Talent Acquisition, Onboarding & Mobility
CONFERENCE
Attract and Retain Talent Through Effective Remote Recruiting, Onboarding, and the Internal Talent Marketplace
VIRTUAL EVENT
September 21 – 22, 2021
www.conferenceboard.org/talent
TALENT ACQUISITION, ONBOARDING & MOBILITY
Next Level Talent Recruiting, Onboarding, and Upward Mobility

DAY ONE
September 21, 2021

11:00 – 11:05 am (ET)
Opening Remarks

11:05 – 11:30 am (ET)
Transforming Talent Acquisition, Onboarding & Mobility: Lessons from the Global Pandemic
COVID-19 has changed the way work gets done at most organizations and many have transitioned to remote work for all employees who can work from home. Most talent acquisition (TA) and onboarding functions have had to dramatically transform their processes, many moving to primarily virtual recruiting and onboarding. These changes are especially acute now that the labor market is historically tight and remote work has become part of many organizations’ employee value proposition. In addition, many organizations are now relying more on their TA teams to help them manage internal mobility.

This session will focus on lessons learned during COVID-19 as the TA, onboarding, and talent mobility functions rethink their future strategies..

Robin Erickson, Ph.D., Principal Researcher, The Conference Board

11:35 am – 12:00 pm (ET)
Staffing Up for COVID-19 Vaccine Rollout
Retail pharmacies have played a vital role in administering COVID-19 vaccines, and CVS Health—the largest pharmacy chain in the U.S., with nearly 10,000 locations—has hired an army of vaccinators, including nearly 30,000 pharmacists and 60,000 pharmacy technicians to meet the goal of providing the vaccine at all retail locations as the supply becomes available in the future done the hiring necessary to put shots in arms.

Hear how CVS ramped up hiring and deployed staff to provide essential services for communities across the nation.

Jeffrey Lackey, Vice President Talent Acquisition, CVS

12:00 pm – 12:10 pm (ET)  Break

12:10 – 12:50 pm (ET)
Panel Discussion: Techs New Role in Talent Acquisition
- Best practices in combining human and machine capabilities to capitalize to increase efficiency across the end-to-end recruitment process
- How leading organizations are securing, engaging, and staying relevant to enhance the candidate experience
- Balancing candidate experience with effective screening and selection options
- Using AI technology to identify and rank candidates
- Examples of using chatbots for candidate communication
- Metrics for measuring ROI
- Assessment tools to optimize recruiting efficiency
- How to maintain data accuracy

12:55 – 1:30 pm (ET)
The Future of Hiring and The Candidate Experience
Research shows that automation and AI will replace many human tasks, thereby changing the capabilities required by organizations from their workforce. As technology continues to evolve, this requires candidate communications and the recruiting landscape to evolve as well.

In an interactive fireside with her team, Angie Wesley, SVP and Chief Talent Acquisition Office at TIAA will address the transformative practices the organization has adopted and integrated to support a consistent, positive global candidate experience.

Angie Wesley, Senior Vice President & Chief Global Talent Acquisition, TIAA

1:30 – 1:55 pm (ET)  Break

1:55 – 2:30 pm (ET)
Making the Case for a Talent Marketplace: A Sunk Costs Approach
At Lockheed Martin, a talent marketplace approach would require significant cultural change along with updates to technology, policies and practices. With that much change, even getting agreement to begin the exploration can be difficult.

This session will show how the business case was made with data to acknowledge the current “sunk cost” of today’s status quo, which motivated enough desire to look for new solutions.

Andrew A. Schmidt, PhD, Director, Enterprise Talent Acquisition, Lockheed Martin

2:30 – 2:35 pm (ET)
Key Takeaways & Closing Remarks

For sponsorship opportunities, please contact ryan.gavaghan@conference-board.org
DAY TWO
September 22, 2021

11:00 – 11:05 am (ET)
Opening Remarks

11:05 – 11:30 am (ET)
A Truly Global Reach
Learn how Western Union’s Talent Acquisition team has reimagined its hiring efforts across 45 countries across the globe to find the best talent in the evolving workforce.

James Stirling, Global Head of Talent Acquisition, Western Union

11:35 am – 12:00 pm (ET)
Talent Marketplace Strategy at Philips
Learn how Philips enables appropriate internal mobility opportunities. Philips is unique in that it always ensures that talent is recognized by taking ownership of placing the right talent in place; empowering their staff in their career development globally.

Asal Naraghi, Head Talent Acquisition, Philips

12:00 – 12:20 pm (ET) Break

12:20 – 1:00 pm (ET)
Panel Discussion: The Push for Internal Re-Skilling & Upward Mobility
- Examples of successful talent mobility programs
- Strategies for supporting internal career moves
- How to overcome internal structure that may hinder employees’ internal mobility
- Ways to close skills gaps to meet business priorities while retaining talent
- How internal talent marketplaces are intersecting with business needs
- Making the case for an internal talent marketplace and determining KPI’s

1:00 – 1:20 pm (ET)
Building In-House Executive Search Firm
Hear how Boeing, the world’s largest aerospace company and leading manufacturer of commercial jetliners, global defense, space and security system is taking a fresh approach to their senior leadership staffing strategy including sourcing, assessment, diversity and inclusion, and succession planning across an international footprint.

Diana Barr, Head of Global Executive Staffing, Boeing

1:20 – 1:30 pm (ET) Break

1:30 – 1:50 pm (ET)
Helping New Hires Navigate
See how T. Rowe Price is effectively onboarding new associates in a virtual working environment. Sherita Thomas will share how they are training leaders to understand how to properly address challenges and create excited, engaged, and committed future leaders.

Sherita Thomas, Vice President, Global Associate Experience, T. Rowe Price

1:55 – 2:20 pm (ET)
Transforming Talent, Work & Relationships
Join Liz Fink as she discusses U.S. Banks focus on pipeline, sourcing, lead generation and community and college outreach in a virtual environment.

Liz Fink, Vice President, Recruiting, U.S. Bank

2:20 – 2:30 pm (ET)
Key Takeaways & Closing Remarks