

Event Programme

April 3 & 4 – Palais des Congrès

This event is organized in partnership with:

GOLD
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Deloitte.

SILVER
Partners

nethris } **TALENTSOFT** **workday**

BRONZE
Partners

APPLAUZ  **Cangaroo**  **Cornerstone**  **KRONOS**  **SRH**
sigma-ri solutions



EVENT SCHEDULE – OVERVIEW

Wednesday, April 3 2019

17:00-19:00 pm

- Networking cocktail and pre-opening of vendor fair
- Pre-registration of attendees

Thursday, April 4 2019

Schedule	Vendor Fair	Plenary Sessions	Best Practices Seminars		Technology Workshops		Start-ups Presentations	Speed Consulting Sessions	
			512 A-E	512 B-F	512 C-G	512 D-H		512 D-H / 512 B-F	Foyer
Where?	511 + Foyer	510	512 A-E	512 B-F	512 C-G	512 D-H	512 D-H / 512 B-F	Foyer	
8:30 am		●							
9:30 am	●	<i>Coffee Break</i>							
10:00 am	●		●	●	●	●		●	●
11:00 am	●		●	●	●	●		●	●
12:00 pm	●	<i>Lunch Break</i>							
13:00 pm	●		●	●	●		● ● ●		
14:00 pm	●			●	●	●			
14:45 pm	●	<i>Coffee Break</i>							
15:00 pm	●		●	●	●	●			
16:00 pm	●		●		●	●	● ● ●		
17:00 pm		●							
18:00 pm	<i>End of event</i>								

PLENARY SESSIONS

Room 510

OPENING KEYNOTE SESSION | Thursday, April 4 2019 AT 8:30 AM



Opening statement:
Romain Charbonneau

*Director, Business consulting
Horizons RH*



Presentation of guest speaker:
Pascal Occean

*Partner, National HR Transformation
leader, Deloitte Canada*



Guest Speaker: Alexandre Pachulski
Chief Product Officer, Talentsoft

« Technological singularity, from fear to future potential »

CLOSING KEYNOTE SESSION | Thursday, April 4 2019 AT 17:00 PM



Closing statement:
Romain Charbonneau

*Director, Business consulting
Horizons RH*



Presentation of guest speaker:
Manon Poirier

*General Manager,
Ordre CRHA*



Guest Speaker: Arielle Meloul-Wechsler
**Executive Vice President, Employees, Culture and Communication
Air Canada**

« A culture of innovation »

BEST PRACTICES SEMINARS

Rooms 512 A-E and B-F

*For each session, refer to the overall theme to be discussed
which is highlighted in a grey box, like this one:*

Workforce
Management

HR Tech

Montreal

BEST PRACTICES SEMINARS

Rooms 512 A-E and B-F

A-E

HR Management according to Darwin: Technology at the service of evolving workforce needs

10:00 am

Workforce Management



Fouad Benyoub | Product Director, CGI

Abstract: What if the theory of evolution were to be applied to HR management technologies? Darwin would have thought, "Only solutions that can adapt to new generations of workers, to the evolution of their needs and to the emergence of new types of workforce will remain." The purpose of this session is to explore key developments of the evolving workforce and the major technological revolutions that will guarantee employees an optimal experience now, and in the future.

B-F

HR analytics: unrestricted

10:00 am

Analytics



Frédéric Blanchette | Partner, Solertia

Abstract: HR professionals are regularly asked to measure and communicate the contribution of their department and programs to senior management. They must prove that their investments have a direct impact on the success of the organization. With this context in mind, it is critical that HR professionals understand how to properly measure performance and how to represent complex HR data and KPIs using HR Dashboards. The HRIS tools available on the market today allow HR professionals to access and clarify their organizations complex HR data, allowing them to create efficiencies and to make better-informed decisions.

A-E

Human Capital Trends and the Future of HR – Navigating your route now

11:00 am

HR Transfo



Pascal Océan | Partner, National HR Transformation Leader, Deloitte Canada

Abstract: The pace of technological change is increasing exponentially. No business or industry sector is immune to disruption driven by digitalization and the tsunami of data that accompanies it. Similarly, no HR organization is impervious to changing workforce dynamics, rising employee expectations, and the need to harness new technologies to deliver work differently. Amid such voluminous change, it's easy to fall prey to analysis paralysis. Which way is the best way to go?

