

Event Programme

April 13-14, 2022 • Palais des Congrès

This event is organized in partnership with:

PLATINUM
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EVENT SCHEDULE – DAY 1

WEDNESDAY, April 13, 2022

SCHEDULE	ACTIVITIES	ROOM
2:30 - 5:00 pm	Welcome and registration of attendees	5th floor foyer
3:30 - 4:30 pm	Conference : “The eight HR tech trends not to be missed in 2022”	515 a
4:30 pm	Vendor fair opening	517
5:00 - 7:30 pm	Networking cocktail	517

CONFERENCE | From 3:30 to 4:30 pm | Room 515 a



Romain Charbonneau

*President & Managing Director
HR Horizons*



Jean-Baptiste Audrerie

*Vice President, Business Consulting
HR Horizons*

“The eight HR tech trends not to be missed in 2022”

What you need to see at HR TECH Montreal in HR, Payroll, Time and Talent Management

Summary: Romain Charbonneau and Jean-Baptiste Audrerie will navigate through the novelties of this show to guide you in the HR technology market. Based on the needs expressed by more than a hundred customers over the past 18 months, they will point out the novelties that will change your reading of HR technologies:

1. *Talent integrated sourcing*
2. *Pay on demand*
3. *Automated talent acquisition for hourly and front-line workers*
4. *Personalized onboarding*
5. *Personalized scheduling*
6. *Microsequenced learning*
7. *Strategic workforce planning*
8. *Continuous listening to employees*

EVENT SCHEDULE – DAY 2

Thursday, April 14, 2022

SCHEDULE	Vendor Fair	Plenary sessions	Best Practices seminars		Demonstration workshops		Start-up presentations	
			514 b	515 a	516 a	516 e	516 a	516 e
Rooms	517	516	514 b	515 a	516 a	516 e	516 a	516 e
8:00 – 9:00 am	<i>Welcome and registration of participants</i>							
8:00 am	●							
9:00 am		<i>Opening keynote</i>						
9:45 am	●	<i>Coffee break</i>						
10:30 am	●	●		●			●	●
11:30 am	●		●	●	●	●		
12:15 pm	●	<i>Lunch</i>						
13:15 pm	●		●	●	●	●		
14:15 pm	●		●	●			●	●
15:00 pm	●	<i>Coffee break</i>						
15:45 pm		<i>Closing keynote</i>						
16:30 pm	<i>End of event</i>							

(* Please note that unless stated otherwise, all conferences are presented in French.

OPENING KEYNOTE SESSION

Thursday, April 14, 2022 – 9:00 am – Room 516



Opening remarks:
Romain Charbonneau

*President & Managing Director
HR Horizons*



A word from our event partner:
Pierre Colangelo

*Vice President, Sales
ADP Canada*



Keynote Speaker: Jon Ingham
Director, Strategic HR Academy

“Competing through social capital and social technologies”

**(*) Conference
in English**

Summary: *Technology increasingly offers opportunities for managing, developing and organising people more effectively. However, organisations will gain the greatest benefits from these opportunities when technology is applied to a strategic, best fit approach focused on creating value through the right people and organisation outcomes, as well as helping people meet their own individual needs.*

Increasingly, particularly after lockdowns during the pandemic, the most important of these outcomes are the social connections, relationships and conversations taking place between the people working for an organisation.

This means organisations need to develop social talent, e.g. connectors and brokers, and social leaders, who can lead from within, rather than just from above a group of people. Organisations also need to create the right groups and networks and manage the performance of these groups rather than just the performance of individuals. And they need to ensure the hybrid workplaces they provide for their people align with and support the most important of the organisation groups. The approach therefore provides a new strategic, social role for both HR and people technology professionals.

CLOSING KEYNOTE SESSION

Thursday, April 14, 2022 – 3:45 pm – Room 516



Opening remarks:
Romain Charbonneau

*President & Managing Director
HR Horizons*



A word from our partner:
Manon Poirier

*General Manager
Ordre CRHA (CPHR)*



Keynote speaker: Sébastien Belair
Executive Vice President and Chief of HR
Laurentian Bank

“These key moments that nourish the corporate culture”

Summary: *“Seeing Beyond the Numbers” is Laurentian Bank’s motto for bringing to life the hopes and dreams of its customers and employees. In the face of the many changes brought about by the pandemic, the Bank has been very agile in looking to the future of work and accurately measuring the expectations of its employees. It has chosen to adopt a hybrid model that allows its employees to choose how and from where they want to work.*

But a problem arises: how to maintain the values and beliefs of the company and generate positive interactions when most of the work is done remotely? Sébastien Bélair has studied this question and argues that maintaining a strong corporate culture requires key moments, which must be recognized, grasped and developed daily. Join us for this timely sharing of experience in the context of the gradual return to work we are experiencing.



