**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 29th 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: Daiga Ergle

Job-Title: Senior Vice President Human Resources

Company: airBaltic Corporation

Speaker Biography: since 2010 – Senior Vice President Human Resources for airBaltic Corporation (airline industry). In paralell, since 2011 – HR Consultant for Coaliton Rewards (coaliton loyalty marketing company, owner of awards winning PINS brand). Since 2008 – HRM professor in MBA programme at Riga Business School. Prior experience in Executive Search, HR Consulting, Human Resources Management. Currently pursuing doctoral studies at University of Latvia, faculty of Economics.

Speaker LinkedIn page: https://www.linkedin.com/profile/view?id=8261982&trk=nav\_responsive\_tab\_profile

Session Title(s): Linking social technology to employee engagement – airBaltic case

Session Overview Abstract / Summary (100-200 words): As a result of restructuring in 2012 - 2014 airBaltic faces low employee engagement, below the market levels, at 48% (where only 8% remained truly engaged, « drivers»). One of the top concerns by staff – insufficient information on business plans, goals and developments. Traditional information channels despite extensive use seemed not to achieve improvement.Another problem on a business side was that decisions taken at the management level quite occasionally turned out to be wrong (where in some cases we learned lower level staff already initially had different opinion that was not heard).Staff engagement and better business decisions were 2 driving reasons why we decided to launch this social technology tool, which replicates principles of prediction markets. Main assumptions we had for the pilot project were that it will help us: 1)Seek for staff feedback before making final decision; 2)Motivate responsible project leaders to meet the deadlines; 3)Inform staff about important events/ decisions / developments for business; 4)Educate staff on business specifics accross functions; 5)Give employees sense of participation in business decisions. Initial feedback after the pilot is overwhelmingly positive, we have launched the company-wide access to the tool and look forward to measure results beginning of 2015.

Presentation format: Power Point

Why this presentation is unique / diffferent? Creative use of social technology to achieve business benefit along with increased employee engagement

What are the key learnings? Considering structure and specifics of the employee pool, and especially in the light of younger generations entering workforce, companies need to search for new and creative ways of engaging their people. Old channels yield poor results. Social technologies offer great opportunities to be explored further.

Testimonials / Recommendations: N/A at this stage. Can be supplied later, if relevant

List any recent presentations the speaker has given: number of local presentations – at Stockholm School of Economics in Riga, Riga Business School, Latvian Association of Personnel Management, etc.

Links to Youtube / Slideshare or other online resources: Introductory presentation attached

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

**Your / Speaker Contact Details**

Your name: Daiga Ergle

Your title: Senior Vice President Human Resources

Your Company: airBaltic Corporation

Phone: +372 2 9354455

e-mail: daiga.ergle@airbaltic.lv

Website: www.airbaltic.com

Twitter: https://twitter.com/daigaergle

Linked In: https://www.linkedin.com/profile/view?id=8261982&trk=nav\_responsive\_tab\_profile

*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.*