B-F

The impact of artificial intelligence on HR

11:00 am

AI



Renaud Grimard | President and founder, Timesphere

Abstract: Introducing artificial intelligence in scheduling and time managing operations is making it possible to improve human resource management in a sustainable way. The targeted impacts are the reduction of the time devoted to schedule management and, more specifically, the increase of employee satisfaction levels. In fact, companies where employees are happier have very low turnover and absenteeism rates. A good system becomes an essential tool that involves employees and suggests the right decisions to make. It can even make these decisions while ensuring full compliance with the rules.

HR Tech

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BEST PRACTICES SEMINARS

Rooms 512 A-E and B-F

A-E **The future of work is here: are you ready?** (session in English)

13:00 pm

Workforce
Management



Amanda Nichols | Senior Manager, Retail, Hospitality and Food Service Practice, Kronos

Abstract: Join us for an informative and entertaining session on the four key trends defining the future of work, and how forward-thinking organizations are staying ahead of the curve. From the changing nature of work, through the expectations and desires of the younger generations in the workplace, learn about the strategies, approaches and technology solutions that are powering success for organizations around the world who understand the critical value of their people. This session will include a practical methodology for how to identify the key moments that matter to your employee base, and tips on how to simplify and streamline the employee experience to meet the expectations and needs of your workforce.

B-F **PANEL – The future of technologies and their impact on Human Capital Management**

13:00 pm

HR Transfo



Host: Annie Boilard | Réseau d'Annie RH

Abstract: Come listen to our panelists discuss how technologies have shaped their organizations' HR transformation.



Alain Charlebois
Senior Executive,
HR Strategy and
Performance



Ziad Nader
Director, HR Processes
and Information
VIA Rail Canada



Jean-Baptiste Audrerie
Practice Leader, Technology
& HR Transformation
HR Horizons

B-F **CASE STUDY – Don't be Paralyzed, be Harmonized!**

Oracle HCM Cloud as a Catalyst to Transform HR (session in English)

14:00 pm

HR Transfo



Jeff Haynes
Director,
Human Capital Services,
Baker Tilly



Cindy Shaw
Manager, HR Strategic
Development
Stantec



Alison Hamilton
Senior HR Business Partner
Stantec

Abstract: An opportunity to completely transform the way HR supports an organization only comes around once every decade or more (Thankfully!). Stantec, a large global engineering firm that had grown exponentially through acquisition, has seized the opportunity after subscribing to Oracle HCM Cloud, embracing its consulting partner Baker Tilly's recommendation. This session will show how Oracle HCM Cloud has been a catalyst for change to drive alignment, and clearly define and harmonize its key HR processes.

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BEST PRACTICES SEMINARS

Rooms 512 A-E and B-F

A-E

Empowering creative minds with HR process automation – with Ultimate Software

15:00 pm

HRIS
Implementation



Louis-François Poiré | Director, Global compensation, Ubisoft

Abstract: Along with on-site doctors and financial planners, Ubisoft - the 3rd largest gaming development company worldwide - provides fast HR service so employees spend the minimum time necessary on administrative tasks, such as salary reviews. Driving this effort is Ubisoft's use of advanced HR technology that lets the team operate more effectively behind the scenes. The efficiencies they've gained have translated to more time spent pushing the limits on quality, innovation, and creativity. Hear how the HR team is reducing the days, minutes, and clicks spent on HR processes.

B-F

Manpower shortage: how HR software and artificial intelligence can help you?

15:00 pm

Talent Management
AI



Patrice Poirier | President, Sigma-RH

Abstract: Manpower shortage can have bad consequences on your company: disorganization, overloaded staff, loss of customers, refusal of new contracts, etc. Attracting talents through an effective recruitment process, retaining them by developing their skills and offering them a successful employee experience is more than ever at the heart of HR departments' concerns. Discover how HR software combined with artificial intelligence can help you implement an effective talent retention strategy.

A-E

Modernizing HR and the New Hire Onboarding Experience at ServiceNow

16:00 pm

Employee Exp.
Onboarding



Philippe Normand | Advisory Solution Consultant, ServiceNow

Abstract: Making the right first impression on an employee's journey is absolutely critical and starts with creating the next-generation new hire onboarding experience. Like many organizations, ServiceNow began its employee onboarding journey with a myriad of custom and point HR solutions that resulted in broken cross-departmental processes, lack of personalization, frustrating upgrades, and an inflexible model that could no longer scale. In this session, you'll learn how we're "drinking our own champagne" by successfully replacing our legacy onboarding application with ServiceNow's out-of-the-box Enterprise Onboarding and Transitions solution. Discover how ServiceNow is building the workplace of the future by making it easy for employees to get the services they need.

