**Call for Speakers & Papers**

**Please read the following text and then complete the form below to submit a proposed Speaker. If you submit more than one person please copy the form.**

HR Tech Europe’s programme development team has as it’s primary objective, the creation and delivery of a relevant, topical, high impact and high information agenda delivered by the most compelling Speakers in the industry.

We will evaluate the following criteria when considering submissions:

* The relevance of the topic
* The originality of the proposed content
* Nature of the presentation format
* How newsworthy is the proposed content
* Quality and level of Speaker
* References and recommendations

All proposals are treated in strict confidence. If it will help your proposal we will sign a non-disclosure agreement with submitting companies to enable the inclusion of material considered commercially sensitive.

Please note submissions must be in English and should be made by **September 19th 2014**.

**Speaker Quality & Submissions**

Nominated or recommended Speakers need to be of an appropriate seniority within their organization - ideally C-level executives and upwards. The quality and seniority of speakers is critical to ensuring we offer the best possible conference agenda for each person in our attendee demographic.

We welcome the nomination of Speakers drawn from a vendor’s user / client base. However, for the purposes of the integrity and objectivity of the agenda, we are unable to accept submissions from representatives of vendor organizations except in very special cases. NB.

For both the Main Stage and Break-out Streams, Speakers need to be confident and accustomed to speaking - we would expect an audience of upwards of 1200 people for the Main Stage. Break-out sessions will be for smaller groups of up to 150 people.

**Content**: Speakers need to know their subject and be prepared to answer questions on all aspects of the content they deliver. Teasing the audience by raising expectations in the pre-event outline and then not delivering on the promise is guaranteed to disappoint the audience. We will review all presentations to ensure they deliver what has been advertised.

**Substitutions:** HR Tech Europe reserves the right to accept or decline any substitution made by a Speaker’s employer and / or other third party. If the nominated Speaker cannot fulfill the commitment, HR Tech Europe will review the substitute offered and may, in its sole discretion, cancel the presentation or choose an alternative speaker.

**HR Tech Europe has sole discretion over the final selection of all Speakers.**

**Proposal for Speaker Form - to be completed for each speaker.**

Speaker Name: Armin Trost

Job-Title: Professor

Company: Furtwangen University

Speaker Biography: Dr. Armin Trost is a professor for human resource management at the top-ranked Furtwangen Business School in Germany. Before is career as professor he was responsible for global recruitment at SAP. He is widely known not only as an author of multiple books and leading articles in the field of human resource management but also as an inspiring and brilliant presenter. In Germany he is ranked among the top 40 thought-leaders in human resource management by the well know Personalmagazin. As partner of the consulting firm Promerit he successfully advises leading companies since many years.

Speaker LinkedIn page: Click here to enter text.

Session Title(s): The Future of Performance Appraisal in an agile Environment

Session Overview Abstract / Summary (100-200 words): Even though performance appraisal is among the most commonly used tools in HR its future is rather vage. Traditional approaches of performance appraisal work best in static, hierarchical organizations where managers follow a top-down kind of thinking. The future will be different at least in knowledge intense areas. Enterprises are faced with growing complexity, dynamic, uncertainty and constant change. We’ll find workforces, which are self-organized and engaged in cross-functional networks. People work in teams – not alone. In such agile environments traditional performance appraisal has no future. It’s over. HR will be better off to find new and better answers.

The nature of work, collaboration and organizations in agile environments

Why traditional performance appraisal fail in agile environments

The new agenda of performance appraisal

Presentation format: Click here to enter text.

Why this presentation is unique / diffferent? Because work change and current HR practices more and more become obsolete and require new approaches

What are the key learnings? Performance appraisal did never really work even in an hirarchical world. In an agile world though it will not work at all. Better solutions are simple, focused, fast, social and employee/customer focused.

Testimonials / Recommendations: Click here to enter text.

List any recent presentations the speaker has given: Click here to enter text.

Links to Youtube / Slideshare or other online resources: www.armintrost.de

(You may also attach any presentations or videos that you feel will help.)

**Your / Speaker Contact Details**

Your name: Armin Trost

Your title: Click here to enter text.

Your Company: Click here to enter text.

Phone: +49 15122644480

e-mail: mail@armintrost.de

Website: www.armintrost.de

Twitter: @armintrost

Linked In: Click here to enter text.

*Note: Kindly attach a high resolution colour JPEG-300dpi; 1500 wide pixel resolution profile picture and Vector format company logo, these will be used to promote the session, the speaker and the company prior to and on the day of the conference.*