

2018 Talent Advance Program



July 9-10, 2018

**Huntington Convention Center of Cleveland
Cleveland, Ohio**



The Talent Management Revolution:
Technology's Role in
Organizational Success

2018 Talent delivered by IHRIM in Cleveland

The Talent Management Revolution: Technology's Role in Organizational Success

Talent management continues to be a top priority for organizations.

Please join us in Cleveland, Ohio for 1 and 1/2 days of education and open discussions on topics that will help you and your organization understand talent management trends, challenges and best practices. Learn how technology can help your organization implement a successful strategy focusing on the development and retention of all parts of its workforce.

The networking events will further provide you with opportunities to meet colleagues from HR Systems, Talent Management and Human Resources to discuss trends and exchange points of view.

Register now and take advantage of the low registration fees:

Registration Deadline	IHRIM Member Rate	Non-Member Rate
On or Before May 25, 2018	\$595	\$695
Between May 26 and June 29, 2018	\$695	\$795
After June 29, 2018	\$795	\$895

Included with your event registration is access to all sessions (general session, plenary sessions and breakout sessions), meal functions and refreshment breaks and Monday's Networking Reception.

Do you have a team of 3 or more people that would benefit from this event? A group discount of \$300 per person (off the current registration rate) is available for groups of 3 or more registrants from the same company.

Register online at <https://2018ihrimtalent.exceedevents.com/>.



Located in Downtown Cleveland, the Huntington Convention Center of Cleveland is within walking distance of nearly 5,000 hotel rooms and entertainment districts like East 4th St. and Playhouse Square, sports venues like Progressive Field, and lakefront attractions like the Rock & Roll Hall of Fame.

Getting Here is Easy!

Cleveland Hopkins International Airport (CLE) is 12 miles from Downtown and offers a number of nonstop flights around the country and internationally via most major carriers. From the airport, the Huntington Convention Center of Cleveland is accessible by convenient rail service, taxi and shuttle services.

Cleveland is also easily accessible by AMTRAK train, or bus, with both Greyhound and Megabus terminals close to major hotels.

[Driving here?](#) The Huntington Convention Center is within a 10-minute walk of a variety of [parking options](#).

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The Talent Management Revolution: Technology's Role in Organizational Success

Event at a Glance

All Talent Event activities will be held in the Huntington Convention Center of Cleveland, located at
300 W Lakeside Avenue, Cleveland, Ohio.

The Event Program will be updated as additional information is provided.

Monday, July 9	
8:00 AM – 8:30 AM	Continental Breakfast
8:30 AM – 9:30 AM	General Session and Opening Keynote: Digital Transformation and the Future of HR
9:45 AM – 10:15 AM	Networking Break
10:15 AM – 11:15 AM	Plenary Session
11:30 AM – 12:30 PM	<ul style="list-style-type: none">• Session 120: The Changing Talent Management Landscape: Identifying New Trends and Expectations• Session 130: Integrated Talent Management: Reality or Unicorn
12:30 PM – 1:30 PM	Networking Lunch
1:30 PM – 2:30 PM	<ul style="list-style-type: none">• Session 135: From Reactionary to Visionary: Embracing HR Trends to Retain Top Talent• Session 140: Talent Trends: How McGraw-Hill Built a Thriving Workforce in a Changing World
2:30 PM – 3:00 PM	Networking Break
3:00 PM – 4:00 PM	<ul style="list-style-type: none">• Session 160: Taking Performance Management to the Next Level• Session 170 and 175: Is your Talent Acquisition Department Derailing Your Company's Bottom Line? / Open Forum Discussion: Maximizing the Effectiveness of Your Talent Acquisition Team
4:15 PM – 5:15 PM	<ul style="list-style-type: none">• Session 180: Talent Activation – Human Potential to Business Performance• Session 190 and 195: Hindsight is 20/20: Lessons Learned after Going to the Cloud / Open Forum Discussion: Implementing Talent Management Systems in the Cloud
5:30 PM – 7:30 PM	Networking Reception
Tuesday, July 10	
8:00 AM – 8:30 AM	Continental Breakfast
8:30 AM – 9:30 AM	Plenary Session
9:30 AM – 10:00 AM	Networking Break
10:00 AM – 11:00 AM	<ul style="list-style-type: none">• Session 220: Bringing a Talent Focused Culture to Life through Technology• Session 230: Building a Business Case for a Talent Driven Organization: Insights from Sierra-Cedar's Annual HR Systems Survey
11:15 AM – 12:15 PM	<ul style="list-style-type: none">• Session 240: Caveat Emptor - Understanding the Talent Technology Market from Acquisition to Management• Session 250: Finding the Time and Resources to do the Important Stuff