TECHNOLOGY WORKSHOPS

Rooms 512 C-G and D-H

HR Tech

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TECHNOLOGY WORKSHOPS

Rooms 512 C-G and D-H

C-G CERIDIAN – Dive into Dayforce

10:00 am

HR Transfo
HCM

Eric Poirier | Sales Director, Ceridian

Abstract: Are you waiting for the next BlackBerry moment to transform your organization? Technology is rapidly changing the world of work, and HR is at the centre of this disruption. Organizations today can't simply wait for change to happen – it's imperative that decision makers get ahead and harness the trends that are increasingly reshaping their industry. However, selecting your next technology investment can be a complex process. At Ceridian, the mantra is that the value of the solution is far greater than the sum of its parts. In this session, you will hear how Dayforce, Ceridian's flagship HCM solution, has helped customers – from retailers to major sports organizations – navigate the future of work and create a culture of innovation and performance at their organizations.

D-H WORKDAY - Focusing on the moments that matter with a people-centric technology strategy (session in English)

10:00 am

Employee Exp.



Jennifer Buckley | Country Leader and Regional Vice President, Sales, Workday

Abstract: To be successful, organizations need the ability to develop and empower the entire workforce. From mapping the voyage, to executing with precision and course correcting as you go. Every moment matters when it comes to the employee experience, and successful organizations must be acutely in tune with those experiences if they want to attract and retain the best people. See Workday in action through a live demonstration and learn how to plan, execute and analyze results for continual improvement— all within a single system.

C-G APPLAUZ - When technology helps you improve the employee experience

11:00 am

Employee Exp.



Jean-François Paquin | Vice President, Applauz

Abstract: How APPLAUZ helps companies with customer experience by supporting them with their recognition program.

- Impact of these programs
- Customer testimonial
- Demo
- Sharing best practices

D-H CANGAROO – Learn how to make your daily life easier with Cangaroo RH

11:00 am

HCM
Benefits
SME

David Théberge | President, Cangaroo

Abstract: In addition to simplifying your administrative tasks, your employees will be able to use this self-service Web application to request a vacation and find their documents. You will also learn how to facilitate your HR processes: integration, social benefits, performance appraisal, training, and much more!

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TECHNOLOGY WORKSHOPS

Rooms 512 C-G and D-H

C-G CORNERSTONE ON DEMAND:
Assessing the self-directed learner (session in English) **13:00 pm**

Learning
Talent



Dr. Tom Tonkin | Principal, Thought leadership and Strategy, Cornerstone on Demand

Abstract: In this session, Dr. Tom Tonkin addresses several emerging mobility trends through examining how companies are addressing these new, often conflicting aspirations. Discussing specific actions, he will walk the audience through how to assess your own self-direction characteristics, identify different levels of self-directed learning and review different interventions on increasing one's self-direction. Success stories, lessons learned and others available resources will be shared to bolster your organization's self-directed learning strategies.

C-G HRWIZE – The ingredients to maximize the added value of your HRIS **14:00 pm**

HCM
HR Transfo



Silvia Burgin | Senior Consultant, HRWize

Abstract: In this workshop, discover inspiring examples of clients who have leveraged the HRWize solution (Cloud HR management solution) to become more efficient and agile in their HR processes while developing more strategic components like the commitment and development of their employees. Drawing on our daily experience, we will unveil our best practices on how to properly prepare your project and the key elements for a successful implementation in your organization.

D-H ULTIMATE SOFTWARE - Discover the key differentiators of UltiPro **14:00 pm**

HCM
HR Transfo
SME



Reece Hay | Software Presales Consultant, Ultimate Software

Abstract: Discover the key differentiators of UltiPro with this live demo of our human capital management solution. Created with busy HR/payroll professionals in mind, this demo will show you:

- Why so many leading companies choose Ultimate Software
- The benefits of one, unified cloud HCM solution
- How UltiPro can be used to increase employee engagement
- Why our "person-centric" design is so important, and so much more!

