn to centralize operations through a VMS for optimal visibility Shubhra Bhargava, Global Supplier Performance & Innovation Manager - Human Capital, Novartis

11:30 **CASE STUDY: Contingent Staffing at Kaiser Permanente**

Steve Silver, Senior Director, Total Talent Acquisition and Contingent Talent Management Program, **Kaiser Permanente**

11:50 **Developing a Viable International Contingent Staffing Program in Emerging Markets**

Emerging markets are posing an entirely new set of challenges to procurement and HR professionals managing contingent labor. This session will delve into the challenges as well as discuss possible solutions.

- Bridging the talent gap- there are workers, but do they have the right skillset?
- Due diligence for compensation- what is the going pay rate and what is the competitive landscape?
- Utilize unconventional approaches to increase awareness of your brand and attract top talent

Dave Whitman, Sr. Manager, Global Talent Acquisition Strategy and Business Planning, **General Motors**

12:10 **PANEL DISCUSSION: Breaking Down Total Workforce Management**

Trends like shrinking employee tenure, increased use of flexible labor and the rising cost of permanent employees have redefined the composition of today's workforce. Now more than ever, talent is a true differentiator and organizations can no longer afford to manage its employee and external workers in silos. A strong total workforce management strategy enables full visibility into the workforce and uncovers hidden opportunities for cost savings and more. In this discussion, panelists will discuss:

- Business drivers for engaging flexible workers
- The benefits of total workforce management
- Techniques and processes to engage workers holistically
- How workforce management will evolve in the future

Steve Silver, Senior Director, Total Talent Acquisition and Contingent Talent Management Program, **Kaiser Permanente**

12:50 **Luncheon For All Attendees**

CONCURRENT SESSIONS	
Stream 1: The Human Resources Perspective on Managing the Contingent Staffing Program	Stream 2: Vendor Management for Contingent Staffing
2:00 Chairperson's Stream Welcome	Chairperson's Stream Welcome
2:10 Best Practices in Motivating and Rewarding Your Contingent Workforce	Best Practices for Sourcing Vendors with 'Best in Class' Talent
• Contingent workers are temporary, however they should not be treated as such • Contingent workers are indispensable to the project they are assigned to and should be treated as such in order to get their best work done • Unique tactics and rewards to suit the needs of your contingent workers Michelle Cox, Senior Manager External Staffing and Vendor Relations, US Cellular	• Create a vendor pool offering elite performers for high priority positions/projects • Set aside dedicated budget- you get what you pay for • Network with peers in order to get recommendations from the horse's mouth- reputation and testimonials can tell you more than a website Kanita Harris, HR Category Manager, Halliburton
2:30 Innovation Spotlight	Innovation Spotlight
<i>Have a solution that you would like to spotlight in this session?</i> Contact Alicia Upchurch, Sponsorship Director at 646-200-7452 or alicia.upchurch@wbresearch.com to get involved.	<i>Have a solution that you would like to spotlight in this session?</i> Contact Alicia Upchurch, Sponsorship Director at 646-200-7452 or alicia.upchurch@wbresearch.com to get involved.
2:50 Risk Management and Conflict Resolution	Change Management: Rolling out a New VMS
When permanent workers are involved in workplace conflicts or other incidents, there is a clear process for investigation and disciplinary action. However, when temporary workers are thrown into the mix, the process may not be as clear. Delve into this tricky topic and learn how to put processes in place, in coordination with the staffing agency, to properly resolve these matters. David Pittner, Senior Human Resources Analyst, Kohler	It's no secret that people are afraid of change. When it comes to implementing a new technology or process, the stakeholders affected must be informed and trained before the technology is put into place. However, in order to take vendor management to the next level, new technologies are necessary. This session leads attendees through the change management process needed in order to deploy a new VMS. Jamie Lancaster, Vice President Indirect Sourcing, Kroger

3:10 **Afternoon Refreshment & Networking Break in the Networking Lounge**3:45 **Roundtable Discussions:**

Be sure to join these interactive roundtable sessions and take a deep dive into the specific areas you came to discuss. Opportunities to sit and learn from executives like these do not exist elsewhere. Take control of your own event experience. Don't be shy! Ask questions (or answer them!) of other conference attendees who are dealing with the same challenges as you.

