

The Fastest Growing HR Event In The World!

Reinventing Technology for Business Strategy

Gary Hamel

Ranked #1 Thinker in the World | THE WALL STREET JOURNAL
 Prof, Author & Founder - The Management Lab

Yvonne Agyei

Vice President of Global Benefits - Google

The Future of Work:
 HR Information is Beautiful

David McCandless

Author, Designer & Founder - Information is Beautiful

Robert Hohman

Founder & CEO - Glassdoor

Bringing Management Back to Work
 by Reinventing Technology & HR!

Yves Morieux

Managing Director - Boston Consulting Group

Charlotte De Metz

Global Head of HR - Misys

02 EXCITING DAYS **+159** SPEAKERS **+32** PRODUCT DEMOS **20m** INFLUENCED PEOPLE

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Welcome!

2014 is the 4th Year for **HR Tech Europe**, and once again we are delighted to welcome so many friends to what is now firmly established as the leading HR event in Europe. In 2013, the network experienced a 300% growth via the introduction of 2 new successful events in Q1 and Q2. **HR Tech Europe** in Q4 saw attendance increase from over 800 in 2012 to +1400 executives in 2013; this year we expect some +2000 plus attendees.

9 Events Under One Roof in 2 Days! As in past years we will support and energise the networking discussion with topic-specific co-located events designed to offer a varied timetable, an unparalleled choice of speakers, a broad range of content, and formats from main stage keynotes through to interactive debates and closed roundtable discussion groups. In 2014 the Main Stage will once again look to host some of the most exciting and powerful keynotes in the world; Gary Hamel, Ray Wang, David McCandless, Yves Morieux, Mark Turrell.

Enterprise Leadership Teams! That there are too many good speakers speaking at the same time is one of the most often heard complaints at **HR Tech Europe**. This is a great complaint to have and why we strongly encourage leadership teams to attend as a group so they can benefit from meeting all the vendors and attending the most important sessions.

The Backbone of HR Tech Europe is Networking & Community!

We are working very hard to put on the best conferencing and hospitality in the world. The quality of the attendees, as well as the networking experience in both the expo and networking lounge at the event, are what give us our competitive advantage. These are the areas that we look to develop and grow each year. This year to enhance your experience we are adding an Innovations Lounge where you can meet the young, agile start-ups that will Disrupt HR.

HR Tech Europe 2014 promises much more in entertainment and hospitality. However, more than anything else we want our members, delegates and sponsors, to enjoy the very best experience. You will have access to the best speakers, content, vendors, industry peers and research enabling you and your team to go back to the office and take intelligent action! 2013 saw combined delegations from as many as 50 countries, with an influence over some 20 million employees, so collectively our community has the influence to make a real difference in helping to shape the future of work.

What does 2014 look like? What's New? You will find out over the next few pages, and we will be sure to keep you posted as those plans evolve and new ideas are introduced between now and October!

Sincerely,
Marc Coleman
Managing Director



سهلاً و أهلاً
WILKOMME ДОБРО ПОЖАЛОВАТЬ!
CEAD MÍLE FÁILTE
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BIENVENUE
WELCOME
WILLKOMMEN
BIENVENIDO BENVENUTI
ÜDVÖZLET
DOBRODOŠLI ДОБРОДОШЛИ
TERVETULOA
BENVENUTE
Καλώς Ορίσατε

“

The research, gatherings and information sharing by the HR network is a terrific opportunity to explore key strategic challenges in HR. The selection of executives, who have been of the highest quality, offers in-depth insight into excellence across different industries. For me personally learning from others and sharing my own knowledge and experiences is the key reason for joining and staying!



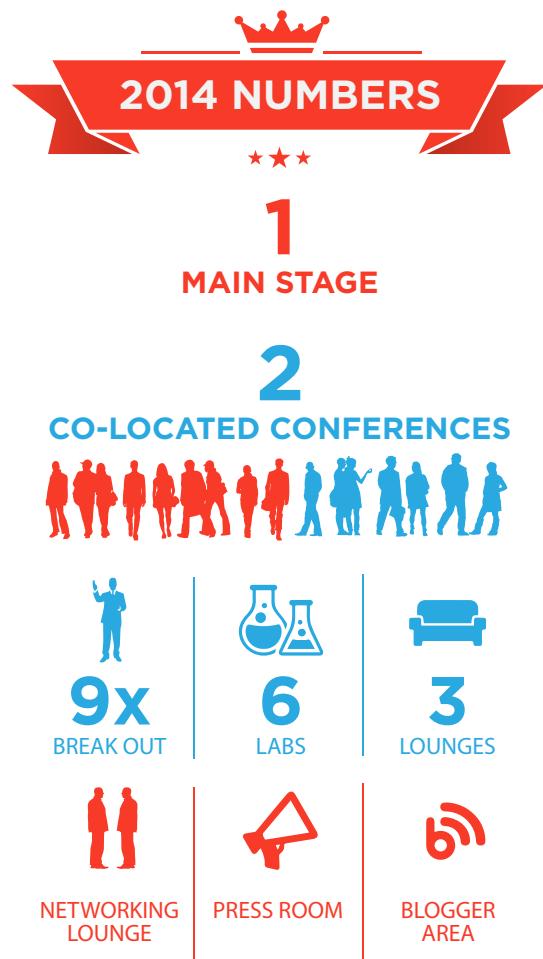
Why Attend?

Join over 2000 decision makers, influencers, doers and their counterparts at HR Tech Europe 2014, the largest, and the fastest growing, Enterprise HR event and community in Europe today with a rapidly increasing global reach.

With 9 tracks themed on **Learning, Talent Management, HR Technology, Outsourcing & Shared Services, the Cloud, Social Enterprise, Future of Work** plus Product Demonstrations and focused Round Table Labs and Master Classes everything is up for discussion at **HR Tech Europe 2014** including:

- Building on the trade winds of 2013 this year we bring you a wider range of experiences from markets including the Middle East, Asia, Africa and CIS. Plus All the market leaders are exhibiting, presenting a chance unparalleled in Europe to review tomorrow's solutions today, all in one place and in a neutral environment.
- Our research and that of our partners points to the fact that fully networked enterprises, or what we call social businesses, are more successful. The design is simple and exclusive; we offer a researched program complimented by a seasoned line-up of speakers to discuss what's new, what works in driving positive change and the implications for what isn't working.
- Technological innovation is motivating employers to move beyond the basics and capitalize on the connections, social networks and data generated through social media, mobile sites and job web sites; the need to drive to profitable HR supported by technological investment is at an all time high!
- The cloud, mobility, operational HR tools, collaborative tools, and predictive HR analytics are creating transformative new business processes. From the latest approaches for identifying future talent gaps to the best practices for facilitating global collaboration. HR technology provides the strategic direction that now enables HR leaders to contribute to their organizations in a more meaningful way.
- Deep insight on how new systems and software are creating the next wave of change.
- Post-event you will be equipped to take intelligent action and enjoy major takeaways, and a set of recommendations for management to help maximize current HR and IT investments.

Your ticket opens up a world of curated dinners, parties and events hosted by the world's leading brands, tech companies, service providers, investors, startups and media.




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Keynotes



GARY HAMEL

Professor, Author & Founder
The Management Lab

The Wall Street Journal ranked Harvard Gary Hamel #1 as the World's Most Influential Business Thinker and Fortune Magazine has called him the World's leading expert on business strategy. Gary has written for the Harvard Business Review and is the most reprinted author in the Review's history. He has advised government leaders on matters of innovation policy, entrepreneurship and industrial competitiveness. His most recent bestsellers have been 'The Future of Management' and 'What Matters Now'.



YVES MORIEUX

Senior Partner & Managing Director
The Boston Consulting Group

Yves Morieux thinks deeply about what makes organizations work effectively. Yves considers how overarching changes in structure can improve motivation for all who work there. He calls his approach "Smart Simplicity." He lectures in the advanced programs of the Paris Institute of Political Science and was social science expert for the French National Research Agency (ANR). He is frequently featured in The Economist, Harvard Business Review, Wall Street Journal, Fast Company and Le Monde.



YVONNE AGYEI

Vice President of Global Benefits
Google

Yvonne Agyei has been the head of Benefits for Google Inc since mid-2009 and became Vice President in 2012. Her team is responsible for employee benefits, wellness programs, onsite clinics and the Google Children's Centers, as well as other "Googley Benefits" such as the take-out benefit for new parents. She joined Google in 2003 and among other roles led the global university and other staffing programs. She holds a bachelor's degree in psychology from Stanford, an MA in psychology from Northwestern University and an MA in International Relations from The Fletcher School at Tufts University.