2018 Talent delivered by IHRIM in Cleveland Opening Keynote Session



**Monday, July 9
8:30 AM – 9:30 AM**

**Kris Dunn
Partner and CHRO, Kinetix**

Kris Dunn is a Partner and CHRO at Kinetix, a national RPO firm for growth companies headquartered in Atlanta. He's also the founder of two industry-leading blogs – Fistful of Talent (<http://fistfuloftalent.com/author/kris>) and The HR Capitalist (<http://www.hrcapitalist.com/>) – and has written over 70 feature columns at Workforce Management magazine. Prior to his investment at Kinetix, Kris served in HR leadership roles at DAXKO, Charter and Cingular.

Kris is the recipient of a variety of industry and media awards, highlighting his influence in the HR, Talent Management and Recruiting worlds, including being named:

- Top 100 Influencer in HR World
- Top 25 HR Digital Influencer
- #1 Employment Blogger to follow on Twitter by Monster.com
- Top 25 Influencer in Talent Management World
- Top 25 Most Influential Recruiter

Digital Transformation and the Future of HR

The people who love to hate HR are quick to refer to the common stereotypes – HR is slow to change, loves to be the policy police and is great at saying no, right? In his presentation, Kris looks at the digital transformation/disruption going on around us, and pitches it as an opportunity for smart HR shops to elevate how the function is viewed in corporate America.

Join Kris as he covers:

- How consumer trends like on-demand apps, the review economy, low cost video and corporate/personal branding are natural fits for how you should build your HR practice in 2018 and beyond.
- What areas of the HR practice these trends naturally fit into and why your talent (candidates and employees alike) are going to demand implementation of the trends in the near future
- Why the behavioral makeup of your HR team matters related to their comfort/willingness to transform their HR practice digitally
- How smart professionals can use these trends, needs and behavioral profiles to build a business case for digital/tech upgrades.

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Session Descriptions

Educational Sessions – Monday, July 9, 11:30 AM – 12:30 PM

The Changing Talent Management Landscape: Identifying New Trends and Expectations

Session 120

In today's talent-driven economy, candidates and employees have higher expectations than ever before – from the recruiting process to employee engagement and development and beyond. Ensuring HR departments keep up with these evolving expectations is a tall order. Luckily for talent management leaders, there are a myriad of technology tools to leverage to do so. What new imperatives should talent management and line-of-business leaders focus on in order to achieve their goals? As a talent management leader, what keeps you up at night? In this presentation, Jacqueline Kuhn, EVP of HCM Strategic Consulting Services, HRchitect, will take a closer look at the new talent management landscape. The session will examine the following questions:

- What do candidates and employees want? How do candidates want to be hired, and how do employees want to be developed, engaged, and retained? Do you measure up to those standards?
- What do you want—from your recruiting, performance, learning and compensation systems, and from your business leaders, from your talent management team?
- How do you know if your technological solutions are lacking? What should you look for?

Learning Objectives:

1. Learn how employees and candidates evaluate organizations and opportunities and what information is most important.
2. Gain knowledge of strategies for evaluating talent management technology solutions so that your tools provide the most value for all end users.
3. Discover ideas for continuous innovation and invention with your talent acquisition and talent management processes to meet the needs of the talent-driven economy.

Presenter: Jacqueline Kuhn, HRIP, EVP of HCM Strategic Consulting Services, HRchitect, is an HR professional with over 25 years' experience in strategic planning, systems management, project management, services delivery and general HR. In her current position, she oversees the HR systems strategic planning and evaluation and selection practices. Jacqueline is certified as a Human Resource Information Professional (HRIP).