Sylvain Tremblay, Director, Business Consulting, HR Horizons, will host this conversation with Sébastien Belair.

BEST PRACTICES SEMINARS

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

Workforce
Management

BEST PRACTICES SEMINARS

516 **The Power of Positive Psychology:**
Leading, connecting and building stronger teams through engagement 10:30 am

Collaboration
& engagement



Dr. Amir Georges Sabongui | Psychologist

Summary: How do we encourage collaboration, support well-being and fulfillment and inspire others to reach their full potential while supporting their organization's vision?

Join us for a dynamic and humorous session to learn how to inspire relationships by focusing on collaboration and contributing to the potential of the team; and how we can create meaning for our efforts: "With a strong WHY, we can tolerate any WHAT".



Pierre Colangelo, Vice President, Sales, ADP Canada,
will lead the Q&A session with Dr. Sabongui.

515 a **IT Security and Sensitive and Confidential Data:**
How to Better Manage Your Employees' Data in Your HR System 10:30 am

Data
security



Patrice Poirier | President, SIGMA-HR

Summary: With the entry into force of data protection laws and regulations and in a context of increasing digitalization, HR departments must adapt their information management. HR management software is therefore directly concerned and must secure the data that circulates. In companies multiplying HR management tools, guaranteeing the integrity and security of information has now become a real problem.

The multiplication of files, the duplication of information in various tools and their accessibility via an unsecured or shared server leave a lot of room for security vulnerabilities. Finally, the global wave of ransomware-type cyber attacks has highlighted the dangerousness of cyber threats and that no one is immune to them. It is therefore essential to attach particular importance to information security.

BEST PRACTICES SEMINARS

514 b Getting ROI on an HR Tech Implementation: Mobilization 101

11:30 am

Implementation



Stéphane Rivet
VP HR, Corporate Services,
Learning & Development
Intact



Farbod Nassiri
Senior Director, HR Transformation
PwC

(*) Conference
in English

Summary: HR Technology overhauls do not come every day, but often put major financial and capacity strains on organizations. With hopes and expectations of serious efficiency & productivity boosts and employee experience enhancements, organizations put a lot of emphasis on partnering with the right technology vendors, and the soundness of their project management protocols to avoid surprises during the implementation. The focus is mostly to go-live on time and on-budget.

Yet, we quite often see a common set of pitfalls impacting the implementation scope & timelines, and derailing the anticipated business benefits, which seemingly come from nowhere and catch HR & IT by surprise. There is no denial that ample planning, resourcing, testing, and change management are necessary, but they aren't sufficient. Through this session we want to raise the importance of "mobilization for HR Technology implementation", readying the organization on key HR service delivery, strategy, technology, data, and capability decisions that must be addressed prior to implementation.

515 a Diversity and Inclusion in Business: What's the Point?

11:30 am

D&I



Pierre Rochette
Sales Director, Eastern Canada
UKG



Robert Roy
President
Maritime Employers Association

Summary: Successive surveys continue to demonstrate that diversity and inclusion (D&I) are beneficial for organizations, regardless of their size and activity. Whether for the level of employee engagement which can be three times higher or for the profitability of a company that can earn up to 15% more with a high level of D&I. However, policies in this area remain cautious and barely 10% of companies believe they have a level of 10/10 in terms of diversity and inclusion and a quarter consider that they have a score of less than 5/10.

Employees' perceptions are often not the same as those of employers. How to manage this issue? At this conference, we will present some data and strategies at the process, culture and technology level to help your business. Real-life examples shared by UKG customers will be presented and we will even have a local company with us at this conference.

BEST PRACTICES SEMINARS

514 b **PANEL – The keys to a successful digital transformation. Lessons Learned.** 1:15 pm

Digital transformation



Host: Jean-Baptiste Audrerie | HR Horizons



Éric Beaulieu
VP, Talent & Culture
Eddyfi NDT



Marie-France Lavallée
Senior VP, HR, Communications & Marketing
Englobe Corp.