JOSH BERSIN

Principal & Founder
Bersin by Deloitte

Listed in the Top 100 Influencers in HR globally and the Top 25 Influencers in Talent Management, Josh Bersin has made Bersin by Deloitte the "go to" source for learning and HR decision makers seeking product and market data, insight on trends, and expert advice on enterprise learning and talent management. Josh is a world renowned author on talent management topics in BusinessWeek, Harvard Business Review, The Wall Street Journal, The BBC and US National Public Radio. He is also a featured columnist for Forbes.



MARK TURRELL

Founder
Orcasci

The author of 2014's best selling book 'Scaling: Small Smart Moves for Outsized Results' Mark Turrell is the founder of strategy firm, Orcasci, applying the science of spread to corporate and tech company challenges. Mark has advised over 200 start-ups to develop strategy and to support their path to market, and he has advised numerous non-profit organizations. In 2008 Mark was recognized as a Technology Pioneer by the World Economic Forum, and in 2010 was named a Young Global Leader.



DAVID McCANDLESS

Author, Designer & Founder
Information is Beautiful

David McCandless draws beautiful conclusions from complex datasets, thus revealing unexpected insights. David makes infographics a simple, elegant way to look at information that might be too complex or too big, small, abstract or scattered to otherwise be grasped. His genius is not so much in finding jazzy new ways to show data as in finding fresh ways to combine datasets. His information design work frequently appears in international media across TV, Web and Print including news journals such as The Guardian, Wired and Die Zeit.



R "RAY" WANG

Principal Analyst & Founder
Constellation Research

R "Ray" Wang is the author of the popular enterprise software blog 'A Software Insider's Point of View.' With viewership in the millions he provides insight into how disruptive technologies and new business models impact the enterprise. He is a prominent keynote speaker and research analyst working with clients on innovation, business model design, engagement strategies, customer experience, matrix commerce, and big data. Ray is a regular contributor to Harvard Business Review, The Wall Street Journal, Forbes, Bloomberg, CNBC TV, Reuters, IDG News Service, and other global media outlets.



ROBERT HOHMAN

Co-founder & CEO
Glassdoor

Robert is co-founder of one of the most disruptive companies in the HR Industry with 22 million members worldwide. For 6 years, Glassdoor has brought greater transparency and accountability to the workplace and served as a way for employees to vent about their jobs, companies and bosses! Robert has raised \$100m dollars to help of Glassdoor's sweet spot in helping people find the jobs & companies they love. He was also one of the original team members of Expedia, a company designed to bring greater transparency to the travel industry.

We have only shown 50 Speakers here. Please visit our [website](#) for the full listing of 157 Speakers

Speakers


YVES MORIEUX

Managing Director
The Boston Consulting Group


YVONNE AGYEI

Vice President of Global Benefits Google


THOMAS OTTER

Vice President of Product Management SuccessFactors


GARY HAMEL

Prof, Author & Founder The Management Lab


RAY WANG

Principal Analyst & Founder Constellation Research


EUAN SEMPLE

Author & World of Work Evangelist
Euansemple.com


DAVID McCANDLESS

Author, Designer & Founder Information is Beautiful


MARK TURRELL

Founder Orcasici


JASON AVERBOOK

Chief Business Innovation Officer Appirio


RAGHAVENDRA SINGH

Vice President Shared Services Singapore Post Limited


KATHERINE JONES

VP Human Capital Management Tech Resourch Bersin by Deloitte



Over the years I've attended more Talent Conferences than I can count. **HR Tech Europe** is the one that stood out above all others. Great content, fantastic speakers, global focus, and a modern approach to their conference format made **HR Tech Europe** one that I plan to attend for years to come.

Group Strategic Recruitment Leader



Main Stage



Future of Workforce Learning



HR Technology



Future of Work



Cloud Technology



HR Shared Services & Outsourcing



Social Enterprise



Talent Management



Labs and Executive Briefings

Speakers


HOLGER MUELLER

VP and Principal Analyst
Constellation Research

ELAINE ORLER

President & Founder
Talent Function

JOHNNY CAMPBELL

CEO
Social Talent

CHARLOTTE DE METZ

Global Head of HR
Misys

NICK HOLLEY

Director
Henley Business School

JAMES L. TURGAL

Assistant Director Human Resources Division
Federal Bureau of Investigation

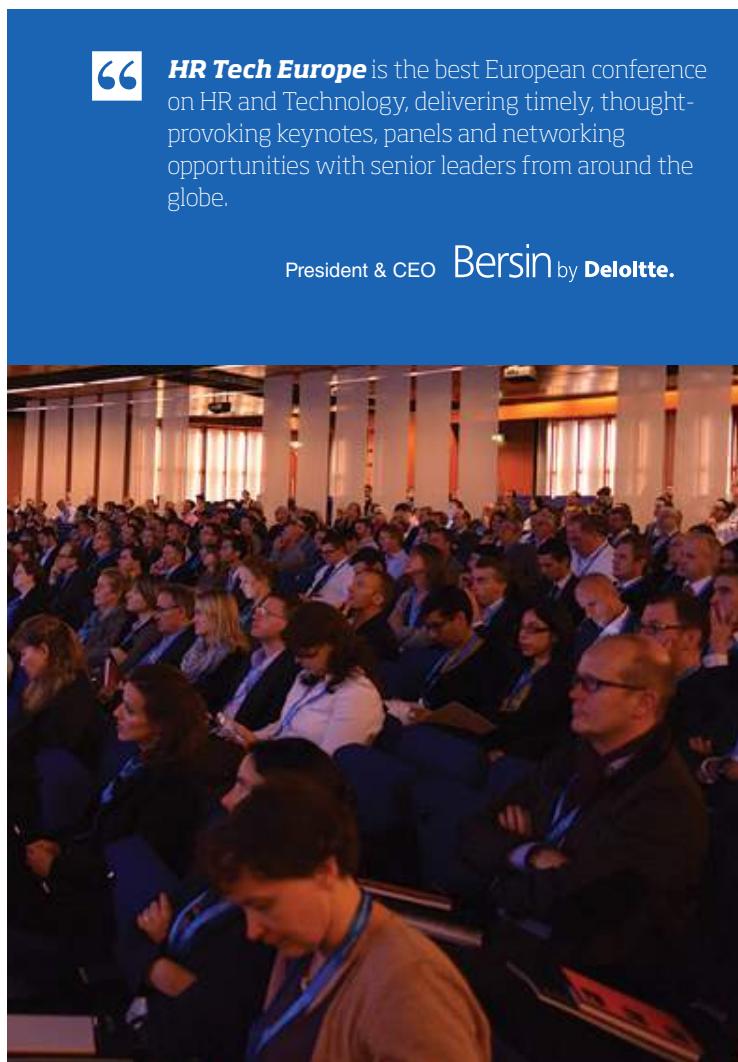
WILLIAM TINCUP

Chief Executive Officer
Tincup & Co.

DAVID CRUMLEY

VP Global HR
Technology &
Continuous Improvement
Coca-Cola Enterprises

MIKE ETTLING

Global Head of Cloud &
On Premise HR
SAP

CATHERINE LECLERC

Dir. HR SS and HRIS
Air France

CHANO FERNANDEZ

President EMEA
Workday


Main Stage



Future of Workforce Learning



HR Technology



Future of Work



Cloud Technology



HR Shared Services & Outsourcing



Social Enterprise



Talent Management



Labs and Executive Briefings

Speakers


**VINCENZ
KREMER**

Chief of Staff - Cloud &
Infrastructure Delivery
SAP

**KIM
WYLIE**

Global Lead,
Enterprise Change
Management
Google

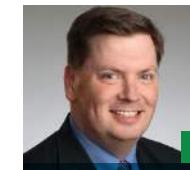
**OLGA
DAMIRON**

Chief Human
Resources
Keolis

**JOSH
BERSIN**

Principal & Founder
Bersin by Deloitte

**GARETH
WILLIAMS**

Group HR Director
Travelex

**ALLEN
SMITH**

Chief Information Officer
Baker Tilly Virchow
Krause, LLP

**NICO
STEYAERT**

VP HR Transformation
Royal Philips

**DEBBIE
LANDERS**

VP Smarter Workforce
Integration
IBM

**MICHAEL
MOLINARO**

SVP HR Ops
Meggitt PLC

**CHARLES
JENNINGS**

Founder
70:20:10

**CRISTÉLE
PERNOUD**

Group HR
Transformation
Program Director
Société Générale

**WISSAM
HACHEM**

Vice president,
Learning and
Development
Etihad Airways

**ARMIN
TROST**

Professor Dean of MBA
Studies
HFU Business School
Furtwangen

**SANDER
NIEUWENHUIZEN**

Vice President,
Recruitment
Shell

**DAVID
GOREN**

VP, HR Transformation
Astra Zeneca

**SUE
FOSTER**

Head of HR Systems
Linklaters LLP

**NICOLENE
HOGG**

Head Learning &
Development
Dimension Data

**NICK
SHACKLETON-
JONES**

HRIS Team Manager
BP

**ROBERT
HOHMAN**

Founder and CEO
Glassdoor

**ASTRID
HARTMANN**

Senior Vice President
Lufthansa Global
Business Services
GmbH

**SIMON
LANHAM**

HR Transformation
Director
Grant Thornton

**THOMAS
DAVIES**

Director - Northern
Eastern & Central
Europe - Enterprise
Google

**ADRIAN
HALLETT**

Director Global Busi-
ness Process Payroll &
Expenses
Lufthansa Global
Business Services
GmbH