C-G ORACLE – Make work more human (session in English) **15:00 pm**

HCM
HR Transfo



Michael Hogan
Group Vice President,
North America HCM
Oracle



Rachelle Graham
Senior HCM Solution Consultant
Oracle

Abstract: Discover how Oracle HCM Cloud helps make work more human with our simple, smarter, and agile innovations. From re-imagining how employees and managers interact with their HR and enterprise systems with digital assistants, to enabling HR professionals with the tools that enable them to completely redesign their global HR processes, come see how the simply powerful Oracle HCM Cloud can help your organization create tomorrow, today.

TECHNOLOGY WORKSHOPS

Rooms 512 C-G and D-H

D-H

**CEGID – The unicorn you're looking for is in plain sight:
Change your perspective to improve your recruitment**

15:00 pm

Talent
Acquisition



Pierre Roy
Sales Engineer, Cegid



Jacques Gaumont
HCM Consultant, Cegid

Abstract: Recruiters often make huge efforts in search of the perfect candidate, the unicorn. Often this unicorn is to hand. To find it, the recruiter can modify his approach and equip himself with a tool to change his perspective to simplify his research.

C-G

**SYNTELL – Capital Human 4.0, the newest generation
of SYNTELL products in HR analytics**

16:00 pm

Analytics



Patrick Schwarz
President, Syntell



Andrée Laforge
Vice President, Employee Experience and
Enthusiast Product Manager, Syntell

Abstract: From the dashboard for senior management to automatic learning (allowing to predict risks and prescribe actions), SYNTELL Capital Human provides all actors concerned with talent shortage the best information available to guide their decisions at any time. In addition, an integrated survey module combines qualitative aspects with data from existing HR systems in order to have a complete picture of the situation. Finally, SYNTELL proposes a succession planning module, which supports this important process based on analytical capacity.

D-H

**NAKISA – Achieving efficiencies in organizational design
on a global scale (session in English)**

16:00 pm

Analytics



Sebastiaan Bos | Director of Product Management HCM, Nakisa

Abstract: Going through major organizational design initiatives doesn't have to be long and stressful. But executing an organizational restructuring without an org design solution creating a clear plan and thought out design will seriously impact the time taken to execute and overall success. Utilizing an organizational design solution helps you understand the data and reporting, identify and retain key talent, write back to your existing HCM solution and open your eyes to options you have during this change. Join us to learn how to leverage your existing HCM data, identify data gaps, plan and model organizational scenarios to facilitate fast and informed decisions. Plan in a secure data source to align with KPIs and deploy the agreed organizational design change in a fast, efficient way.

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DISCOVER THESE START-UPS' SOLUTIONS

Rooms 512 D-H and B-F

Attend these entrepreneurs' presentations and discover their innovative solutions!

They will also have a presence on the floor in the corridor 510-511. To know where to find them, click on the map [here](#).

D-H Three solutions, 15 minutes each

13:00 pm | 13:15 pm | 13:30 pm



Serge Massicotte | Founder
Martin Mathe | Co-founder

Job Hunting and Recruiting



Mathieu Halle | Co-founder and partner

Video Interviews



Richard Pineault | Founder

Talent Management

B-F Three solutions, 15 minutes each

16:00 pm | 16:15 pm | 16:30 pm



Hélène Bourcier | President

Compensation



Maxime Gauthier | President

Workforce Management



Maxime Tremblay | Product Manager

Presence at work



SPEED CONSULTING SESSIONS With CEGID and CORNERSTONE ON DEMAND

You are planning to implement an HRIS project? Take the benefit of a 30-minute session to discuss it with an expert!*

To make an appointment, email us at info@hrtechmtl.com and indicate which company you would like to meet with and your preferred timeslot, based on the schedule below.

() Free session – No additional cost*

1

cegid

Session #...	Schedule	
1	10:00 – 10:30 am	
2	10:30 – 11:00 am	
3	11:00 – 11:30 am	RESERVED
4	11:30 am – 12:00 pm	

2

Cornerstone

realize your potential

Session #...	Schedule	
1	10:00 – 10:30 am	
2	10:30 – 11:00 am	
3	11:00 – 11:30 am	
4	11:30 am – 12:00 pm	RESERVED

List of participating organizations



The complete list of exhibitors, booth locations and floor map are available at <http://www.hrtechmtl.com/en/exhibitors.html>.

ENJOY THE TRADESHOW!