



# 2016 US Avature User Conference

 March 2-4     Mandarin Oriental Miami



Tuesday, March 1

1.00 pm - 5.30 pm



[Golf Outing](#) - *Registration Required*



Wednesday, March 2

6.30 am - 7.30 am



[Morning Run](#) - *Registration Required*

7.00 am - 8.30 am



Breakfast

8.30 am - 9.00 am



Opening Remarks

[Dimitri Boylan](#), CEO & Founder, [Avature](#)

9.00 am - 10.00 am



What It Really Means to Be Agile in the Recruiting Space

[Jeremy Wilson](#), Lead Talent Operations Analyst, [REI](#)

Learn how REI implemented Avature's recruiting and onboarding technology to simplify and automate retail hiring in a record time. In this presentation, you'll see how REI configured their application process and how they are leveraging mobile tools to enable hiring managers to review talent on the go. Jeremy will also share their completely automated onboarding process – one that could be used in any quick, high volume and/or regionally dispersed hiring initiative.

10.00 am - 11.00 am



Transforming HR:  
Leveraging CRM for Strategic Talent Acquisition

[Mike Brown](#), Vice President, Talent Acquisition, [Siemens](#)

Join Mike to explore how SaaS technology is influencing strategy and processes around talent acquisition. He will take us through the importance of leveraging Avature's flexibility and configurability to boost recruiting agility. You will leave the session with actionable insights into how Siemens is using Avature CRM to set new user experience standards, enhance process efficiency and improve recruiting productivity.

11.00 am - 11.30 am



Coffee Break

11.30 am - 12.30 pm



What's New on Avature CRM & ATS

[Gonzalo Sainz-Trápaga](#), Product Management Director, and [Agustín Donati](#),  
Product Marketing Director, [Avature](#)

12.30 am - 1.30 pm



Lunch



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Wednesday, March 2

1.30 pm - 2.30 pm



## Boosting GS Recruiting: Leveraging Avature for Collaborative Sourcing and Events Management

[Tim Cook](#), Vice President - Recruiting Technology, and [Rob Wininger](#), Vice President - HCM Technology Solutions, [Goldman Sachs](#)

Learn first hand from Goldman Sachs on how they leveraged Avature to improve sourcing for Experienced Hire and Campus candidates. During the session, Tim and Rob will take us through how GS moved from tracking critical data in isolated spreadsheets and e-mails, to a shared central repository of information where they not only source and qualify candidates, but also track competitor intelligence and document agency relationships. They will also show us how Avature portals were used to provide an engaging experience for Campus candidates, to register and track attendance at events, while also reducing the amount of manual work performed by recruiters. You will leave the session with not only an overview of the approach taken, but also a demonstration of the solutions, and key lessons learned.

2.30 pm - 3.30 pm



## Main Room Recruiting Diverse Talent

[Lesli Bond](#), Supervisor, Talent Acquisition, and [Jennifer Krsul](#), Recruiter - Talent Acquisition, [Ameren](#)

*Diversity and inclusion is not a choice, it's a strategic necessity.* Discover how Ameren uses Avature to build and facilitate pipelines that feed into career paths for non-traditional positions. During this presentation Lesli will take us through how Ameren has partnered with hiring leaders, unions, internal departments, community members and Avature to develop a sustainable pipeline for their skilled craft positions. They will also share insights on how to gain buy-in from key stakeholders, provide valuable data to measure success and recognize the positive impact on the organization.



## Breakout Room The Avature CRM Frontier - A Three Year Journey

[Heather Thomas](#), Recruitment Manager - Strategic Sourcing [Sodexo](#)

Join Heather to explore how Sodexo has evolved its use of Avature CRM over the years, how they've optimized their configurations and the way they engage users. During this session you will take away ample suggestions to inspire new or improved Avature CRM implementations. Heather will share insights on how they've tackled defining and auditing a tags library, as well as creating custom fields for maximized candidate engagement. She will also unveil how Sodexo designed and optimized workflows to improve their Sourcing Team's productivity and how they are reporting actionable analytics to the business. This is also a session made for collaboration – the last 15 minutes will be reserved for sharing what other innovations have been implemented within the audience.

3.30 pm - 4.00 pm



## Coffee Break

4.00 pm - 5.00 pm



## Main Room High Volume Sourcing, Recruiting and Automation with Avature CRM - Insider Knowledge from Bankers Life

[Jacob Dahlquist](#), Recruiting Business Analyst, Field Recruiting Operations, [Bankers Life](#)



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Wednesday, March 2

4.00 pm - 5.00 pm



**Breakout Room**

The Importance of Bringing Recruiters and Hiring Managers Closer Together – Genesys Success Story Using Avature ATS

[Rick Roberts](#), Founder & President, [Genesys Talent](#)

6.00 pm - 11.00 pm



**Cocktails at La Mar**



Thursday, March 3

6.30 am - 7.30 am



**Oceanfront Yoga Session** - *Registration Required*

7.00 am - 8.30 am



**Breakfast**

8.30 am - 9.30 am



**Swipe Right on HVTs!**

[Alan Blevins](#), Director, Talent Acquisition, and [Amie Cafferty](#), Senior Manager, Strategic Sourcing, [Philips](#)

9.30 am - 10.30 am



**Switching to Avature - Combining CRM and ATS for Strategic Recruiting**

[Mark McNamara](#), Senior Vice President, Human Resources, [Marcus Thorpe](#), Head of Talent Acquisition, and [Gabriela Monsanto](#), Recruiter, [Two Sigma](#)

10.30 am - 11.00 am



**Coffee Break**

11.00 am - 12.00 pm



**Main Room**

**Thinking Outside the Box:  
Using Avature Beyond Recruitment Marketing**

[Jeff Weidner](#), Global Sourcing Science Executive - RPO, [Kenexa](#)

It's a fact: recruiters need a lot of support throughout the talent acquisition journey. Managing large scale recruiting processes can be a daunting task without the right tools to track and automate request and approval processes. During this session, Jeff will share how IBM RPO leveraged Avature to develop a "Request Portal", from where they administrate the entire process of job posting, request sourcing assistance on hard-to-fill requisitions, get managerial approval to use job board inventory, and develop and request assets for recruitment marketing campaigns. Jeff will also take us through a real life example on how to set up form completion requests, email templates, step updates, triggers to automate and optimize the recruitment process.