**MICHAEL
WRIGHT**

Head of Talent
Acquisition APAC
Group M

We have only shown 50 Speakers here. Please visit our
[website](#) for the full listing of 157 Speakers

What's new at HR Tech Europe 2014?

Responding to delegate interests and requests we have expanded the scope and range of the 2014 agenda; our break-out tracks this year offer as many as 9 options from which you can choose. This year we have also developed and evolved our exhibition and networking areas to meet market demand. This has enabled us not only to integrate more solution providers, but also a sponsored café and bar, and importantly an Innovations Lounge where start-up companies can showcase newly developed applications, as well as their dynamic talent and expertise.

New and Evolved Events



Future of Work

The workplace we know today is continuously changing, along with roles, functions and reporting models; with this change, we see a constantly evolving workforce and technologies that are faster and agile. Gamification, social networks and an abundance of data are all competing for attention in the work environment. Listen to the experts on what the future holds and how we can prepare for tomorrow today.



HR Technology

There is an incredible opportunity for HR leaders to move beyond systems of record to ones that have strategic impact across the enterprise. This track will highlight Cloud transitions, Predictive Analytics coupled with Lean Six Sigma, and an array of HR Solution experiences delivered by Senior Enterprise Practitioners, as well as insight and perspective from thought leaders and analysts.



Social Enterprise

Online social networks are today very much part of the daily routine and so deeply embedded into many people's lifestyle that some feel a sense of loss when they are unavailable. Greater workforce collaboration is the key to the future; how you get there, manage the transition and select from the myriad of available applications are just a few of the issues to be discussed in this session.



Cloud Technology

The world as we know it is inundated with Cloud technology. Should a company "rip and replace" its traditional on-premises system with a unified cloud solution for HR and talent management? Can you enjoy the benefits of cloud talent-management technology while keeping core HR intact? This short stream will challenge the way businesses are willing to operate and change the game significantly.



Product Demo

Product demonstrations are an excellent and unique opportunity to get practical information on the latest applications, and technology developments, and to put your questions and challenges direct to those developing the products. Expect to hear some of the latest developments from leading and innovative suppliers.



HR Shared Services & Outsourcing

The multi-polar world brings together competition from both established players and aggressive up-and-coming disrupters into a global arena. Companies feel challenged to be more strategic and leverage their internal processes and talent more efficiently. Engage and see how some of the most agile and successful businesses develop and retain customers and talent while leveraging their Shared Service practice.



disruptHR is a new brand and service offering co-located with HR Tech Europe 2014. disruptHR is the evolution of 3 years of our very successful start-up competition iHR & iTalent. This year we have developed something new; an Innovations Zone where the start-up community and globally acknowledged venture capitalists, consultants, advisors, and thought leaders share their insights on the future of HR; join them as they step into the Zone for their exciting 15 minute show & tell sessions throughout the 2 days. The disruptHR Zone will be the happening place where you will get a real sense of what's really disrupting HR.



Future of Workforce Learning

In the fast-paced, always ONLINE world of work it is inevitable that learning and development needs to keep up if it's to stay in the game. We take a look at some of the technologies out there, and examine from a perspective of practical experience how technology is bringing about a revolution in the world of workplace learning.



HR Labs

Following the success and positive feedback from the 2013 Master Classes, we have introduced for 2014 a new and unique format; the Lab. Our Labs will be led and presented by some of the most well known thought leaders and experts in the global HR Tech marketplace.



Talent Management

How can technology systems and applications help? What is the link between a successful organization and its people, its purpose and its predictive analytics? These are a few of the questions this session will address with a mix of thought leadership and critical analysis from practitioners and experts.

23 THURSDAY
OCTOBER

Sessions



Ground Floor
Auditorium

- 08:45 ▶ **Introduction From the MC**
Johnny Campbell Chief Executive Officer **Social Talent**

- 09:00 ▶ **Opening Keynote**
Bringing Management Back to Work by Reinventing Technology & HR!
Yves Morieux Managing Director **The Boston Consulting Group**

- 09:30 ▶ **HR Information is Beautiful**
David McCandless Author, Designer & Founder **Information is Beautiful**

- 10:00 ▶ **Real Customers. Real SaaS Success**
Moderator: **Chano Fernandez** President EMEA **Workday**
Nico Steyaert Vice President HR Transformation **Royal Philips**
Gareth Williams Group HR Director **Travelex**

- 10:30 ▶ Coffee & Networking

- 11:15 ▶ **Analyze This: How to Get the Most Out of New Talent**
Obed D. Louissaint Vice President Human Resources **IBM Watson**
Debbie Landers General Manager, Kenexa & Smarter Workforce **IBM**

- 11:45 ▶ **Agility in Action - Creating a Beautiful Career Journey**
Philippe Manzanares Director - HRIS **Louis Vuitton**
Vincent Belliveau Senior Vice President & General Manager EMEA **Cornerstone OnDemand**

- 12:15 ▶ **Smart Engineering at Meggitt - Transforming HR & The Company**
Michael Molinaro Senior Vice President HR Operations **Meggitt PLC**
Mike Ettling Global Head of Cloud & On Premise HR **SAP**

- 12:45 ▶ Lunch & Networking

- 14:15 ▶ **Talking Heads 2014 - The Analyst Panel**
Holger Mueller Vice President & Principal Analyst **Constellation Research**
Josh Bersin Principal & Founder **Bersin by Deloitte**
Phil Wainewright Cloud Business Evangelist & Vice Chairman **EuroCloud**

- 15:15 ▶ Coffee & Networking

- 16:00 ▶ **The Future of Workplace Transparency**
Robert Hohman Co-founder & Chief Executive Officer **Glassdoor**

- 16:30 ▶ **HR Tech Live - Interview with Robert Hohman**
Euan Semple World of Work Authority **EuanSemple.com**

- 16:45 ▶ **The Great Power Shift**
Jerome Ternynck Founder & CEO **SmartRecruiters**
Elaine Orler President & Founder **Talent Function**

- 17:15 ▶ Cocktail Party - Sponsored by Spire



If you want to meet the guys shaping the new HR, and learn the innovations that will rock the future of the field, sign up with HRN Europe.

Partner & Founder
The RBL Group

Sessions



HR Technology

With technology changing at the speed of light, there is an incredible opportunity for HR leaders to move beyond systems of record to ones that have strategic impact across the enterprise. This track will highlight Cloud transitions, Predictive Analytics coupled with Lean Six Sigma, and an array of HR Solution experiences delivered by Senior Enterprise Practitioners, as well as insight and perspective from thought leaders and analysts.

