

Monday, October 6

Attendee Registration Open

11:30 am–6:00 pm | Rotunda

KEYNOTE SESSION

The Future of Contingent Work in Ten Simple Predictions

2:15–3:30 pm | Mirage Events Center C2-3

The world of work continues to change at an accelerating rate. And nowhere is that change more profound than in the domain of contingent workforce management. From extreme globalization to massive changes in technology and the ever-present risk of miscalculating the impact of legal and legislative change; understanding the forces driving change in contingent work has never been more important. This keynote will draw on Staffing Industry Analysts' years of research into the trends affecting contingent work to project a future that every contingent workforce manager needs to prepare for.

Speaker:

Barry Asin, President, Staffing Industry Analysts

Networking Break & Exhibits Open

3:30–4:00 pm | Mirage Events Center C1

Facilitated Round Tables

4:00–5:30 pm | Mirage Events Center C2-3

Attendees consistently rate interaction and networking with peers and experts as one of the key benefits of attending conferences. During the facilitated round table session attendees will gather in small groups to discuss critical topics related to total talent management, technology and contingent workforce risk. This session is always popular and attendees select three 30-minute sessions to participate in.

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| 1. Creating a workforce policy | 11. Co-employment and your contingent workforce |
| 2. Procurement model discussion: Direct hire (RPO) | 12. Online staffing and the contingent workforce |
| 3. Procurement model discussion: MSP best practices | 13. Managing a global talent pool |
| 4. Procurement model discussion: VMS best practices | 14. Incorporating independent contractors into your talent strategy |
| 5. Building a talent strategy that makes sense | 15. Independent contractor classification best practices |
| 6. From tactical solutions or strategic objectives: What is SWP? | 16. Exempt or non-exempt contingent workers and why you should care |
| 7. Beyond temps, using technology to manage — SOW and outsourcing | 17. Risks in the use of Statement of Work (SOW) consultants |
| 8. Emerging technologies and the contingent workforce | 18. Functional discussion: HR leaders round table |
| 9. Managing perm recruiters for program success | 19. Background checks and drug screens |
| 10. Open table risk discussion | 20. CCWP questions and answers |

Welcome Reception

5:30–7:00 pm | Mirage Events Center C1

Tuesday, October 7

Registration Open

8:00–9:00 am | Rotunda

Networking Breakfast & Exhibits Open

8:00–9:00 am | Mirage Events Center C1

KEYNOTE SESSION**Using the Power of WHY in your Contingent Workforce Program**

9:00–10:30 am | Mirage Events Center C2-3

While program management is about handling complexity, program leadership is about creating simplicity. It's often the extreme situations in life that offer the sharpest focus around what it takes for people to be extraordinary. Peter Docker illustrates the "Power of Why" by drawing on his first-hand account of being a military force commander and pilot during the 2003 Gulf War. Using multiple examples from his wide industry experience, he explains how these principles can be applied to your contingent workforce challenges to create an inspiring culture and sustainable high-performance organization.

During this impactful keynote session you will learn:

- How great leadership starts with being clear on why, as an organization, we do what we do.
- Why some organizations are more innovative, more profitable and command greater loyalty from customers and employees alike (and how you can too).
- How to shift the context of your organization so that what you do and how you do it take on a whole new perspective.
- An introduction to the Five Key Principles: Start With Why; Right-to-Left Thinking; Adaptive Leadership; Being and Doing; and Relationship.
- How the Five Key Principles can be applied to your sector or business.

Peter Docker is an accomplished leadership consultant and executive coach. A former senior Royal Air Force officer and professional pilot, Docker has been a Force Commander during combat flying operations and has seen service across the world. A seasoned crisis manager, his multifaceted career has encompassed being an international negotiator for the UK Government: leading an aviation training and standards organization, teaching post-graduates at the UK's Defense College, flying the late Prime Minister Margaret Thatcher around the world, and leading multibillion dollar international procurement projects.

