



## Human Resources Track

### **The True Cost of Bad Hires**

Human Resources (HR) professionals are under increasing pressure to find qualified candidates — without sacrificing time-to-hire and cost-of-hire metrics. But trying to speed up this process without putting the right tools in place to provide a strong candidate experience can lead to costly hiring mistakes. Learn how modernizing your talent acquisition processes with a unified, end-to-end technology solution can help reduce your risk of bad hires and create an experience that welcomes, nurtures, and engages new talent.

### **Recruiting and Hiring Great Employees**

Finding and attracting the best talent is key to building a successful business. We'll explore the basics of what you need to do before starting the hiring process and the most effective ways to attract top talent. We'll discuss things to be aware of during an interview, including specific questions to ask and to avoid. Walk away with new ideas for identifying and hiring the right people so you can be an employer of choice in your industry.

### **Competing in an Era of Choice**

Today's HR systems and technologies can help employers meet their "people" goals and demonstrate that the things their candidates and employees value most have been thoughtfully incorporated into the work experience. Find out how these modern systems better enable you to attract the right candidates, develop and retain top talent, and drive engagement and productivity — all while meeting your strategic objectives and providing consumer-like work experience.

### **Performance Evaluations and Effective Coaching**

Great performance management can mean the difference between highly engaged employees and those who are just punching the clock. We'll discuss the differences between coaching and progressive discipline, with a special focus on a coaching management style. We'll also explore ways to give employees room to overcome problems and discover their own solutions. You'll leave with tips on effective coaching, tools for honing your coaching style, and best practices for conducting performance evaluations.

### **Five Things Not to Overlook During HR Tech Vendor Selection**

Once you've decided to shop for a new HR technology solution, you want to make sure you're identifying and evaluating vendors based on the things that matter. It's easy to get caught up in feature and functionality comparisons, but are there other areas you should fully explore and understand before signing any contracts? Learn what questions to ask a vendor during the product demo. Find out how to decipher the different pricing models you'll encounter during the selection process so you know what you're getting for your money. And gain insight into other ways — beyond the product — that vendors should be able to support you in meeting your goals and objectives.

### **When Employee Experience Falls Short of Expectations**

Do your employees feel they are treated as trusted partners or are you sending a different message? Employers may not realize that their policies and procedures are falling short of expectations — and negatively impacting the employee experience. Hear experts from Coleman Parkes Research and The Workforce Institute at Kronos as they explore recent research findings and offer insights and strategies to bridge the perception gap and better align the employee experience with expectations.



## Payroll Track

### **Payroll: Making a Case for Change**

Payroll professionals are turning to today's best-of-breed human capital management (HCM) technology to better manage the expectations and demands placed on them —and to achieve better business results. But making the case for change can be difficult. Learn how to gather the insight, evidence, and support you'll need to present a persuasive business case for change that will successfully capture the attention of executive decision makers.

### **Wage and Hour Done Right**

The exempt versus non-exempt employee classification issue continues to be a common area of confusion among employers, and it's important for you to know and follow the rules for properly paying workers. We'll identify key policies to put in place to help ensure your employees and managers understand the details of time tracking and payment of non-exempt employees.

### **Improving Payroll Efficiencies**

You've probably heard the expression "garbage in, garbage out" used to illustrate the concept that poor-quality data input will usually produce equally bad output. The fact is that too many businesses currently have inconsistent and/or error-filled data flowing into their time and payroll systems — a scenario that makes it hard for payroll professionals to do their jobs and deliver the perfect paycheck every time. Even worse, this approach inevitably affects the entire business in terms of lost productivity, low employee morale, inflated labor costs, compliance risks, and an overall lack of visibility into key metrics and trends. We'll explore how "garbage in, garbage out" occurs and how a powerful payroll solution can help increase your visibility into trends and patterns that could be costing you in terms of both efficiencies and dollars.

### **Is Time Costing You Payroll Dollars?**

Mistakes are expensive and time consuming — and nowhere is this truer than when it comes to your organization's payroll. A recent study by Aptitude Research showed that organizations bringing together time and payroll are better able to avoid these costly mistakes, while improving compliance and the employee experience. Accurate time information leads to the perfect paycheck, which is why time and payroll go hand in hand. Learn why integrating time and pay not only yields greater efficiency, but also a level of effectiveness and business impact that organizations may not achieve from separate systems.

### **Classifying and Paying Exempt Employees**

In the last few years, there has been more attention than ever on proper classification of employees. So how do you know if you're doing it correctly? We'll look at the most commonly used "white-collar" exemptions and how to determine if any of them apply to your employees. We'll also discuss how to avoid jeopardizing the exemption and common mistakes such as improper salary deductions and erroneous time tracking. Find out what every employer should know about properly classifying employees.

### **Insights into Controllable Costs**

More than 13.6 million Americans report being overpaid, but not all report overpayments. Without automated timekeeping, you could be overpaying employees. Discover how a powerful automated timekeeping solution can help your organization gain insight into workplace practices that could be leading to payroll overpayments. You'll also learn how visibility into payroll inflation patterns can uncover compliance issues and hidden costs like time theft and unnecessary overtime.



## Crossover Courses

### **The Future of HCM**

A unified HCM software platform has it all — HR, payroll, talent, and timekeeping — in one system. Say goodbye to administrative hassles, poor data quality, limited visibility, and cumbersome employee management processes. And say hello to a single source of truth that can help you hire more strategically, onboard employees faster, drive efficiencies, and deliver a great experience for both you and your employees.