1st Floor
Emerald Room



- 11:15 ▶ Creating an Adaptable Business Model Through HR & IT to Help Future Proof Your Organization
Mark Banbury CIO & Head of Shared Service Plan International
- 11:40 ▶ Driving Simplification at AstraZeneca
David Goren VP HR Transformation AstraZeneca
- 12:05 ▶ The Evolution of HR from Art to Science: Intergration of Technology, Analytics and Lean Six Sigma
David Crumley VP Global HR Technology & Continuous Improvement Coca-Cola Enterprises
James Harley Associate Director Continuous Improvement & Integration Coca-Cola Enterprises
- 12:30 ▶ Cloud Migration & HCM at Toyota
Murat Cimen Senior HR Manager Toyota Motor Europe
- 14:15 ▶ Being Bold & Creative with HR Systems
Sue Foster Head of HR Systems Linklaters LLP
- 14:45 ▶ Engaging with the HR Operating Model: Our Journey
Cristele Pernoud Group HR Transformation Program Director Société Générale
- 16:00 ▶ The Future Is Cloud
Gareth Williams Group HR Director Travelex
Julian Thornley Head of Global HR Technology Travelex
- 16:30 ▶ Unwrapping the 17th Annual CedarCrestone HR Systems International Survey Findings: Changing the Discussion on HR Systems
Stacey Harris Vice President Research and Analytics Cedarcrestone



23 THURSDAY
OCTOBER



Future of Workforce Learning

In the fast-paced, always ONLINE world of work it is inevitable that learning and development needs to keep up if it's to stay in the game. Discover how financial institutions, policing agencies, engineering firms build a better talent pool through strategic learning models, how technology and social networks are impacting the L&D function, and what the implications of all this are for the future. Plus we take a look at some of the technologies out there, and examine from a perspective of practical experience how technology is bringing about a revolution in the world of workplace learning.

1st Floor
Room G104



- 11:15 ▶ Effective Learning at Work: The Only Differentiator?
Charles Jennings Former Chief Learning Officer Reuters
- 11:40 ▶ Towards an Ecology of Services for Learning & Development
Jan Nieuweboer Innovation Manager Learning & Development Rabobank Nederland
- 12:05 ▶ Innovation and Predictive HR Analytics:
Etihad Airway's Use of Data Driven Insights in Employee Engagement and Psychometrics
Wissam Hachem VIP Learning & Development Etihad Airways
David Jones Managing Director The Talent Enterprise
- 12:30 ▶ Virtual Academy:
Developing Our Agents
James Turgal Assistant Director Human Resources Division Federal Bureau of Investigation
- 14:15 ▶ Social Enablement of Internal Learning
- 14:45 ▶ Collaborate or Perish:
Leveraging Communities of Practice For Organizational Development
Surya Prakash Mohapatra Head of Knowledge and Capability Management India HP
- 16:00 ▶ University Relations
How Global Strategy Meets Local Skill Gaps
Chris Schutz Global Head of Employer Marketing University Relations Siemens
- 16:30 ▶ Courses-Resources-Apps:
The Future of Learning
Nick Shackleton Jones Director Online & Informal Learning BP
- 17:00 ▶ Future Innovations in Learning
David Perring Director of Research Elearnyt

Sessions



HR Shared Services & Outsourcing

The multi-polar world brings together competition from both established players and aggressive up-and-coming disrupters into an arena with a truly global footprint. To survive, organizations everywhere feel challenged to be more strategic and leverage their internal processes and talent more efficiently and effectively; indeed, high performing organizations know that decentralized and inconsistent service delivery has a high negative impact. Participate, engage and see how some of the most agile and successful businesses develop and retain customers and talent while leveraging their Shared Service practice.

1st Floor
Room G105

- 11:15 ▶ **Inspiring Your Team to Work Effectively Across Cultural Borders**
- 11:40 ▶ **Foundations for Agility:**
Global Systems and Partners
Luke Adams Director of HR Service Delivery
Abercrombie & Fitch
- 12:05 ▶ **Prevalent Engagement Models and Key to Success**
Raghavendra Singh Vice President Shared Services
Singapore Post Limited
- 12:30 ▶ **Future of Shared Services:**
Challenges
Catherine Leclerc Director of HR Shared Services Center & HR Information Systems Air France
- 14:15 ▶ **Future of Shared Services:**
Business Value
Janet Huckvale Head of HR Shared Services
Bombardier Transportation
- 14:45 ▶ **The Value of HR Technology and Metrics for Service Delivery**
Fredric Svensson Senior Global HRIS Project Leader
Sony Mobile
- 16:00 ▶ **HR Shared Services & Smart Service Desk:**
Executing a Concept
Prithvi Shergill Chief Human Resource Officer
HCL Technologies
- 16:30 ▶ **Transactional to Interactional on the Cloud - Seamless Customer Experience**
Mihaela Ionasc HR Director EMEA HR Services
Ingersoll Rand

23 THURSDAY
OCTOBER



Social Enterprise

Online social networks are today very much part of the daily routine, and so deeply embedded into many people's lifestyle, that some feel a sense of loss when they are unavailable. In the modern workplace the effective use of "social" is a powerful tool, and when correctly used has a positive impact on culture, recruitment, engagement levels, learning, teamwork, and can bring benefits to all stakeholders in the business. In addition, the internal socialisation of data and information creates massive opportunities in terms of performance, how talent is acquired, retained and managed not to mention the sharp analysis it can provide for the health of the business. Greater workforce collaboration is the key to the future, how you get there, manage the transition and select from the myriad of available applications are just a few of the issues to be discussed in this session.

1st Floor
Room G106

- 11:15 ▶ **Social Transformation in the Workplace**
Euan Semple Author & World of Work Evangelist
Euansemple.com
- 11:40 ▶ **Where Collaborative Tools are Key to Company Culture**
Dan Pontefract Chief Envisioner Telus
Author of Flat Army
- 12:05 ▶ **MEME:**
A Social Platform to Strengthen Collaboration, Competency and Culture at Work
Prithvi Shergill Chief Human Resource Officer
HCL Technologies
- 12:30 ▶ **Tips and Tools for Building a Collaborative Workplace**
Thomas Davies Director - Northern, Eastern & Central Europe - Enterprise Google
- 14:15 ▶ **On the Way to Becoming a Highly Connected Company**
Ruediger Schoenbohm Vice President Enterprise 2.0
Robert Bosch GmbH
- 14:45 ▶ **Put Your Talent on the Radar**
Frans Cornelis CEO The Flemish Administration
Dorien Bauwens Management Consultant The Flemish Administration
- 16:00 ▶ **Mobile Device Management:**
Baker Tilly's Initiative
Allen Smith Chief Information Officer Baker Tilly
Virchow Krause LLP
- 16:30 ▶ **Generating Value Through Internal Social Collaboration**
Colin Miles Director of IT Infrastructure & Enterprise Services Virgin Media

Sessions



Talent Management

Talent, talent, talent - it's all about talent; with the market moving into post recessionary mode, it's talent that will help businesses secure their lead. How can technology systems and applications help? What is the link between a successful organization and its people, its purpose and its predictive analytics? These are a few of the questions this session will address with a mix of thought leadership, and critical analysis from practitioners and experts. At a time when gamification, social media, big data and analytics are clamouring for attention the session will shed light on what works, what doesn't and what the future holds not only for the next generation of talent management professionals but also for the talents they manage.

 1st Floor
Room G107


- 11:15 ▶ **Recruiting is Marketing**
Marketing Approach to Finding Talent
May Hamed Manpower Planning and Recruitment Manager Abu Dhabi Ports Company
- 11:40 ▶ **Building the Bank**
Dave Buglass Head of Organisational Capability & Development **Tesco Bank**
- 12:05 ▶ **Strategic Talent Management for Real Results**
Charlotte de Metz Global Head of HR Misys
Shauna O'Handley Head of Talent Value Proposition & Performance Misys
- 12:30 ▶ **Driving 'On-Stage Excellence' Through Improved Labour Visibility**
Duncan Rouse Transformation Manager **Hall and Woodhouse**
- 14:15 ▶ **Transforming Performance Management at Barclays**
Paul Heaps Project Director, Performance & Reward **Barclays Bank**
Helen McDonald Global Account Director **Towers Watson**
- 14:45 ▶ **Global Employee Pulse:**
Knowing Your Talent
Dr. Guenter Hilmer Head of Group IT HR and Organization **Volkswagen AG**
- 16:00 ▶ **Hilton Checks-in With Digital Recruiting Technology**
Rodney Moses Global Human Resources and Talent Acquisition Executive **Hilton Worldwide**
- 16:30 ▶ **Driving Growth Through Award Winning Talent Management**
Nicolene Hogg Head, Learning & Development **Dimension Data**

 **23** THURSDAY OCTOBER


Labs and Executive Briefings A

Following the success and positive feedback from the 2013 Master Classes, we have introduced for 2014 a new and unique format; the Lab. Our Labs will be led and presented by some of the most well known thought leaders and experts in the global HR Tech marketplace. The Labs are designed to give participants various models of work, clear guidelines to executing current and future trends and a list of peers to bounce ideas off. These interactive and practical sessions will allow participants to walk away with executable action points to help strategize for 2015.