Speaker:

Peter Docker, Leadership Consultant and Author

Networking Break & Exhibits Open

10:30–11:00 am | Mirage Events Center C1

Tuesday, October 7

CONCURRENT SESSION - Workshop

Cutting Through the Clutter: Independent Contractor Management and Compliance

11:00 am–12:00 pm | Antigua AB | *Sponsored by ICon Professional Services*

No matter what you hear in the news or from your supply base, independent contractor engagements are here to stay. Often they are sources of your industry's best talent, but they come with many risks: from insurance gaps, to government regulations, improper classification could cost your company millions. There are ways to appropriately engage this talent source that may eliminate your risk, or at least dramatically reduce it. This session will explore the ways in which sophisticated companies have built programs that maximize talent access while minimizing risk and how you can bring these winning ideas to your program.

Moderator:

Bryan Peña, VP, Contingent Workforce Strategies and Research, Staffing Industry Analysts

Speakers:

Dana Shaw, COO, ICon Professional Services

William Hays Weissman, Shareholder, Littler

CONCURRENT SESSION - Thought Leadership

The Modern Family MSP

11:00 am–12:00 pm | Jamaica | *Sponsored by ZeroChaos*

How can you tell whether you're getting the best from your partners? Do your partners really have your best interests in mind? This session highlights how a managed service provider essentially serves as a BPO engagement that is maximized when there is active ownership by the outsourcing organization. It will provide practical examples and tips from a sponsor's perspective on getting the most out of your extended family.

Facilitator:

Kersten Buck, Director, Strategic Solutions, Staffing Industry Analysts

Panelists:

Erika Halverson, Global Contingent Workforce Program Manager, LinkedIn

Harold Mills, CEO, ZeroChaos

Michael Werblun, EVP, ZeroChaos

CONCURRENT SESSION - Thought Leadership

Understanding Total Program Value

11:00 am–12:00 pm | St. Thomas | *Sponsored by Beeline*

Contingent workforce programs come in a variety of shapes, sizes, and levels of maturity. Regardless of the differences, program leaders commonly share a desire to add organizational value by managing program quality, cost, and efficiency. However, many only do this tactically. To demonstrate total program value to stakeholders, program leaders should adopt a much more strategic and data-driven approach. When done correctly, this practice yields a multitude of benefits. Join Benjie Hanson, director of consulting at Beeline, as he leads this interactive workshop where you will learn through real-world examples and templates, what metrics you need to understand the total value of your program.

Facilitator:

Diana Gabriel, VP, Strategy & Solutions, Staffing Industry Analysts

Presenter:

Benjie Hanson, Director, Consulting, Beeline

Tuesday, October 7

Networking Lunch & Exhibits Open

12:00–1:30 pm | Mirage Events Center C1

CONCURRENT SESSION - Workshop

The VMS Shuffle: How to Match a VMS to your CW Program

1:30–2:30 pm | Antigua AB | Sponsored by Provade

We are becoming ever more reliant on technology to manage our business processes and data. The complex world of contingent labor management places particular demands on the technology architectures used to interact with the supplier ecosystem. We will explore the critical issues you should be aware of before choosing a VMS and highlight the challenges of moving from one VMS to another. In this session, our panel of experts will review VMS scenarios and explore the sometimes complex relationship between buyers of contingent labor, the MSP and the VMS. How can you choose a technically stable VMS while at the same time quickly address changing business needs for temporary labor? How much customization can help in delivering a flexible and robust VMS matched to program requirements, and how much customization can cause systems and vendor lock-in? Is a VMS for life, and how do we prepare for program migration from one VMS to another?