Integrated Talent Management: Reality or Unicorn

Session 130

In 2015, Erie Insurance made the decision to begin a journey to move from individual talent management software solutions to an integrated solution (applications included learning management, recruiting management, succession planning, onboarding and career planning) to improve their talent management processes, achieve better integrated data and processes between departments, and unify the employee experience. Michelle Galla, HRIS Manager, Erie Insurance Group, will share the different approaches to implementing integrated software over stand-alone systems and how to administer and support integrated systems post-go-live.

Learning Objectives:

1. Learn system implementation lessons.
2. Gain knowledge of integrated systems challenges.
3. Find out about post go-live support.

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Session Descriptions

Presenter: Michelle Galla, HRIP, HRIS Manager, Erie Insurance Group, has over 25 years in HR technology implementing software systems, both cloud and on-premise. Michelle is certified as a Human Resource Information Professional (HRIP).

Educational Sessions – Monday, July 9, 1:30 PM – 2:30 PM

From Reactionary to Visionary: Embracing HR Trends to Retain Top Talent

Session 135

Increased competition for a shrinking talent pool. The gig economy and millennial job-hopping. An ever-changing regulatory environment. These are just SOME of the workforce MegaTrends raising the stakes for HR, whose priority remains attracting and retaining talent. Join Dr. Susan Hanold, VP Talent Strategy at ADP to learn how you can to anticipate and embrace the latest workforce trends to align them with your talent strategy.

Learning Objectives:

1. Learn the latest insights from HR Leaders on the HR MegaTrends.
2. Discuss how to align your retention and engagement strategies with the latest employment trends.
3. Share tools to evaluate your talent management strategy.

Presenter: Susan Hanold, PhD, Vice President, Talent Strategy, Strategic Advisory Services ADP, LLC was nominated as one of the Top Women in HR Technology in 2017. She is a talent strategy expert and a key thought leader with more than 20 years of results-based leadership experience as an executive coach and organization development expert. As a VP in ADP's Strategic Advisory Services group, Susan works with clients to build a talent strategy to help improve employee engagement, retention and drive organizational change. She also currently serves on the Human Capital Executive Research Board and is in high demand as a speaker at industry conferences and events. Susan has been with ADP for 5 years and brings prior experience as a VP Organizational Development with Bear Stearns, created the coaching model for YUM Brands and a change management consultant at Accenture.

Talent Trends: How McGraw-Hill Built a Thriving Workforce in a Changing World

Session 140

The world of work is experiencing seismic shifts in the composition of the workforce, the skills that drive business performance and in the talent pools likely to fuel future growth. These shifts require looking at talent needs through a new lens, re-examining how we think about the nature of work, the concept of employment and what it takes to build a thriving workforce. This interactive session will ask attendees, "Are employers up to the challenge of developing a thriving workforce?" To answer this, Dan Rubin, Partner and Market Business Leader, Mercer's Talent Practice, will present innovative research that incorporates the perspectives of executives, HR and employees, and will invite attendees to explore the imperatives of success for the times ahead. Terri Walker, Vice President, Culture and Talent, McGraw-Hill Education, will share insights into how McGraw-Hill Education leverages the emerging trends that are shaping the talent/people agenda to build a thriving workforce. They will explore how to win in an age of disruption, including:

- The changing nature of work and jobs
- What keeps senior executives up at night and how their views differ from HR and employees
- Attracting and retaining tomorrow's talent, in particular how employees want an individualized experience at work
- Offering dynamic total rewards incentives beyond pay and promotions

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- Empowering employees through digital acceleration
- Leveraging big data and talent analytics to create actionable insights.

Learning Objectives:

1. Find out how to navigate workforce changes by challenging how work has been done in the past and consider how it can be done in the future to meet the needs to today's career-oriented workforce.
2. Rethink your talent infrastructure and day-to-day talent practices to attract and retain a global, diverse workforce in an environment of rising skills shortages.
3. Take away actionable tips for addressing the workforce challenges identified in the 2018 Global Talent Trends study.

Presenters: **Dan Rubin, Partner and Market Business Leader, Mercer's Talent Practice**, is responsible for talent consulting in the Central Market. He has over 21 years of experience in talent consulting, including employee research and analytics, change management, leadership development and talent strategy. Dan is also Mercer's North America Talent Management practice leader.