 1st Floor
Room G109


- 11:15 ▶ **The Big HRMS:**
Talent Management Overhaul
Holger Mueller Vice President & Principal Analyst **Constellation Research**
- 14:15 ▶ **Extending Learning into the Workplace: The 70:20:10 Approach in Action (Part 1)**
Charles Jennings Former Chief Learning Officer **Reuters**
- 16:00 ▶ **Extending Learning into the Workplace: The 70:20:10 Approach in Action (Part 2)**
Charles Jennings Former Chief Learning Officer **Thomson Reuters**



Labs and Executive Briefings B

 1st Floor
Room G001-G002


- 11:15 ▶ **Software, Satisfaction and Success**
William Tincup Chief Executive Officer **Tincup & Co.**
- 14:15 ▶ **Our Addiction to 'Clever' is Making Us All Insane!**
Mark Martin Managing Director **Mark Martin Ltd**

Sessions



Product Demo

Product demonstrations are an excellent and unique opportunity to get practical information on the latest applications, and technology developments, and to put your questions and challenges direct to those developing the products. Expect to hear some of the latest developments from leading and innovative suppliers.

1st Floor
Room G102-G103



- 10:30 ▶ Oracle: Hiring Talent is Great! But They Also Want to Get Paid!
Frank Koelemij Principal Sales Consultant – HCM Oracle
- 11:15 ▶ Kronos: Are You a Hero or Zero?
Mark Nusman Senior Pre-sales Solution Manager Kronos
- 11:45 ▶ IBM: Does Social Add Value to Talent Management?
Paget Miles European HCM Leader IBM Smarter Workforce
- 12:15 ▶ Cornerstone OnDemand: Reimagine Collaboration
Matt Goldberg EMEA Director of Solution Consulting Cornerstone OnDemand
- 13:30 ▶ Workday: Human Capital Management
Amy Wilson Vice President HCM Product Strategy
Product Management **Workday**
Ken Schott Manager Solution Architecture Presales Operations **Workday**
- 15:15 ▶ SuccessFactors: Your HR, Your Way
Jerome Sullivan Specialist Solutions Consultant EMEA SuccessFactors
- 16:00 ▶ Spire: Transformation of Core HR Operations With Big Data Technologies
Saurabh Jain Founder & CEO Spire Technologies & Solutions Pvt.Ltd

Check full agenda online!

www.amsterdam.hrtecheurope.com/agenda.html



23 THURSDAY
OCTOBER

“

HR Tech Europe is in my eyes the best conference in the HR space. The conference is providing a comprehensive platform for discussions between a large variety of established and new rising HR technology providers. In addition the opportunities to share information and network with HR professionals from across Europe are terrific. A very good event!

VP HRO



Click to see
our full
Agenda!



 **24** FRIDAY OCTOBER

Main Stage


**Ground Floor
Auditorium**

- 08:45 ▶ **Introduction From the MC**
Johnny Campbell Chief Executive Officer **Social Talent**

- 09:00 ▶ **Opening Keynote:**
The Future of Work In A Digital Era - The Impact of Massive Transparency
R "Ray" Wang Principal Analyst & Founder **Constellation Research**

- 09:45 ▶ **HR Tech Live – Interview with Ray Wang**
Euan Semple World of Work Authority EuanSemple.com

- 10:00 ▶ **Scaling: Small Smart Moves for Outsized Results**
Mark Turrell Founder **Orasci**



- 10:30 ▶ Coffee & Networking

- 11:15 ▶ **The Journey into the Cloud: HR Moving Forward**
Erik Steenacker Group VP HR & Program Leader Global HR Transformation **Carlson Wagonlit Travel**

- 11:45 ▶ **The Reskilled HR Team**

- 12:15 ▶ **Fostering a Culture of Collaboration & Innovation**
Yvonne Agyei Vice President of Global Benefits **Google**



- 12:45 ▶ Lunch & Networking

- 14:15 ▶ **HR Tech Europe in Review**
Moderator: **Johnny Campbell** Chief Executive Officer **Social Talent**
Nick Holley Director **Henley Business School**
Euan Semple Author & World of Work Evangelist EuanSemple.com
Mark Martin Managing Director **Mark Martin Ltd**
Surya Prakash Mohapatra Head of Training & Knowledge Management India **HP**

- 14:45 ▶ **Management 2.0: Business Strategy for the C21st Organization**
Gary Hamel Professor Author & Founder **The Management Lab**



- 15:45 ▶ Coffee & Networking



Congratulations, what an excellent list of people! We were saying on the trip home from Vienna what a great network you have going there. A really engaged, warm and open audience who genuinely seem interested in sharing and learning from each other. The people we spoke to are very positive about being part of the network, and it had a nice feel to it that you do not always find at other events.

Chairman & Director
The Work Foundation

Sessions



HR Technology

With technology changing at the speed of light, there is an incredible opportunity for HR leaders to move beyond systems of record to ones that have strategic impact across the enterprise. This track will highlight Cloud transitions, Predictive Analytics coupled with Lean Six Sigma, and an array of HR Solution experiences delivered by Senior Enterprise Practitioners, as well as insight and perspective from thought leaders and analysts.



1st Floor
Emerald Room



- 09:15 ▶ **Towards Fact Based HR**
Patrick Coolen Manager HR Metrics & Analytics
ABN AMRO
Daniel Casalod HR Director Corporate Banking
ABN AMRO
- 09:45 ▶ **Where are Our People – A KISS with HRIS**
Rem Veen VP Human Resource
Agnieszka Jagusiak HRIS Team Manager
Naspers Group
- 10:15 ▶ **Enabling User Adoption & Engagement**
Nico Orie Sr. Dir. HR Operations **Philips HR**
- 11:15 ▶ **Does Your 'People Foundation' Meet the Expectations of Your HR System?**
Mark Martin Managing Director **Mark Martin Ltd.**
- 11:45 ▶ **The Realities of HR Technology in EMEA: Research and Insights**
David Wilson Founder & Managing Director **Elearnyt**
- 12:15 ▶ **Discuss HR Tech: Experimentation & Standards - Explosion & Sustainability**
Moderator: **Mark Martin** Managing Director **Mark Martin Ltd.**
Michael Wright Head of Talent Acquisition APAC Group M
Sander Nieuwenhuizen Vice President Recruitment
Shell International



Click to see
our full
Agenda!



24 FRIDAY OCTOBER



Future of Work

The workplace we know today is continuously changing, along with roles, functions and reporting models; with this change, we see a constantly evolving workforce and technologies that are faster, agile and well integrated into daily routines. Today, staff bring their own devices to the office; mobile hand-held technology is so much the norm that we barely give it a second thought... gamification, social networks and an abundance of data and information are all competing for attention in the work environment. We will hear about the consumerisation of IT and its applications and even wearable technologies - Google Glass and the smart watches are here to stay, bringing connectivity to a whole new level. Listen to the experts on what the future holds and how we can prepare for tomorrow today.



1st Floor
Room G104



- 08:45 ▶ **Computational HR: What Comes After Talent Management**
John Sumser Principal Analyst **HRxAnalysts**
- 09:15 ▶ **Building a Centralized HR Practice**
James L. Turgal Assistant Director Human Resources
Federal Bureau of Investigation
- 09:45 ▶ **Building the Irresistible Organization:**
How to Attract, Develop and Engage the 21st Century Workforce
Josh Bersin Principal & Founder **Bersin by Deloitte**
- 11:15 ▶ **Maintaining Culture Through Change Management**
Kim Wylie Global Lead, Enterprise Change Management
Google
- 11:45 ▶ **The Talent Graph**
Jerome Ternyek Founder & CEO **SmartRecruiters**
- 12:15 ▶ **The Future of Learning is Learning for Now**
David P. Havis Head of Learning Solutions
BNY Mellon University & BNY Mellon

Sessions



HR Shared Services & Outsourcing

The multi-polar world brings together competition from both established players and aggressive up-and-coming disruptors into an arena with a truly global footprint. To survive, organizations everywhere feel challenged to be more strategic and leverage their internal processes and talent more efficiently and effectively; indeed, high performing organizations know that decentralized and inconsistent service delivery has a high negative impact. Participate, engage and see how some of the most agile and successful businesses develop and retain customers and talent while leveraging their Shared Service practice.