- Network with industry peers with very similar challenges, interests and responsibilities
- Take a deep dive into a niche topic in an intimate and informal setting moderated by a subject matter expert
- Don't miss out on the discussions you want to participate in—you'll get to select a new topic after 30 minutes

Topics Include:

- 1) Best Practices to Tap into an Internal Talent Pool**
Vicki Kahaner, Vice President, **Labor Relations North Shore LIJ**
- 2) Creating Solid Policies for Onboarding and Offboarding Contingent Workers**
Tameka Harper, Director, IT Procurement, **Coca-Cola**
- 3) Earn a Seat at the Table Through C-Suite Buy-In**
Brandon Moreno, Director, Talent Acquisition & Contingent Workforce, **Herbalife**
- 4) What the Millennial Workforce Wants**
Tammy Kirksey-Myrah, Manager, Talent Acquisition, **GENCO (a FedEx Company)**
- 5) Telling the Story: Leverage Data to Demonstrate the Success of Your MSP**
Matthew Elliott PMP, Director Resourcing, Contracting and Vendor Management, PMO, **Dignity Health System**
- 6) Collaboration with Internal Stakeholders to Set Goals for Contingent Workforce Sourcing**
Nancy Kallusch, Head, Contingent Workforce Program, **Genentech**
- 7) Partnering with an RPO for Optimum Results**
Lanse Natsch, Head of IT Procurement, **New York Life Insurance Company**
- 8) Retirees and Your Contingent Workforce**
Sharilyn Burnett, Senior Manager - Indirect Procurement, **T-Mobile**
- 9) Managing Internal Stakeholders and Communicating Success**
Debra Adkins, Contingent Workforce Program manager, **Jeppesen**

4:50 **CASE STUDY: Successful MSP Deployment**

An external Managed Service Provider can take on primary responsibility for managing your entire contingent workforce program.

- Criteria for choosing an MSP that works for your organization
- Determine the pain points that are driving your need for an MSP
- Tie the goals of the MSP to organizational goals to receive valuable buy-in from stakeholders and executive leadership

Daniel Kalman, Program Manager, US Contingent Labor Program, **Actavis**

5:10 **OXFORD DEBATE: Building an Internal MSP vs. MSP Outsourcing**

An effective MSP can be built in-house or outsourced completely to a 3rd party. While there are no clear trends towards either side, companies and executives have strong feelings towards one or the other. This lively debate features two thought leaders proving that their way is the best way.

Brandon Moreno, Director, Talent Acquisition & Contingent Workforce, **Herbalife**

Elmer Westra, CCWP, Sr. Manager, Contingent Labor - Global Workforce Strategies, **Western Union**

5:45 **Outdoor Cocktail Reception Begins**

DAY THREE: CO-EMPLOYMENT AND COMPLIANCE

Wednesday, July 13, 2016

8:00 | **Continental Breakfast in the Networking Lounge**

Women's Networking Breakfast

8:40 | **Welcome Remarks**

Natasia Langfelder, Event Director, **CS Congress**

8:45 | **Chairperson's Day Three Opening Address**

Co-Employment and Compliance

9:00 | **Take Co-Employed Professionals to the Next Level: How to Convert from Temporary to Permanent**



- Nurture high performance co-employed professionals in order to instill company loyalty and a desire to convert into a permanent position.
- Master the logistics of transitioning a temporary worker to a permanent role through effective communication with their staffing agency
- Be proactive and negotiate the terms of a conversions and insert the terms into the hiring contract with the staffing company as soon as you realize this employee is a good fit

Paula Taylor, Global Strategic Sourcing Manager, **Freescale Semi-Conductor**

9:20 | **Deep Dive into the ACA: Everything You Need to Know to Remain Compliant**



The ACA, and possible upcoming changes, has thrown the industry into a state of panic and confusion. This session discusses the language and intent of the ACA, what it means for employers, future trends and how to work with vendors in order to remain compliant.

