Reasons to budget for the 20th HR Shared Services & Outsourcing Summit

Benefits of Attending:

- Learn how to reach new heights of efficiency and customer satisfaction
- Gain transformational insight on how to better communicate and partner with the business
- Expand your professional network and build lasting connections
- Unleash the power of strategic HR metrics and analytics

Learn more at www.hrssoutsourcing.com

DOWNLOAD AGENDA

20th **HR Shared Services & Outsourcing Summit™**

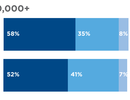
October 17-20, 2016 • B Resort & Spa • Orlando, FL

THE FUTURE OF HR SHARED SERVICES

HR Technology Spending Outlook

KEY: ■ Increase ■ Stay the Same ■ Decrease

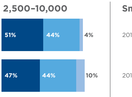
Large 10,000+



1/2 of organizations believe their tech spending will increase in 2015–2016

ONLY 7% felt their spending would decrease

Medium 2,500–10,000



Small <2,500

SPEAKING SESSION: OCTOBER 17, 2016

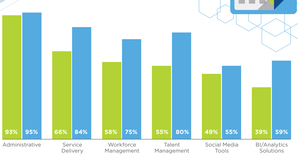
HR Transformation from the Inside Out

Kym Burke
VP HR Transformation & Integration
Iron Mountain

VIEW SESSION

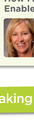
Three-Year Adoption Outlook

KEY: ■ In Use Today ■ In Use Within 3 Years



SPEAKING SESSION: OCTOBER 19, 2016

How MasterCard Successfully Leveraged Technology to Enable GBS & Self-Service Strategy



Lois Miller
SVP, GBS HR Systems & Operations
MasterCard

VIEW SESSION

Taking the Right HR Tech Transformation Path

Organizations making system changes are generally taking one of these paths

26.5% — **RIP & REPLACE:** Move everything all at once to the Cloud

21% — **PARALLEL/ PATCHWORK:** Combination Licensed and Cloud Solutions

18% — **HYBRIDS:** Move ONLY TM or WFM applications to the Cloud

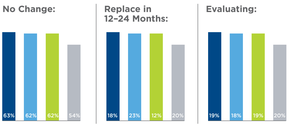
15% — **HOSTING/ OUTSOURCED:** Single Tenant, but hosting with the vendor or another organization

Planning to Replace HR Technologies

Organizations with low user experience scores are two-times more likely to replace a vendor

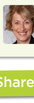
2x

KEY: ■ HRMS ■ Payroll ■ WFM Suite ■ TM Suite



SPEAKING SESSION: OCTOBER, 2016

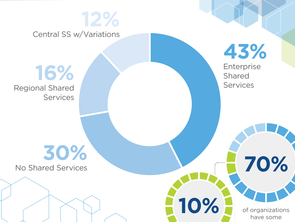
Aligning People & Technology: How the Digitalization of Magellan Health's HR Department Impacted the HR Workforce



Patricia Tourigny
SVP, Human Resources Shared Services
Magellan Health

VIEW SESSION

Shared Service Models



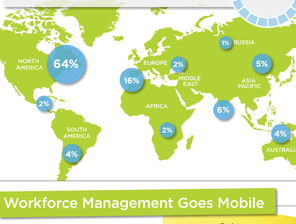
70% of organizations have some level of Shared Services

10% increase from last year

Shared Service Center Locations

37% of shared services organizations are part of an Enterprise Shared Services Model

37%



Workforce Management Goes Mobile

JUST OVER 18% of organizations were also using mobile devices as a method for time tracking

Side Note
It is anticipated that wearable technologies of all types will also have a lasting impact on Workforce management solutions

Moving to a Data-Driven HR Function

ONLY 11% of organizations have Dedicated HR/BI analytics solutions

This number is poised to grow by 80%

80%

SPEAKING SESSION: OCTOBER 17, 2016

HR SSO Metrics & Analytics Clinic: Embrace and Capitalize on a Data-Driven Approach to HR Service Delivery

Jason Paradowski
Director, HR Service North America (HRS-NA)
Robert Bosch LLC

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Source: www.sierra-cedar.com

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