1st Floor
Room G105



- 08:45 ▶ Continuous Improvement and Evolution in HR Shared Service Centres
Cristèle Pernoud Group HR Transformation Program Director Société Générale
Daniel Hernandez Europe HR SSC Director Société Générale
- 09:15 ▶ Process Involvement to Process Ownership - Challenge of Moving HR Processes Nearshore
Adrian Hallett Director Global Business Processes Payroll & Expenses Lufthansa Global Business Services GmbH
Astrid Hartmann Senior Vice President Lufthansa Global Business Services GmbH
- 09:45 ▶ Using Technology To Transform the Health, Wealth & Wellbeing of Your Employees
Charline Berry HR Director Danone Trade
John Mayor Head of UK Rewards & HR Efficiency Danone



FRIDAY
24 OCTOBER



Cloud Technology

The world as we know it is inundated with Cloud technology. Should a company "rip and replace" its traditional on-premises system with a unified cloud solution for HR and talent management? Can you enjoy the benefits of cloud talent-management technology while keeping core HR intact? These are a few of the questions HR, IT and the Management Board face. We have gathered a group of leading experts on how Cloud has changed the way we work, connect talent and pave the way towards a cloud charged business environment. This short stream will challenge the way businesses are willing to operate and change the game significantly.

1st Floor
Room G105



- 11:15 ▶ Living in the Cloud: What's Next?
Henrik Ranzau Hansen IT Director - Global Head of HRIT Medtronic
- 11:45 ▶ Cloud – The Game Changer in HR
Peter Rasmussen Head of Application Management HRIT Maersk Group
- 12:15 ▶ Cloud Operations and Service Delivery Panel
Moderator: **Jason Averbook** Chief Business Innovation Officer Appirio
Vinzenz Kremer Chief of Staff - Cloud & Infrastructure Delivery SAP
Henrik Ranzau Hansen Global Head of HRIT Medtronic
Dirk Stoltenberg VP & Global Head of HR Excellence ABB Asea Brown Boveri Ltd

Sessions



Social Enterprise

Online social networks are today very much part of the daily routine, and so deeply embedded into many people's lifestyle, that some feel a sense of loss when they are unavailable. In the modern workplace the effective use of "social" is a powerful tool, and when correctly used has a positive impact on culture, recruitment, engagement levels, learning, teamwork, and can bring benefits to all stakeholders in the business. In addition, the internal socialisation of data and information creates massive opportunities in terms of performance, how talent is acquired, retained and managed not to mention the sharp analysis it can provide for the health of the business. Greater workforce collaboration is the key to the future, how you get there, manage the transition and select from the myriad of available applications are just a few of the issues to be discussed in this session.

1st Floor
Room G106



- 08:45 ▶ Building Collaborative Communities at the Workplace
Olivier Amprimo Director Collaborative Development & HR Operations L'Oréal
- 09:15 ▶ Company Mood Tracker: Recognition Makes Employees Happier, Faster ... Better
- 09:45 ▶ Big Data In HR - @METRO
Udo Stauber Director HR Organization Development Processes & IT Metro AG
Peter Zelezniak Organisational Development HR Processes & IT Metro AG
- 10:15 ▶ Growing Talent Through A Cohesive Enterprise Social Media Strategy
Ambrosia Humphrey Vice President of Talent Hootsuite
- 11:15 ▶ Social Networking Across the Globe
Euan Semple Author & World of Work Evangelist Euansemple.com
Prithvi Shergill Chief Human Resource Officer HCL Technologies
Dan Pontefract Chief Envisioner TELUS Author of Flat Army
- 11:45 ▶ Transformation Not Tinkering
Euan Semple Author & World of Work Authority Euansemple.com



24 FRIDAY OCTOBER



Talent Management

Talent, talent, talent - it's all about talent; with the market moving into post recessionary mode, it's talent that will help businesses secure their lead. How can technology systems and applications help? What is the link between a successful organization and its people, its purpose and its predictive analytics? These are a few of the questions this session will address with a mix of thought leadership, and critical analysis from practitioners and experts. At a time when gamification, social media, big data and analytics are clamouring for attention the session will shed light on what works, what doesn't and what the future holds not only for the next generation of talent management professionals but also for the talents they manage.

1st Floor
Room G107



- 08:45 ▶ HR Transformation:
Transformation of Core HR Operations with Big Data Technologies
Sebi Chacko Chief Human Resources Officer Strides Arcolabs
- 09:15 ▶ How Sales and Marketing Creates Spider-Web Recruiting
Ralf Memmel Vice President HR Talent Marketing Diversity & Health
Severine Fiegl Senior Manager Talent Attraction Infineon Technologies AG
- 09:45 ▶ From Performance Gaps to Individual Performance Improvement
Anna Simioni Leadership and Change Practice Leader The Boston Consulting Group
- 11:15 ▶ People Strategy: The Key to International Development and Bottom-line Results
Isabelle Lerin-Basset Director Recruiting & Talent Management Keolis
- 11:45 ▶ Empowering Managers to Unleash a New Company Culture
Denis Sacré VP HR Services & Workday Program Director Sanofi
- 12:15 ▶ Traditional Talent Management is Dead
Nick Holley Director Henley Business School



Check full agenda online!

www.amsterdam.hrteurope.com/agenda.html

Sessions



Labs and Executive Briefings A

Following the success and positive feedback from the 2013 Master Classes, we have introduced for 2014 a new and unique format; the Lab. Our Labs will be led and presented by some of the most well known thought leaders and experts in the global HR Tech marketplace. The Labs are designed to give participants various models of work, clear guidelines to executing current and future trends and a list of peers to bounce ideas off. These interactive and practical sessions will allow participants to walk away with executable action points to help strategize for 2015.

1st Floor
Room G109



- 09:45 ▶ How to Prepare Your Organization And Workplace to be Workplace 2020 Compliant
Jason Averbook Chief Business Innovation Officer Appirio
- 11:15 ▶ Ask the Expert: An Open Q & A with Ray Wang
Ray Wang Founder and Chief Analyst Constellation Research
- 12:00 ▶ Why HCM Technology Software Implementations Fail - and What You Can Do to Succeed
Katherine Jones Vice President Human Capital Management Technology Research Bersin by Deloitte



Labs and Executive Briefings B

1st Floor
Room G001-G002



- 09:15 ▶ Performance Appraisal in Agile Environments
Armin Trost Professor Dean of MBA Studies HFU Business School Furtwangen
- 11:15 ▶ Engaging Employees Through Gamification
Mario Herger Chief Executive Officer Enterprise Gamification Consultancy LLC
Siddhesh Bhobe President & Chief Executive Officer eMee



24 FRIDAY OCTOBER



Product Demo A



1st Floor
Room G102



- 08:45 ▶ NGA: A Smarter Way to Global Payroll
Anita Lettink VP Northern Europe NGA HR
Stephane van der Aa Global Technology Pre-Sales Director NGA HR
- 09:45 ▶ ADP: Innovative Technology, Superior Service, Global Human Capital Management
Marc-Oliver Fiedler Division Vice President of Strategy & Marketing ADP
- 10:45 ▶ Towers Watson: Build & Maintain an Effective Reward and Talent Management Strategy Through Towers Watson's Integrated Technology
Keith Jackson Solution Consultant Towers Watson
- 11:15 ▶ Haufe: Speed-up Your eRecruiting!
Thorsten Schaar Managing Head of Sales Haufe-umantis AG
Michael Prinzhorn Sales Consultant Talent Management Haufe-umantis AG
- 11:45 ▶ Peoplefluent: Captivating the Candidate – The Engagement Enigma (and how to solve it...)
Frederik Ballon Director EMEA Operations Peoplefluent
- 12:15 ▶ Meta 4 Unified Systems On The Cloud
- 13:45 ▶ Accelerating Employee Engagement with TIM™ 'The Intelligent Mentor' from Saba
- 14:15 ▶ PageUp: Reimagining Recruitment
Nick Adams SVP EMEA Region PageUp



1st Floor
Room G103



- 09:15 ▶ AppLearn: Innovation that Impacts & Measures User Adoption
John Foster Chief Operating Office Applearn
Andrew Barlow Director - Product Strategy Applearn
- 09:45 ▶ CrossKnowledge: From LMS to LES (Learning Experience System)
Paul Morton Consulting Director CrossKnowledge
- 10:45 ▶ Dayforce HCM: One Employee Record, One User Experience & No Interfaces
Jon Ziglar Managing Director International Ceridian
- 11:15 ▶ Globoforce: Employee Recognition & Rewards
- 11:45 ▶ From "me too" to "my HR": The Journey to Becoming a Business Value Driving HR Function
Kate Holt Director HR Centre of Excellence KPMG UK
- 12:15 ▶ SumTotal: Why Big Data is a Big Deal to HR
Julien Lefilliatre Solutions Architect EMEA SumTotal
- 13:45 ▶ HireVue: Making Business Personal Again, With a Digital Touch
Scot Sessions Director of Marketing HireVue
- 14:15 ▶ Raet: How To Master The Talent Challenge?
Coen Brandsma Youforce Story Manager Raet

Venue



AMSTERDAM RAI Hotel & Travel Service

This online reservation system is made to book one room at a time. If you wish to make a group reservation (10 rooms or more) please send an e-mail to RAI Hotel & Travel Service. For an overview of the availability per hotel or to view the hotels on a map click [here](#). For more information about what to do in Amsterdam and benefit from exclusive deals visit the Amsterdam Passport. Lowest rates guaranteed!