Moderator:

James Waite, Director, Contingent Workforce Strategies & Research, Europe, Staffing Industry Analysts

Panelists:

Edward "EJ" Jackson, President, Provade

Wendy Patience-O'Brien, CCWP, Director, Global Contingent Workforce, Oracle

CONCURRENT SESSION - Thought Leadership

Possibilities and Pitfalls of Supplier Indemnification

1:30–2:30 pm | Jamaica | Sponsored by Ascent

Anyone who has ever drafted a program contract is familiar with the roadblocks that come when addressing supplier indemnity. What you may not know is that such contract clauses often aren't worth the paper they are written on, and quite the contrary may provide a false sense of security when called into question. So what are the real world applications and impacts to indemnification provided by staffing firms to clients? During this informative workshop session you will learn:

- Managing integration tracks to move contractors
- Understanding what can reasonably be expected from the MSP
- Rationalizing rate cards and differing program guideline

Facilitator:

Adrienne Nelson, Director, Global Services, Staffing Industry Analysts

Speakers:

Joseph Nordlinger, CEO, Ascent

Sherry Swieca, Attorney, Jackson Lewis

Joycelyn Calvin White, CCWP, National Program Director, Kaiser Permanente

Tuesday, October 7

CONCURRENT SESSION - Thought Leadership

Best Practices for Directly Sourcing Former Employees, Retirees, and Other High-Talent Contractors

1:30–2:30 pm | St. Thomas | *Sponsored by MBO Partners*

Every year, more and more companies are seeing their non-employee workforce grow. Open talent platforms like LinkedIn, shifting workforce demographics, elevated dissatisfaction with traditional CWS programs, growing demand for specialized high talent resources and constant pressure to reduce intermediary mark-ups have accelerated a trend toward direct contractor sourcing. As these direct contractor sourcing programs mature and include alumni/retirees, the need to implement proven best practices related to program design, contractor engagement and talent curation is critical for an efficient, compliant and highly productive program. Join MBO Partners and a panel of experts as we share real-world experiences, best practices, legal perspective and valuable tips and techniques to help you capitalize on this trend.

Moderator:

Dawn McCartney, Director, Contingent Workforce Strategies & Research, Staffing Industry Analysts

Panelists:

Joseph Reis, Director, Logistics Health Incorporated

Charlie Stevens, Lawyer, Michael Best & Friedrich

Gene Zaino, President & CEO, MBO Partners

Transition Break

2:30–2:45 pm

CONCURRENT SESSION - Thought Leadership

The Talent Acquisition Imperative, Big Data and Your Contingent Workforce

2:45–3:45 pm | Antigua AB | *Sponsored by Sunrise Systems*

The idea of big data is still very intimidating to many companies and talent acquisition organizations continue to struggle as to where to start. There is little dispute that big data represents a strategic opportunity to impact and enhance business results through more effective talent acquisition. Most HR functions have not traditionally been the epicenter for new technological advancement and have typically been at the end of a wave and relegated to a “wait and see” position. In the war where talent is a differentiator this means potential market share lost and a non-competitive position. Big data is a means to maintain a competitive advantage. This workshop will address the importance of proactive and strategic talent acquisition and the benefits of big data through a top ten approach to starting your plan now. Learn how big data can drive a talent acquisition strategy to put the right people in the right place at the right time.

Facilitator:

Diana Gabriel, VP, Strategy & Solutions, Staffing Industry Analysts

Speakers:

JoAnne Estrada, VP, Professional Services, Randstad Sourceright

Dan Hanyzewski, VP, Business Development, Sunrise Systems

Tuesday, October 7

CONCURRENT SESSION - Workshop

Strategic Workforce Planning for the CW Workforce!

2:45–3:45 pm | Jamaica | *Sponsored by Yoh*

With contingent workers (CW) approaching one fifth or more of large organizations' deployed workforce resources, CW Program management has arrived as a strategic workforce management practice. Consequently, CW Program Managers have a strategic opportunity and emerging imperative to contribute to an organization's workforce planning efforts. This round table workshop session, led by industry experts will focus on the following:

- 1) What are the strategic and tactical benefits of conducting and/or participating in Strategic Workforce Planning (SWP)?
- 2) What is the most effective role to play presently in SWP for CW program managers?
- 3) What key actions can CW program managers take to successfully engage in SWP?
- 4) Why CW program managers will be principal SMEs in organizations' future strategic workforce planning practices?