Terri Walker, Vice President, Culture and Talent, McGraw-Hill Education, is responsible for talent management/development, compensation and organization design initiatives. She ensures the talent strategy is aligned to business unit strategic goals and is respected for her leadership of highly successful teams, strong relationships with executives and delivery of results.

Educational Sessions - Monday, July 9, 3:00 PM – 4:00 PM

Taking Performance Management to the Next Level

Session 160

Companies who have eliminated performance reviews are making big headlines, but not all leaders are prepared to have coaching discussions with employees without training and a tool to guide them. During this session you will learn how performance management tools and technologies are evolving to support a continuous performance management process. Kimberlie England, Principal and Leader of the Change Management Practice, and Tara Morey, Senior Consultant, Findley Davies and BPS&M, will review best practices and discuss how technology solutions are re-configuring their applications to support this evolution.

Learning Objectives:

1. Learn how performance management processes and tools are evolving.
2. Learn how technology solutions are changing.
3. Learn about a proven process that can be used to revise their organization's performance management process.

Presenters: **Kimberlie England PHR, SHRM-CP, CEBS, Principal and Leader of the Change Management Practice, Findley Davies and BPS&M**, specializes in leadership coaching and driving organizational changes. She has successfully led clients into new leadership roles and supported organizations through culture transformations, mergers and acquisitions, and new HR strategies. Prior to joining Findley Davies in 1998, Kimberlie held an HR management position at a large architectural firm.

Tara Morey, HRIP, PMP, Senior Consultant, Findley Davies and BPS&M, joined Findley Davies in 2007. She specializes in HR Service Delivery consulting services. Tara has partnered successfully with organizational leadership in a wide range of industries to develop strategy, select or improve an organization's use of technology, improve operational effectiveness and manage large scale change initiatives to align workforces with organizational objectives. Prior to

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joining the firm, she spent ten years in corporate HR roles. Tara is certified as a Human Resource Information Professional (HRIP).

Is your Talent Acquisition Department Derailing Your Company's Bottom Line?

Session 170

Talent Acquisition is usually the first contact a new hire will have with the company. How can you use HR Technology to track the effectiveness the TA department is having on turnover, branding and performance reviews? Laura Maike, Staffing Manager/Consultant, Willory, will address how the right metrics paired with effective HR technology can dramatically impact an organization's bottom line. Onboarding, employee turnover, performance management and more are affected by the productivity of the Talent Acquisition team. Using the right tools the right way, will maximize the effectiveness TA has on the organization's bottom line.

Learning Objectives:

1. Learn how to maximize the effectiveness of the actual HR Technology used.
2. Gain insight into solid processes that are more important than the software used.
3. Identify KPIs for TA to track that will have an impact across departments.

Presenter: **Laura Maike, PRC, Staffing Manager/Consultant, Willory**, has over eight years of experience serving in both corporate and agency settings. She has most recently transitioned to more of a consulting role, focusing on the disconnect between HR and Talent Acquisition and the impact it has on the overall health of an organization. Laura is PRC certified with a Bachelor's degree from The Ohio State University.

Open Forum Discussion: Maximizing the Effectiveness of Your Talent Acquisition Team

Session 175

Join the discussion immediately following Laura Maike's presentation and add your thoughts and comments as to the importance of the Talent Acquisition Team and ways to maximize its effectiveness with the right metrics and technologies. This is your opportunity to ask questions, exchange ideas, or just listen and learn.

Educational Sessions - Monday, July 9, 4:15 PM – 5:15 PM

Talent Activation – Human Potential to Business Performance

Session 180

Today's increasingly competitive marketplace paired with the low unemployment rate has made attracting, retaining and developing talent a top priority for HR as your people remain a huge differentiator for you. Join Amy Leschke-Kahle, VP Performance Acceleration at The Marcus Buckingham Company, an ADP Company, to learn why HR needs to change its focus from managing talent to activating it - today. You will learn how changing the way you are approaching talent will ultimately work to serve HR by giving you the competitive edge your company needs to win. Specifically, this 60-minute interactive conversation will address how to capitalize on the four seismic shifts happening.