How to get there?



By train

The RAI has its 'own' station, Amsterdam RAI which is located a stone's throw from the RAI complex and is easy to reach from anywhere in the Netherlands. When you leave the station follow the signs for Amsterdam RAI. For further information consult the NS [Dutch railways] travel planner by visiting: www.ns.nl.



By tram, metro or bus

Tram 4 runs between the RAI (Europaplein stop), Amsterdam's city centre and Amsterdam Central Station. You can reach the RAI from the Amstel railway station by taking Metro 51 and Bus 65. Metro 51 also runs to Amsterdam Central Station. Metro 50 runs regularly between the Amsterdam Sloterdijk and Gein stations and stops at the Amsterdam RAI station.



Parking

Parking at the RAI is easy and affordable. The multi-storey car park is easily accessible thanks to its location next to the A10 highway by Exit S109 and has 2,300 parking spaces.

During large-scale events, the outside areas also become available, which expands parking capacity to 5,000 parking spaces. For more information, check our website [here](#).



By car

The RAI is immediately signposted on roads signs on the ring road drivers end up on after approaching Amsterdam from the A1 motorway (Amersfoort/Amsterdam), the A2 (Utrecht/Amsterdam) or the A4 (Den Haag [The Hague]/Amsterdam). Amsterdam RAI is situated right next to the ring road (Exit 9). The RAI's car parks are signposted immediately after leaving the ring road.



By plane

Amsterdam Airport Schiphol is located a mere 15 minutes from Amsterdam RAI whether you travel by car, train, taxi or bus. The Schiphol.nl website provides information including: up-to-the-minute flight information, connecting transport facilities to Amsterdam RAI and business facilities.

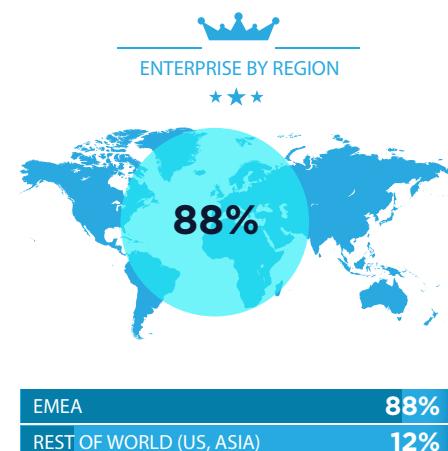
Who Attends?

Being European means more complexity due to languages and cultures; job titles are extremely varied and less homogenous than other parts of the world. The people attending our network events are mostly decision makers, influencers, project leaders and integrators at Group/HQ Level. Our events are designed for decision makers and have less appeal to those not in such roles.

Job Titles of attendees include:

CEO's, GM's, CHRO's, CIO's, EVP's, SVP's, VP's, Heads of, Directors, Senior Managers, Group Managers and Team Leaders of:

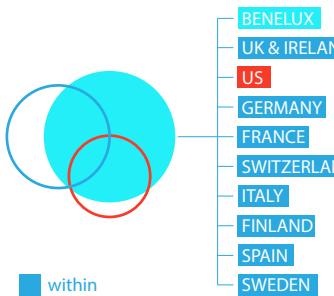
People, Services, Talent, Business Excellence, IT, HR, Transformation, Programs, Recruitment, Reward, Innovation, Processes, Solutions, Resourcing, Systems, Social, Collaboration, HRIS, HRIT, HRBP, HRMS, Applications, Projects, Payroll, HCM, Portfolio, Competency, Capability, Strategic Planning, Learning.



42
NATIONS
REPRESENTED

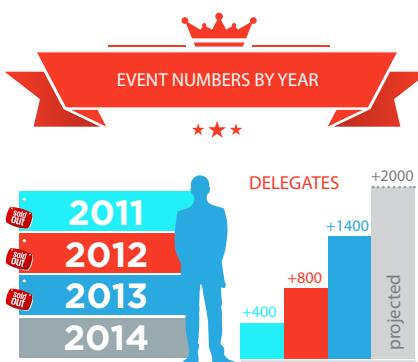


TOP 10 COUNTRIES/REGIONS



2014 promises to be a year of learning, sharing, networking and shaping HR practices and trends over 2 days packed with sessions led by some of the most influential HR practitioners and disruptors. These thought leaders are set to share key insights into what drives profitability and talent through HR functions throughout the organization. We have well known and published authors who will lead labs and workshops with practical take aways.

Game changers come in every size, its no longer the market of the well established but a place where goliaths in the industry also learn from small start-ups. We have a special innovations lounge where you will meet with over 20 disruptors who have set a new wave of technology that has positively influenced the way we perceive data, human interaction and communicate throughout the organization.

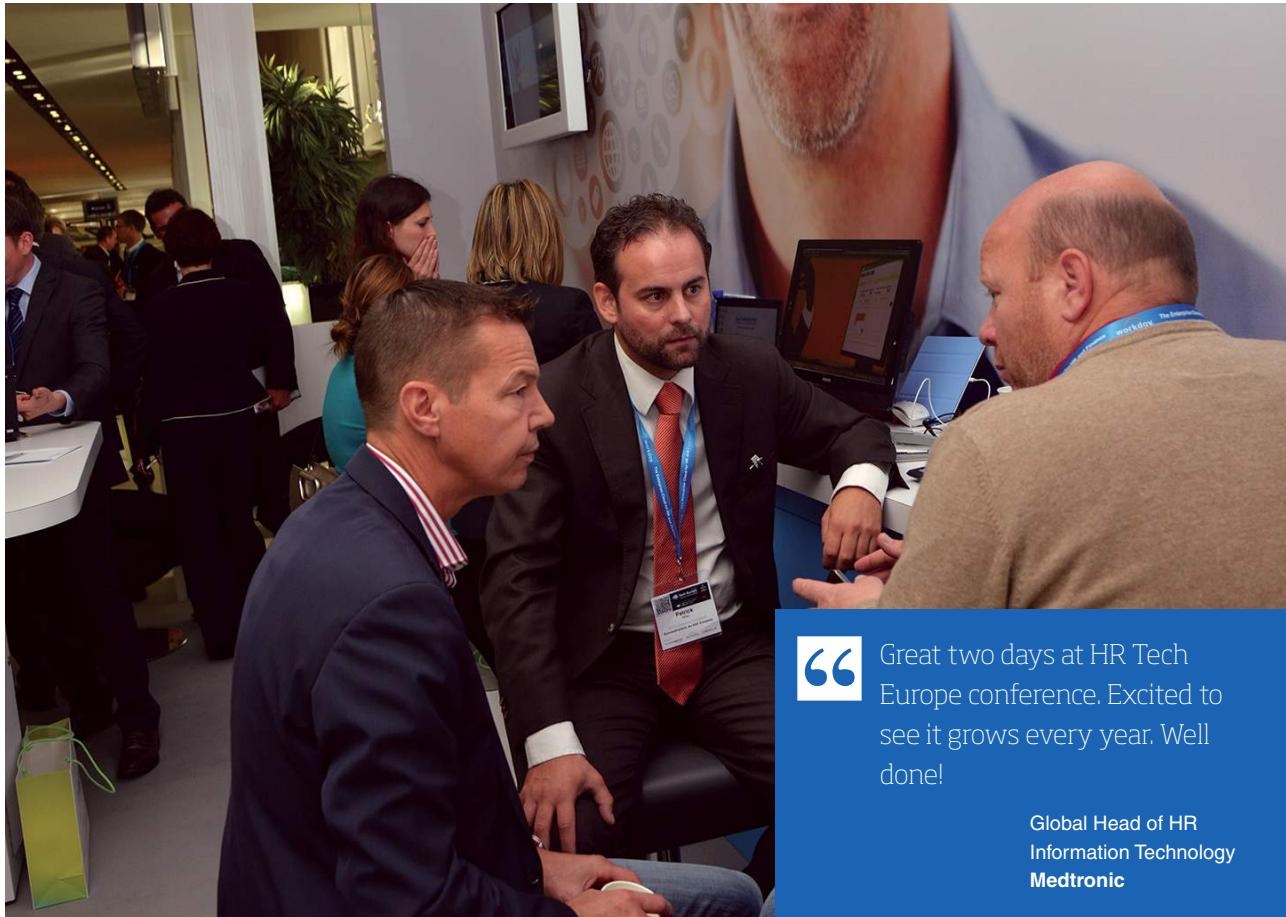


Key Investment Areas

We focus on your interests.