Moderator:

Stephen Clancy, Director, Contingent Workforce Strategies, Knowledge and Research, CCWP, Staffing Industry Analysts

Speakers:

Kay Colson, Senior Associate, Brightfield Strategies LLC

Robin Johnson, SVP, Enterprise Solutions, Yoh

CONCURRENT SESSION - Workshop

Temps, ICs, SOWS & More: Matching the Right Non-Traditional Workers with the Right Jobs

2:45–3:45 pm | St. Thomas | *Sponsored by Work Market*

Today's companies can use many different types of labor to get things done. From freelancers and independent contractors to statement of work consultants and workers leased through a staffing firm, the different categories of labor available to today's companies are many and varied. We explore the different modes of engagement and show you when to engage what worker. Join us for an informative session where we help you make sense of this ever-changing landscape.

Facilitators:

Subadrha Sriram, Global Editorial Director, Staffing Industry Analysts

Jeff Wald, COO, CFO & Co-Founder, Work Market

Networking Break & Exhibits Open

3:45–4:15 pm | Mirage Events Center C1

CONCURRENT SESSION - Knowledge

How you Can Prepare for the Affordable Care Act

4:15–5:15 pm | Jamaica

While the full implementation of the Affordable Care Act (ACA) looms large in the landscape, many of today's buyers and suppliers alike do not fully understand how the groundbreaking legislation will affect the contingent workforce. It seems everyone has an opinion on what's important. From term limits and the look back period to risk pools and state exchanges, what do they all mean and what exactly do you need to be doing to protect your company from running afoul of the law? What types of costs will be incurred to comply with the law and who will end up paying for it? Hear the latest insights and developments to equip you for a successful 2015!

Speaker:

Andrew Braswell, Research Analyst, Staffing Industry Analysts

Tuesday, October 7

CONCURRENT SESSION - Knowledge

Background Checks – Do They Minimize Your Risk or Add to it?

4:15–5:15 pm | St. Thomas

Is your background check policy putting you at risk? There was a time when a contingent worker would not be allowed to start an assignment without a completed and passed background check. Is this still the case? the answer may surprise you. Our panel of industry and legal experts will discuss when conducting a background check is allowed, who should know the results and how you can make the best decision without creating a legal problem.

Moderator:

Dawn McCartney, Director, Contingent Workforce Strategies & Research, Staffing Industry Analysts

Panelists:

Clay Lewis, SVP, Global Staffing - Vendor Management, Bank of America

Eric Rumbaugh, Attorney, Michael Best & Friedrich

Tom Shelley, DP DHL Procurement, DHL

CONCURRENT SESSION - Targeted Discussion Round Tables

Is it Time to Rethink Pricing and Funding Models for Contingent Workforce Programs?

4:15–5:15 pm | Antigua AB

As companies build or expand their contingent workforce programs, the question of how to fund the program and which pricing models to use with Vendor Management System (VMS) and Managed Service Providers (MSP) are often at the top of the list. The prevailing funding model in the U.S. is to have your suppliers fund the program and the most common pricing model used by VMS and MSPs is a percentage of spend under management. But how well do these work when considering incorporating services procurement or expanding your contingent workforce program to different regions of the world? Learn from our experts about the pros and cons of various pricing and funding models and new innovative approaches to realizing the greatest value from your program partners as you build or expand your contingent workforce program.

Facilitators:

Jason Ezratty, President, Brightfield Strategies LLC

Christopher Minnick, EVP, Brightfield Strategies LLC

CW Solutions Forum Ends

5:15 pm

Attendee Registration Open for CWS Summit

4:00–6:30 pm