Irene Marnell, Sr. Sourcing and Contract Admin, **NRECA**

9:40 | **CASE STUDY INTERACTIVE: Am I Over or Under Paying?**



Take the challenges from the previous case study and apply them to your own workplace. Discuss with your peers how you would handle these challenges, which resources you would need at your disposal and how you could change management program updates in order to implement and enforce new measures. Roundtables should be prepared to report back to the group!

- GSK presents lessons learned from auditing their contingent workforce spend
- Collect and use benchmarking data around spend to see where you stand
- We ask: When is paying more than market rate acceptable?
- What's better? An MSP managing costs or an internal benchmarking program

Marcelo B Cunha Loureiro, Director, Global Category Leader - HR Staffing & BPO Services, US Corp Ser Proc, CBS Procurement Services, **GlaxoSmithKline**

10:20 | **Morning Refreshment & Networking Break in the Networking Lounge**

11:05 | **PANEL DISCUSSION: It's a Huge World! Managing the Contingent Workforce Across Global Business Units**



We've selected these companies to discuss global workforce management because they know how important it is to rely on the global workforce. With a combined 230,000 employees worldwide, hear from these companies discuss the global landscape.

- Utilize an enterprise-wide based approach in order to management contingent labor across global business units
- Collaborate with global counter-parts in order to source the best talent from local vendors
- Set systems in place to track and measure performance of contingent staff before they are hired
- Communicate frequently with management to keep tabs on which employees are excelling and any HR issues that arise

Dinah Hayse, Senior Contingent Program Manager, **Bayer**

Shubhra Bhargava, Global Supplier Performance & Innovation Manager - Human Capital, **Novartis**

Erik Manuevo, Vice President of Enterprise Systems, **Upwork**

11:25 **PANEL DISCUSSION: Everything You Need to Know About the Regulations Governing Contingent Workers**



Regulations and laws covering temporary workers can vary from state to state and country to country. This discussion covers which issues you need to watch out for as well as a brief overview of current regulations.

- Benefits- including health insurance, life insurance, retirement benefits and stock options
- Correct classification of temporary workers
- Employment taxes- ensuring your staffing agency is correctly filing
- Term Limits for Co-Employed Workers: A necessary evil or outdated waste of resources?

11:55 **Building Long Term Supplier Relationships to Decrease Long Term Costs**



- Discuss the benefits of long term relationships with suppliers
- Source partners that have similar organizational values and objectives
- Banish adversarial negotiations by establishing a collaborative relationship right off the bat
- Invest in benchmarking or scorecarding to measure the value of your supplier and address weaknesses so they can be fixed as quickly as possible

Grant Weinberg MCIPD, Worldwide Director Talent Acquisition (Comm, G&A, Access&Emerging Markets), **Gilead**

12:15 **CW 2.0: Elevating Your CSW Program to Recruit Top Talent**



Have your training and recruitment programs kept up with your transformation? Even with the advent of supply chain MBA programs, it's estimated that graduates will only fill 20% of the openings, clearly indicating a talent shortage in the field. When rising up through the ranks no longer is a guarantee for success, discuss during this working group how to optimize your procurement team, including:

- Conducting an employee skillset analysis
- Sharing resources across departments to locate potential future leaders
- Determining how much spend under management one person should have
- Ensuring mid/senior level external hires have a clear career trajectory
- Determining if you're willing to sacrifice some savings to keep a less-than-ideal team fully staffed
- Reducing tactical headcount, and increasing "relationship managers"

Sukh Chugh, Director, Operations, Information Technology, **Allergan**

12:45 **Grab and Go Lunch for All Attendees/Conference Concludes**



Wayne S.
Evans, Head of
Procurement
Americas,
Deutsche Post
DHL

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