Summary: Transforming is much more than implementing an HR solution. It's transforming the work of managers and your HR team, their roles and skills. It saves time to reinvest it differently. At the end of the day, it's a very different HR service offering that propels you elsewhere.

During this panel, our guests will share what has put their department on the road to transformation:

- Reinvent paperless and self-service processes
- Simplify HR transactions and data access for managers
- Create autonomy and an engaging experience
- Optimize queries to reorganize your service

After selecting your HR technology, triggering this transformation dynamic and avoiding some typical mistakes will contribute to the success of your projects. Come and attend this sharing of experiences and exchange with our guests.

515 a **Scheduling and managing schedules in a context of shortage** 1:15 pm

Workforce planning



Renaud Grimard | Founder, Timesphere

Summary: Schedules, what a hassle! Fewer employees on the call, what a headache! Offering the right schedules means satisfying your employees, and we know they are looking for more flexibility. During this workshop and with the help of some technological innovations, we will see how to help you meet your operational requirements and the expectations of your employees in search of modernity.

We will discuss the following:

- Automation of planning
- Collaborative planning
- Optimizing shift creation
- Automation of communications
- Artificial intelligence in the detection of distress signals

BEST PRACTICES SEMINARS

514 b **PANEL – For an efficient management of the HRIS function**

11:30 am

HRIS



Host: Romain Charbonneau | HR Horizons



Isabelle Dea
Manager Innovation,
HR technology
CAE



Fanie Lauzon
Senior Director,
HR Management Systems
Intact



Stéphanie Villeneuve
Future of Work Program Leader
Banque Laurentienne

Summary: HRIS governance and proactive management are now established as activities critical to the performance and effectiveness of the HR, Talent and Payroll functions. Their success requires a unique blend of technical, human and operational expertise and judicious management of stakeholders, projects and budgets.

It's quite an order! Over the past 20 years, we have developed a solid mastery in this field right here in Quebec. This panel brings together three professionals who demonstrate this. Join this exchange and tap into their experience of inspiration and successful practices for your organization.

515 a **A new approach to strengthen your organizational culture for the benefit of the employee and candidate experience in hybrid mode** 2:15 pm

Org. culture



Carolyn Hass, PhD
Vice President, Products and R&D
SuccessFinder



Jessie Lambert
Director, Talent and Culture
SuccessFinder

Summary: COVID-19 has put the focus on HR. Whether it's transitioning to remote work or adapting to the ups and downs of employee motivation, these new aspects can be a challenge for HR teams, who are trying to establish an encouraging work culture in order to retain and onboard new employees in this new work environment.

With the help of "Cultural Fit," an HR solution focused on behavioral data, HR professionals can optimize their efforts to create a positive work environment and personalized experiences for employees and ensure that their value proposition to employees stays true to their promises.

This presentation will explain how understanding the analysis of the individuals behind your culture can help the sense of belonging, increasing retention and engagement. HR professionals will learn how to use "Cultural Fit" to attract and retain top talent.

TECHNOLOGY WORKSHOPS

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

Workforce
Management

TECHNOLOGY WORKSHOPS

516 a

WORKDAY – The power to adapt to change with Workday's enterprise platform

11:30 am

HRIS Suite



Simon Lafontaine | Principal HCM Solution Consultant, Workday

Summary: Workday is the finance, HR, and planning system for a changing world. The world is changing rapidly and the ability to change is often the deciding factor between a market leader and a struggling company. With Workday's cloud enterprise solution, you'll adopt a platform that will allow your company to adapt to the future.

In this session, we will take a look at the user experience (employee, candidate, manager, HR partner and executive) as well as the often overlooked but very important technological innovations that make it possible to be agile, efficient and provide a world-class user experience. Workday can help you with key initiatives spanning global growth, reorganizations, talent retention strategies, diversity and inclusion goals, and even return-to-work capability. In addition, you'll see how Workday's analysis gives HR full transparency on key performance indicators (KPIs) to highlight key areas in hiring practices, organizational composition, and even attrition.