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Thursday, March 3

11.00 am - 12.00 pm



**Breakout Room** (45 min)

What's Required to Be OFCCP Compliant and How to Do It with Avature

[John Fox](#), President at [Fox, Wang & Morgan P. C.](#) & [Florencia Maurizi](#), VP Consulting, [Avature](#).

12.00 pm - 1.00 pm



Lunch

1.00 pm - 2.00 pm



Innovating with Avature ATS

[Richard Monastersky](#), VP Talent Acquisition, [CBS](#)

2.00 pm - 2.45 pm



**Main Room**

5 Steps to a Successful Onboarding

[Lina Hölker](#), Product Marketing Analyst, and [Agustin Donati](#), Product Marketing Director, [Avature](#).



**Breakout Room**

The Avature Talent Management Journey to Boost Employee Engagement

[Riges Younan](#), VP APAC, and [Carolina Lewitan](#), Sr Product Marketing Specialist, [Avature](#)

2.45 pm - 3.15 pm



Coffee Break

3.15 pm - 4.15 pm



Championing Employee Referrals to Gain Competitive Advantage

[Maria Warnken](#), Managing Director & Head of Global Talent Acquisition, [Fortress](#)

4.15 pm - 5.15 pm



**Main Room**

Taking Recruiting to the Next Level: Implementing & Adopting Avature as a Talent Acquisition Platform

[Paul Flavin](#), Recruiting Director, [Situs](#)



**Breakout Room**

Measuring success – Is all as it appears?

[Brandy Tower](#), Technology Implementation Consultant, and [Mike Webster](#), Head of Technology and Operations Consulting, [Alexander Mann Solutions](#)

When was the last time you stood back, opened the hood and made improvements to your Avature platform? Tens of thousands of candidates, thousands of tags, hundreds of jobs and dozens of fields, is a busy Avature a productive one?

With new features and an ever changing landscape, your system must evolve and grow



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Thursday, March 3

with your business. The first step of the continuous improvement journey is to understand where you've come from to know which route will work for you. No two journeys will ever be the same. Join Brandy and Mike to find out more about how AMS approaches continuous improvement, how they identified areas of focus for optimization and ensured increased return on investment

6.00 pm - 11.00 pm



Beach Party Reception



Friday, March 4

7.00 am - 8.30 am



Breakfast

8.30 am - 9.30 am



"Sourcing All Star" Tips, Tricks, and Rapid Fire Techniques

[Jim Schnyder](#), Senior Manager & Sourcing Lead, Talent Acquisition, [PepsiCo](#)

Whether you are a senior executive seeking new recruiting strategies or an Avature user looking for new tips and tricks, this is one session to not miss. Jim Schnyder from PepsiCo, recognized as one of the recruiting industry's top sourcing experts, will be leading a highly interactive, power-packed and rapid fire session on various ways customers are using Avature. You will leave this session with new techniques and strategies for candidate engagement and ways to maximize your Avature solutions.

9.30 am - 10.30 am



Shifting the Needle

[Lauren Noonan](#), HR Director, Operations Asia Pacific, [CBRE](#)

10.30 am - 11.00 am



Coffee Break

11.00.am - 12.00 pm



Innovating in Sourcing - Leveraging Avature in the Wild Wild West!

[Mia Ferolito](#), NA Gender Diversity Talent Acquisition Lead - Below MD, and [Jeff Laurita](#), Sourcing Lead/Recruiter - Accenture Talent Acquisition Operations, [Accenture](#)

Join this session to discover how Accenture has deployed Avature solutions to support its diversity and military program as well as its sourcing initiatives - including employee referrals, alumni and market intelligence. Jeff and Mia will reveal how the North America sourcing teams are leveraging technology to maximize their recruiting efforts and will share the lessons learned during the deployment and use of Avature.

12.00 pm - 12.45 pm



Main Room

Panel Discussion - Engaging Talent with a Memorable Candidate Experience

Panelists: [Deane Osner](#), Sr. Talent Acquisition Operations Manager, [Shaw Industries](#),



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Friday, March 4

[Eileen Raymond](#), Executive Director, Experienced Hire Recruiting, [KPMG](#), and [Mary Smallwood](#), Director, RPO Technology, [ManpowerGroup](#)

Moderated by [Elaine Orler](#), Founder and Chairman, [The Talent Board](#)



## Breakout Room

Building Candidate Relationships: Best Practices for Engaging Talent with Avature

Avature Consulting Team

12.45 pm - 1.15 pm



## Closing Remarks

[Dimitri Boylan](#), CEO & Founder, [Avature](#)

1.30 pm - 4.30 pm



## Avature Specialist Certification - *Registration Required*

(lunch included)

*Please note the Conference agenda is subject to change without notice.*