Learning Objectives:

1. Learn how to go from tools for the organization to tools for the team leader.
2. Find out how to go from infrequent, suspect data to real-time, reliable data.
3. Learn how to move from siloed programs to unified solutions.
4. Gain knowledge about moving from theoretical models to real-world behaviors.

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Presenter: Amy Leschke-Kahle, VP, Performance Acceleration, The Marcus Buckingham Company, an ADP Company, is a widely recognized Human Resource thought leader. She began her career as a chemical engineer and, while her science background and people-focused work may seem like polar opposites, both focus on her strength: solving really hard problems that you can't see. At the Marcus Buckingham Company, Amy collaborates with clients to transform performance and leadership development across the globe. Amy uses her first-hand experience to customize her approach to the unique culture of each company. She then utilizes proven techniques for measuring engagement and performance and works with clients to design integrated, sustainable solutions. Before coming to TMBC, Amy led learning and development, HR technology and HR analytics for several Fortune 500 companies. She most recently served as Vice President of HR Services Solution Center for Kohl's Department Stores. She has also been involved in implementing global lean manufacturing initiatives, knowledge management solutions, technical recruiting and academic leadership.

Hindsight is 20/20: Lessons Learned after Going to the Cloud

Session 190

As a potential or new customer to cloud talent management software, you need to ensure that you can support the system after going live. Your talent management vendor partner may provide training and references, but often customers are left with "I wish they'd told me that . . ." items. In this session, Geri Ann Frisone, Human Resources Manager, The Lubrizol Company, will give you tips on questions you may not think to consider when implementing your solution and valuable insights from those that have gone before you, including:

- What is something you learned during the implementation that you wish you had known at the start?
- What pleasant surprises did you learn about your TM suite after go-live?
- What's the one thing you wish you'd known that would have helped you be more successful at go live and beyond?

Learning Objectives:

1. Learn how to identify important considerations when going to a talent management system in the cloud.
2. Gain knowledge of best practices for an optimal implementation.
3. Discover success factors for go live and beyond.

Presenter: Geri Ann Frisone, SPHR, Human Resources Manager, The Lubrizol Corporation, has been an HR professional in the military, non-profit and private sectors for over 20 years. In her current role as HR manager, she is responsible for leading service delivery and support of HR related systems.

Open Forum Discussion: Implementing Talent Management Systems in the Cloud

Session 195

Following Geri Ann's 30 minute presentation, she will shift the focus to the audience as she continues the discussion on lessons learned during a cloud implementation. This is your opportunity to share your own experiences and tips on how to navigate through a successful implementation.

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Educational Sessions - Tuesday, July 10, 10:00 AM – 11:00 AM

Bringing a Talent Focused Culture to Life through Technology

Session 220

Experience PNC's Journey to a talent focused culture. Michelle Buczkowski, VP, Senior Talent Manager, and Amy Smith, VP, Senior Applications Manager, PNC, will share why PNC choose a talent focused culture and the use of technology to support PNC's transformation. Learn about Talent Framework, the two year initiative to create a consistent and common framework for 55,000 employees. Understand the challenges overcome and pitfalls to avoid. Hear about Talent 2.0, the evolution of the framework into a suite of tools and resources. Gain insight into the future of talent at PNC and its integrated technology approach.

Learning Objectives:

1. Learn how to create a strong foundation for your talent strategy through Talent Framework.
2. Gain knowledge of tips and tricks to quickly delivering solutions to demonstrate value.
3. Find out how to recognize and position your roadmap to manage technology challenges.

Presenters: **Michelle Buczkowski, VP, Senior Talent Manager, PNC**, spent the past 10 years leading talent efforts in large organizations. As VP & Senior Talent Manager for PNC, she oversees the Performance Management, Development Planning, Succession Management, and Talent Planning efforts for the 50,000+ employee firm. She plays a key role in bringing to life PNC's Talent-Focused Culture and rethinking traditional performance management.

Amy Smith, VP, Senior Application Services Manager, PNC, has solved business problems with technology solutions for the past twenty years and oversees the delivery of technology initiatives for several lines of business, including Human Resources. She has led several HR technology transformations at PNC including delivery PNC's Human Resources portal, a 24/7 one stop shop for all HR information and transactions which as an innovation winner of the InformationWeek 500 Award. Amy also led the technical efforts for PNC's Talent Architecture Initiative which converted 50,000 + employees to a common job profile and compensation framework.

