**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 **March 20th 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 the 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: David Flaherty

Job-Title: VP, Global Total Rewards, HRIS and People Analytics

Company: The AES Corporation

Speaker Biography: Dave Flaherty joined AES in November 2011 as Head of Executive Compensation. He currently serves as VP, Global Total Rewards, HRIS and People Analytics, which includes executive compensation, employee compensation, benefits, HR systems and HR data analytics. His focus is on compensation and benefit plan alignment, re-engineering HR systems and processes, and understanding the drivers underlying people’s behavior. Prior to joining AES, Dave spent 13 years with Towers Watson (formerly Towers Perrin) in the firm’s executive compensation practice. During this time, Dave advised Compensation Committees and executive management on a range of executive and employee compensation issues. He was appointed a Principal of Towers Perrin in 2009. Dave graduated from Carleton College in Northfield, MN with a B.A. in Economics.

Speaker LinkedIn page: http://www.linkedin.com/profile/view?id=21346053&authType=NAME\_SEARCH&authToken=qRbA&locale=en\_US&srchid=213460531396173793921&srchindex=1&srchtotal=1&trk=vsrp\_people\_res\_name&trkInfo=VSRPsearchId%3A213460531396173793921%2CVSRPtargetId%3A21346053%2CVSRPcmpt%3Aprimary

Session Title(s): People Analytics: Testing the Waters, Looking for Real Value

Session Overview Abstract / Summary (100-200 words): In reporting a company’s success and health, management follows a strict set of financial measurement rules and relies on robust information systems. Further, most decisions that impact future profitability and growth are based on a rigorous, data-driven evaluation of financial factors. Finally, in financial analysis there is a constant focus on the validity of assumptions that underlie predictions of the future. As AES launched its People Analytics function, we set one defining goal for ourselves: manage and measure our people in the same rigorous way that the finance function measures the operation and condition of the business. Achieving this goal encompasses a wide range of capability- and system-related changes within HR – many of them quite daunting. But our early success demonstrates that emulating finance’s processes can provide HR with substantial benefits.

Presentation format: 5 to 7 powerpoint slides

Why this presentation is unique / diffferent? 1. Focus on Leadership: Our Board of Directors is actively engaged in discussions related to leadership and succession planning beyond just the Executive Officers. This requires HR to present with a degree of rigor and sophistication that will meet Board expecations. 2. Safety is a critical area and core value of the company and people analytics has demonstrated the value it can add through behavorial assessments. 3. Mobility is vital to our talent management strategy but mobility programs carry high costs – we are using analytics to understand fully the costs and returns on the program.

What are the key learnings? 1) Specific applications of the finance discipline to talent management; 2) What HR leaders can expect when talking about talent with the Board of Directors; 3) How analytics can serve as a solution to both business challenges (e.g., safety performance) and talent management (e.g., mobility)

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: Click here to enter text.

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

**Your / Speaker Contact Details**

Your name: David Flaherty

Your title: VP, Global Total Rewards, HRIS and People Analytics

Your Company: The AES Corporation

Phone: 703 682 1261

e-mail: david.flaherty@aes.com

Website: Click here to enter text.

Twitter: Click here to enter text.

Linked In: http://www.linkedin.com/profile/view?id=21346053&authType=NAME\_SEARCH&authToken=qRbA&locale=en\_US&srchid=213460531396173793921&srchindex=1&srchtotal=1&trk=vsrp\_people\_res\_name&trkInfo=VSRPsearchId%3A213460531396173793921%2CVSRPtargetId%3A21346053%2CVSRPcmpt%3Aprimary