

Tuesday, September 27

TALENT ACQUISITION: SOURCING & HIRING MORE A-PLAYERS

8:00 AM

Breakfast

Join us for a refreshing breakfast and get to know your fellow attendees as we get ready to kick off our first Talent Success Conference.

9:00 AM

Welcome to Talent Success 2016!

Our CEO Andre Lavoie will kick off Talent Success with an overview of ClearCompany's platform and the sessions we have planned for our attendees.

10:00-5:00 PM

Product Office Hours

Dive into ClearCompany with one of our product experts.

10:00 AM

Coffee and Networking Break

Take a minute (or 15) to enjoy your surroundings and prepare yourself for the day with coffee and refreshments.

10:00 AM

Product Deep Dive

ATS Reporting with ClearCompany with Product Specialist, Brad Giguere.

10:30 AM

What's Trending: How ClearCompany Helps You Find Top Candidates

A closer look at how modern sourcing tools can help you easily find more A-players. As our platform has grown beyond the bounds of the traditional ATS, we've built continuous improvements in the sourcing and candidate research fields. Learn how these developments can help you create a world-class sourcing function and grow your talent pipeline in both quantity and quality.

11:00 AM

Practical Employer Branding that Creates Results with Maren Hogan, Red Branch Media

Building an employer brand has become a large conversation as the market becomes more and more candidate-driven. Companies feel the pressure now more than ever to take control of the conversation and their reputation to job seekers. Maren will show you how she grew the brands of three separate companies and the measurable results of those efforts in recruiting and retention.

12:00 PM

Transportation to Vineyard

Let's all go to the vineyard! Why have lunch in Napa if you're not going to be surrounded by beauty? Join us for a beautiful ride through the valley toward our destination for the lunch and learn. Change your location, and change your perspective.

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TALENT ACQUISITION: SOURCING & HIRING MORE A-PLAYERS

12:30 PM

Lunch & Learn: Providing the Best Candidate & Employee Experience with ClearCompany

Clients, HR Experts and ClearCompany Product Specialists will review their tips, tricks and best practices for giving candidates and employees the stellar experiences they deserve. Attendees will leave this session with actionable advice they can incorporate into their strategy immediately. ClearCompany is delivering the experiences that today's workforce demands. See just how they're doing it by talking with real practitioners.

2:00 PM

Transportation back to Westin Verasa Napa

Don't miss the bus! Refreshed by our lunch under the sun, we'll head back for a full afternoon of learning.

2:30 PM

Explore Best Practices: Six Key Elements of an Effective Talent Acquisition Strategy with Nancy Conway, SHRM

With U.S. unemployment at a historically low rate, the competition for talent is heating up, and companies are expected to face increasing competition for the best people to help them succeed. In this session, you will learn about current recruiting trends and how to develop an effective talent acquisition strategy with six key elements.

3:30 PM

Coffee and Networking Break

Just as the afternoon is winding down, we're giving you the pick me up networking break you need! Power up for the final session of the day!

4:00 PM

What to Watch for: 10 Biggest Mistakes Made in HR with William Tincup, Tincup & Co.

An expert on HR-related issues, Tincup has seen his fair share of mistakes in the field. Join him as he presents the 10 biggest mistakes made in HR. This interactive session will show you what to watch for, outside of compliance.

5:00 PM

Happy Hour

A big thanks to our wonderful sponsors:



Wednesday, September 28

TALENT MANAGEMENT: ONBOARDING & GOALS

8:00 AM

Breakfast

9:00 AM

What An A-Player Can Do For You with Andre Lavoie, ClearCompany and Colin Kingsbury, ClearCompany

A-Players will transform your business. Their competencies and experience give them a 90% chance of achieving outcomes in their role that only 10% of people can accomplish. But what if you broke through that number? What if ALL your people were A-Players? This session will answer those questions and show you how to find, hire, retain and engage A-players.

10:00-5:00 PM

Product Office Hours

Dive into ClearCompany with one of our product experts.

10:00 AM

Coffee and Networking Break

10:00 AM

Product Deep Dive

Effectively using Competencies within ClearCompany with Product Specialist, Brad Giguere.

10:30 AM

Explore Best Practices: Redefining Success in Modern Talent Acquisition with Kyle Lagunas, IDC

This session will identify the most commonly used metrics for measuring performance—both of overall recruiting efforts and of specific functions of modern talent acquisition. Kyle will illuminate best-in-class measurement practices, and use these examples to chart a course for organizations to provide better insight to the business and improve their ability to consistently deliver talent.

11:30 AM

Expert Panel: Optimizing New Hire Onboarding for Increased Retention and Engagement

Within the first six months of a new job, 86% of employees decide whether they'd like to stay or search for a different position. In this panel, you'll learn from onboarding experts how to create a process and strategy that will set you and your employees up for success.

12:30 PM

Lunch & Learn: What is Successful Performance Management in 2016?

This Lunch and Learn will dig into what it means to have a successful Performance Management strategy in 2016. How goals and competencies can be most effectively leveraged, what technology can do to ease administrative burden, and what data really matters, along with much more!

Wednesday, September 28

TALENT MANAGEMENT: ONBOARDING & GOALS

1:30 PM

Client Panel: How to Get the Most Out of Your ClearCompany Solutions

With 1200 clients of varying sizes that span industries, our customers are the true experts in the ClearCompany Platform. This panel will highlight 4 key client stories, sharing best practices for truly optimizing our software.

2:30 PM

Coffee and Networking Break

2:30 PM

Product Deep Dive

Performance Management with Product Specialist, Brad Giguere.

3:00 PM

Keynote Address: The 9 Faces of HR with Laurie Ruettimann and Kris Dunn

You've heard the buzzwords surrounding becoming a great HR leader. Get a seat at the table. Get strategic. Know the business. Sounds great, right? Not so fast, my friend. In this keynote session, Kris Dunn and Laurie Ruettimann will pitch a hard, yet compelling reality — that every HR professional on the planet can be classified as one of nine faces. There are millions of HR pros, but only nine total "faces" or personas – max. Some of those faces know the business, get strategic and find the seat. Others can't. Kris and Laurie will look out on the HR landscape and profile the "9 Faces of HR" pros in existence today, complete with comparisons to the Kardashians, the Jackson family, TMZ, Silicon Valley and of course, Van Halen. Which face are you? Which one do you want to be? Join Laurie and Kris and let's profile the HR pros you love, and some of the ones you don't.

4:00 PM

Closing Remarks from Co-founders Colin and Andre

**THURSDAY,
SEPTEMBER 29**

Enjoy Napa Valley!

No set schedule today! Enjoy all Napa has to offer. We will provide opportunities to ride the wine train*, golf, visit vineyards, and explore downtown Napa.

**first 50 people registered are entered to win one of 7 free tickets to ride the Wine Train on Thursday*