Building a Business Case for a Talent Driven Organization: Insights from Sierra-Cedar's Annual HR Systems Survey

Session 230

No two organizations are exactly alike, and yet traditional technology best practices assume that every organization shares similar employees, cultures, and goals. Should your organization really be talent driven? How do you balance performance expectations and conflicting engagement data, with your talent outcomes? How important is social responsibility to your talent strategy? How do these answers impact your HR system requirements? Join Stacey Harris, VP of Research and Analytics, and Erin Spencer, Senior Research Analyst, Sierra-Cedar, for a research based discussion on outcome based HR, with a focus on developing the business case needed to achieve your organizations desired outcomes. With multiple ways to reach your business goals while staying true to your organization's own culture and capabilities, this interactive session will provide a framework for building an outcome based HR strategy and the business case for the supporting systems.

Learning Objectives:

1. Discover how to assess your organizations outcome-based HR approach.
2. Gain knowledge of an outcome based HR framework and key practices.
3. Acquire insight into HR system decisions driven by HR outcome choices.

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Presenters: **Stacey Harris, VP of Research and Analytics, Sierra-Cedar**, oversees their industry research work, including the esteemed Annual HR Systems Survey and White Paper, now in its 20th year. A former executive with HR research firms Bersin & Associates by Deloitte and Brandon Hall, she is a frequent speaker at HR events both in the U.S. and abroad, and often quoted in major media outlets such as Forbes, FastCompany, and HR Executive Magazine. **Erin Spencer, Senior Research Analyst, Sierra-Cedar**, assists with the programming and analysis of the Annual Sierra-Cedar HR Systems Survey. She is a well known author and industry speaker, with a focus on recruiting technology and social responsibility topics.

Educational Sessions - Tuesday, July 10, 11:15 AM – 12:15 AM

Caveat Emptor - Understanding the Talent Technology Market from Acquisition to Management

Session 240

The HR technology market is vast and very dynamic, and the talent sector has been one of the most active for several years. Whether you plan to go through an evaluation or have to develop a digital roadmap, it's important to understand the options available and what you should consider besides the names you hear most. Freddye Silverman, Founder of Silver Bullet Solutions, will provide an overview of the technology market for talent acquisition and talent management HR tech sectors – company and product changes that may affect your organization, what the trends are, what's being developed – in addition to a look at some of the leading edge creations that could impact HR technology in general. Be an intelligent consumer!

Learning Objectives:

1. Understand the components of the talent-related HR technology market and associated trends.
2. Identify some of the options available in talent technology through a broad market scan.
3. Gain insight about other relevant leading edge technology developments.

Presenter: **Freddye L. Silverman, HRIP, Founder of Silver Bullet Solutions and an independent HR Technology Consultant**, has been in the HRIS field since 1986. Prior to this she was a Workday partner consultant. In her last practitioner role as a VP at Cendant Corporation, she was responsible for HR technology strategic planning and oversight of global HR systems and the U.S. payroll system. Freddye has been actively involved in IHRIM since 1986 and was President of the International Association in 1997. She is a well-known speaker and author in the field of HR technology. Freddye is certified as a Human Resource Information Professional (HRIP).

Finding the Time and Resources to do the Important Stuff

Session 250

Your talent projects are often the initiatives that could prove to be a differentiator from your competitors. But in an environment where “run the business” projects or operational support compete for limited business and technical resources, how do you know when you can commit time and resources to the projects that will move the needle? Mark Chiacchiari, Senior Manager, Business Systems – Corporate HR and Legal Systems, and Dave Runta, Business Application Owner, Talent Management, Learning and Legal Systems, will review the tools and processes that Progressive Insurance is using to solve this problem. They will discuss project sponsor communication, project ingestion and management, staffing plans, prioritization and road-mapping. You will learn how Progressive involves its team in ensuring they are allocating enough time to support and maintain the current systems investment while finding time to work on new capabilities that will have the biggest impact on the company’s bottom line.