HR Tech Europe 2014 is your best opportunity in Europe in 2014 to hear from global and regional HR Technology and HR Operations Management, and senior talent, recruitment & development executives. The below list reflects the Top 40 Investment areas confirmed by the Pan European HR Network Research.

- Analytics – Megatrends in Predictive, Mobile, Social, etc.
- Assessment
- Business Intelligence & Excellence
- Collaborative Tools
- Compensation
- Consulting
- Cloud/SaaS
- CRM
- Data Management (Big Data HR)
- Employee Communications
- Employee Self-Service
- Employee Surveys
- Gamification
- HRIS
- HR Reporting
- Knowledge Management
- Learning
- Metrics
- Mobile – Data & Applications
- On-boarding
- Online Video Interviewing
- Operational HR
- Outsourcing
- Payroll
- Performance Management
- Recognition
- Recruitment
- Security, Privacy & Risk
- Service Delivery
- Social Software
- Shared Services
- Succession Planning
- Talent Management
- Testing & Surveys
- Time & Attendance
- Training & Development
- Video & Unified Communications
- Workforce Management
- Workforce Planning
- Workforce Mobility



“

Great two days at HR Tech Europe conference. Excited to see it grows every year. Well done!

Global Head of HR
Information Technology
Medtronic

“ Testimonials

 Business Services  620,000

“**HR Tech Europe** is the best HR Conference I have visited in years. A great place to have a view to the new HR Systems and Technologies and the new possibilities that are offered in them. And very good presentations of well-known authorities in the HR field. I was much inspired by this event. Terrific!”


 Media 
 34,000

“**HR Tech Europe** provides a comprehensive overview of what goes on across the globe with regards to the role that technology plays in the way people work and in the way that today's organizations are managed. It is very motivating and inspiring to hear about the latest developments and insights from experts in their fields.”


 Telecommunications 
 30,599

“It was great to see how fast **HR Tech Europe** has grown in less than 3 years; a huge rise in delegates and relevant suppliers. The keynotes made it really worthwhile. When I go to a conference I expect to get new insights and inspiration; those expectations were delivered and surpassed. Looking forward to 2014!”

Head of HR



Global HR Director



Group Manager HR IT


 IT, Business consulting  52,700

“**HR Tech Europe** gave me a great insight in new HR systems and technologies. The suppliers on the exhibition area were super enthusiastic in showing what they could offer. And the presentations were spot on, touching the most critical areas in the HR data and systems landscape.”


 Retail 
 121,000

“Thank you very much for arranging **HR Tech Europe** 2013. I enjoyed attending the different sessions and having the opportunity to meet and discuss the latest developments in HR Technology with other likeminded HR Professionals”


 IT, Business Consulting, Outsourcing 
 76,418

Head of HR Shared Services

Director HR Strategy
Group HR

HR IT Leader
ATOS

 Electronic Commerce  11,471

“**HR Tech Europe** is definitely worth visiting for all those CHRO's/VP of HR who know that there is something special going on in the Technology world today. The widespread usage of mobile devices, cloud computing and social media has already changed the most innovative HR departments and the rest will have to follow soon.”

 Diversified Industries 
 26,242

“**HR Tech Europe** 2013 was a great success and very well organised. The forum for networking with other likeminded individuals, vendors and partners is second to none. There was as ever a broad range of relevant and interesting seminars to attend which are thought provoking and informative. I look forwards to 2014”

CHRO



Global Head of HRIS



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Our Team



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Millenáris Irodaház
39. Lövöház utca,
1024 Budapest, Hungary

Register Your Place

Your ticket opens a door for you to a world of events, an exhibition, parties hosted by the world's leading brands, investors, start-ups, media and more - a place where you can share in the optimism, innovation, disruption and dynamic energy that is currently inspiring our community!

1	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">Organisation Name</td> <td colspan="3">Company VAT No.</td> </tr> <tr> <td colspan="2">Address</td> <td>City</td> <td>Postcode</td> <td>Country</td> </tr> <tr> <td>Title</td> <td>Full Name or TBA</td> <td>Title</td> <td>Full Name or TBA</td> <td></td> </tr> <tr> <td colspan="2">Position</td> <td colspan="3">Position</td> </tr> <tr> <td>Phone</td> <td>Fax</td> <td>Phone</td> <td>Fax</td> <td></td> </tr> <tr> <td colspan="2">Email</td> <td colspan="3">Email</td> </tr> <tr> <td colspan="5" style="text-align: right;">* Please photocopy this form if more than three will attend</td> </tr> </table>		Organisation Name		Company VAT No.			Address		City	Postcode	Country	Title	Full Name or TBA	Title	Full Name or TBA		Position		Position			Phone	Fax	Phone	Fax		Email		Email			* Please photocopy this form if more than three will attend				
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2	Please state No. of delegates in boxes <input type="checkbox"/> <input type="checkbox"/> Day One Day Two	Options (per person) Full Conference Ticket (Access All areas x 2 Days) 1 Day Conference (Access All areas x 1 Day)	Standard Rate +VAT €1190 €595	<p>Last Chance to Register for Summer Discount Book Before September 30</p> <p>Team Discount (3 Delegates) €2750</p> <p>SAVE €800!</p> <p>Disclaimer: Promotions cannot be combined. Tickets are transferrable - no additional fee for changing name. Fees include all conference materials including onsite catering (food & beverage). Travel & Accommodation are not included.</p>
				Promo code <input type="text"/> QR Code 

3	Authorisation Manager details: This registration is invalid without a signature. <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Name</td> <td>Position</td> <td>Signature </td> <td>Date</td> </tr> </table>				Name	Position	Signature 	Date
Name	Position	Signature 	Date					
4	Send To  www.hrneurope.com	Mail  HRN Europe, 1024 Budapest, Lövőház u 39., Hungary	Email  registration@hrneurope.com	Phone  +36 1 201 1469				

Terms & Conditions

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Program: The program is confirmed at the date of publication. HRN Europe reserves the right to make changes to the program as circumstances dictate. Every effort will be made to ensure a program of equivalent standard.

Disclaimer: Please note that registration places are limited and will be allocated on a strictly 'first in' payment basis. In the event that no space is available, you will be notified immediately. If you do not receive a confirmation email, please call HRN Europe to confirm that your registration has been received.

Sharing registrations: A conference registration is for one individual to attend the full conference program. One registration may not be utilised by several individuals. Group registration discounts are available for this purpose.

Concurrent session selection: Concurrent session preferences are for planning purposes only. HRN Europe will make all reasonable attempts to accommodate preferences however your place is not guaranteed due to room capacity restrictions. Onsite, once a session reaches capacity you will be asked to attend an alternative session.

Cancellation Policy & Replacements: Credit Vouchers to the value of the amount invested are made available, valid for a period of 12 months. No refunds or partial refunds are provided for cancellation. Authorised registrations are deemed 100% payable on receipt. Standard payment terms of 10 working days apply on receipt of invoice. If you are unable to attend the event, you may elect to send an alternate representative in your place at any time and at no additional cost. Where no replacements are available and cancellation within 10 working days of the event no credit voucher applies, delegates will receive documentation via registered post. In cases of medical leave doctor's note will be accepted towards issuance of credit voucher. Neither party shall be liable in damages or have the right to terminate this Agreement for any delay or default in performing hereunder if such delay or default is caused by conditions beyond its control including but not limited to acts of God, government restrictions, wars, insurrections, strikes and/or any other cause beyond the reasonable control of the party whose performance is affected (including mechanical, electronic, or communications failure). No refund, partial refund or alternative offer will be made.

Fees disclaimer: Fees do not include accommodation and flights. Delegates requiring additional visa/administration assistance may incur a service charge, and will be invoiced for any additional courier/freight charges. Standard EU VAT rules apply. Due to reverse-charge-method, VAT will not be charged on the invoice. This applies to participants from EU-organisations (with valid EU-VAT number) and organisations from non-EU-countries.