516 e

SYNTELL – How to develop your maturity in HR Analytics

11:30 am

Analytics



Patrick Schwarz
President, Syntell



Andrée Laforge
Vice President and Product Manager,
Syntell

Summary: With the Kara solution, we'll show you how you can accelerate your organization's progress in HR analytics. Whether you just want to publish HR KPIs, dashboards, or go one step further by producing trend analysis, discovering correlations, using predictive and even prescriptive models, Kara follows and supports you every step of the way.

Using real-world examples, we will demonstrate how Kara enables HR professionals to fully play their strategic role within their organization.

TECHNOLOGY WORKSHOPS

516 a

APPRENTX:
B12 at the heart of a modern learning ecosystem

1:15 pm

Learning



Jean-Philippe Bradette | President, ApprentX

Summary: Learning is an intrinsic activity that takes place in many places, at different times and in many ways. In addition to disseminating training content, the modern learning ecosystem goes further by developing and supporting the learner's performance throughout their learning journey.

A modern ecosystem supports the learner before and during his training, but also after when it is time to put his new knowledge into practice. A modern ecosystem is agile, alive and it feeds on data while evolving with your needs.

See how B12 is at the heart of such an ecosystem. With the help of our application, you will be able to reduce development efforts, increase the impact of your training programs, support your learners in the workflow. In addition, B12 supports and measures the adoption of new technologies or systems.

516 e

UKG – Our purpose is people

1:15 pm

HRIS Suite



Michel Pilozzi | Solutions Expert, UKG

Summary: At UKG, our focus is on people! Our love for everything related to human resources and workforce management is matched only by our people-centered culture. Together, we are committed to inspiring employees and businesses around the world, helping to pave the way for our employees, customers and industry. Participate, you will be pleasantly surprised!

START-UPS

Come and attend the presentations of these emerging entrepreneurs to discover their innovative solutions! They will also be present at their booth in the Start-up zone of the vendor fair. View the map [here](#).

Each session's topic is highlighted in a grey box, like this one:

Workforce
Management

DISCOVER INNOVATIVE SOLUTIONS FROM EMERGING COMPANIES

516 a Three solutions, 15 minutes each

10:30 | 10:45 | 11:00 am



Martin Mathe | Co-founder, AppyHere

Topic: Why you don't need an agency, job search site, or ATS to recruit hourly employees.

Talent Acquisition



Véronique Turgeon | President & founder

Topic: Digital recruitment at Halotalent.

Talent Acquisition



Hugues Léger | CEO and co-founder, Mouse at Work

Topic: Find invisible candidates by democratizing sourcing.

Talent Acquisition

516 e Three solutions, 15 minutes each

10:30 | 10:45 | 11:00 am



Maxime Lacroix | President, Amélio
Brian Carries Naar | Associate, Amélio

Topic: Create an engaging employee experience to retain your top talent.

Employee Experience



Catherine Légaré | President, co-founder

Topic: Dive into the world of virtual mentoring to integrate and grow your teams!

Coaching



Céline Hediard | Vice President, Business Dev.

Topic: Quality of life at work and responsible behaviour.

Quality of life
at work

DISCOVER INNOVATIVE SOLUTIONS FROM EMERGING COMPANIES

516 a Three solutions, 15 minutes each

2:15 | 2:30 | 2:45 pm

heleva

*Jean-Philippe Guillemette | President
Alexandre Cloutier | Vice President*

Topic: The power to mobilize knowledge to elevate the new employee experience.

Employee Experience

OHRIZON

Rym Sghaier | Marketing International Director

Topic: Reinventing face-to-face training.

Training

KAIRA

Eric Mac Nicoll | CEO and co-founder

Topic: When technology cares about the well-being of your employees.

Financial well-being

516 e Four solutions, 15 minutes each

2:15 | 2:30 | 2:45 pm

V3
PROFILISSE par
stent AI

Alexandre Bouchard | CEO & co-founder

Topic: Artificial intelligence at the service of your recruitment.

Talent Acquisition

voilà!

Max Trudel | CEO, Voilà!

Topic: The schedule manager you'd like to be.

Scheduling

workstaff

Nick Dauchez | CEO

Topic: Reopening the economy – innovative solutions to help organizations survive the current labour shortage.

Workforce Planning

(*) Presentation
in English

AUKAZI

Lana Khoury | CEO

Topic: Aukazi, hire on demand.

Talent Acquisition



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For more information on the event,
visit our [website](#) and follow us on
[LinkedIn](#) and [Facebook](#).