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Learning Objectives:

1. Learn factors essential to balancing a dynamic portfolio of discretionary and non-discretionary projects.
2. Identify practices to ensure the most valued added work receives attention despite staffing or other business constraints.
3. Learn how the move from on-premise systems to a SaaS-based model can impact staffing and work prioritization.

Presenters: **Mark Chiacchiari, BRMP, Senior Manager, Business Systems – Corporate HR and Legal Systems, Progressive Insurance**, oversees the HR and Legal Systems teams within Corporate HR. In this role, Mark is responsible for navigating the governance processes for his HR and Legal stakeholders. His organization is responsible for strategic planning, implementation, configuration and support of Progressive's HR and Legal systems. Prior to joining HR, Mark worked in a number of IT roles supporting Progressive's end user computing and collaboration environments and as a Business Relationship Manager to the Corporate and Commercial Lines business units. **Dave Runta, Business Application Owner, Talent Management, Learning and Legal Systems, Corporate HR Systems, Progressive Insurance**, currently leads vendor and contract management efforts for the Corporate HR and Legal Systems group. He has led the implementation for three applicant tracking systems, a compensation system, and an HR content management system. He has served in a business sponsorship role or as the lead business system consultant on a number of projects in areas including Benefits Administration, Learning, Talent Management, Talent Acquisition and Contingent Workforce Management. Prior roles at Progressive include HR Generalist and Corporate Recruiting Manager. He is currently a member of Progressive's Corporate Diversity and Inclusion Council and IHRIM's Cleveland Chapter Board.

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Visiting Cleveland



This former industrial city of 2.1 million people has proudly transformed itself into a friendly cultural oasis offering “world-class experiences without the world-class ego.” Ringed by parkland and set on the shores of Lake Erie, Cleveland offers Midwestern grit mixed with cosmopolitan pleasures; visitors can spend equal amounts of time perusing the city’s first-rate museums as they can downing kielbasas and brews while cheering on the city’s famous local sports teams. A good time can be had by all in this city that continues to evolve.



Cleveland’s signature museum is the I.M. Pei-designed Rock and Roll Hall of Fame. Over nine million people come here every year to attend concerts and admire the artifacts that celebrate everyone from ABBA to Frank Zappa. But that’s only one of many amazing museums and attractions in the city. At the Cleveland Museum of Art, entry is free and you can see more than 45,000 objects spanning 6,000 years. And at the Cleveland Museum of Natural History, bones, gems and a planetarium take you on a journey through Earth and space. Kids love the Greater Cleveland Aquarium, the Great Lakes Science Center and above all, the

Cleveland Metroparks Zoo. - Source: <https://www.visittheusa.com/destination/cleveland>

For more information about Cleveland, visit www.thisiscleveland.com.

Hotels

IHRIM does not have a host hotel for the Talent Event. However, a variety of hotel options are available to you within walking distance of the Convention Center.

Hilton Cleveland Downtown (connected to the Convention Center) 100 Lakeside Avenue East Cleveland, Ohio Phone: 216-413-5001	The Westin Cleveland Downtown 777 Saint Clair Avenue NE Cleveland, Ohio Phone: 216-771-7700
Cleveland Marriott Downtown at Key Center 1360 West Mall Drive Cleveland, Ohio Phone: 216-96-9200	Doubletree by Hilton Cleveland Downtown 1111 Lakeside Avenue E. Cleveland, Ohio Phone: 216-241-5100
Renaissance Cleveland Hotel Tower City Center (you can take rapid transit from airport directly to Tower City) 24 Public Square Cleveland, Ohio Phone: 216-696-5600	Holiday Inn Express Cleveland Downtown 629 Euclid Avenue Cleveland, Ohio Phone: 216-443-1000
The Ritz Carlton Cleveland 1515 W. 3 rd Street (also in Tower City shopping mall with rapid transit from airport) Cleveland, Ohio Phone: 216-623-1300	Residence Inn by Marriott Cleveland Downtown 527 Prospect Avenue East Cleveland, Ohio Phone: 216-443-9043
Hyatt Regency at the Arcade 420 Superior Avenue East Cleveland, Ohio Phone: 216-575-1234	