



THE CHANGING WORKFORCE:  
IT'S A WHOLE

# *Different* Animal!

**Conference Session Guide**

## Being a desired gig of choice for the fast-growing, independent workforce has its challenges...

You want to engage the best talent but have to navigate the pressures of saving on cost, virtualization and complex legislation. There's also a new mindset where many workers would prefer to continue work remotely, sometimes from locations other than their home address.

Our "Different Animal" sessions are designed to help you embrace this brave new world, bring strategic, fresh ideas to your organization and remove roadblocks so you can turn your attention to the best part of your job, bringing on great talent.

**Use this guide to help you capture the conference insights you need to rally your organization around your 2021 (and beyond!) talent acquisition plan!**





## Keynote Session

### The Changing Workforce: It's a Whole Different Animal

Talent acquisition and procurement trailblazers in 2021 are struggling to adapt to changes brought about by the pandemic, technology innovation, talent acquisition model disruption and increasing regulations in safely engaging a virtualized workforce.

We get it, nothing is the same! Join TalentWave CEO, Teresa Creech, and panel of distinguished industry guests as they help kick off TalentWave's inaugural conference and share their perspectives on creative talent strategies that boldly address "The Changing Workforce: It's a Whole Different Animal!"

## Session Summary

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Central theme takeaways:

My light bulb (aha moment) learning:

Strategic value to my organization:

Things I want to use next week:





## Session 1

### The Legislative Chameleon: Changing Regulation on Worker Classification

The amount of new legislation related to worker classification has outpaced the number of days in a calendar year. Change is everywhere!

2021 promises to continue this trend, and the chameleon of regulation related to the new administration, COVID-19 and economic recovery, the recognized need for a new class of worker, and misclassification microclimates will keep employers on the edge of their seats. Join TalentWave's Neal Bhamre, SVP of Industry Solutions and Rob Cruz, VP Compliance and Senior Legal Counsel, as they tackle these colorful topics.

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## Session 2

### Migration Season: Payroll Complexities and the Virtual Worker

Out of necessity, we've learned that working outside the office, well...works. Workers are migrating to different places of residence, different states and even different countries. And they are still getting the job done. Whether it's to save on cost of living, avoid congestion, be closer to family, or simply find a change of scenery, companies are facing situations where valued employees are asking to work from locations where the employer may not have the capability of providing payroll and benefits.

Join TalentWave's Jim Hanrahan, EVP and CFO and Catherine Chidyausiku, SVP Legal and Compliance, Nichole Pitzen, VP People at Springboard, Ryan Gemmill, Senior HR Manager, Contingent Workforce Operations at North Highland, and Kathy Garner, Talent Acquisition and Global Mobility Manager, Tokyo Electron US, as they provide important perspective on things employers can do to support their migrating employees.

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**Session 3**

**Technology: The Fastest Moving Species in the Staffing Ecosystem**

Staffing. It's an industry that has traditionally been a bit fearful of change. That is certainly changing now! Business intelligence tools, AI, machine learning, innovative sourcing, and apps that enable better, faster, broader recruiting, have upped the game in the last five years. This pace is changing talent acquisition and management at the strategy level.

Those who embrace technology can cross the finish line first in the race for great talent. TalentWave's SVP of Solutions, Neal Bhamre will host a panel of staffing technology leaders as they discuss ways to swiftly get the job done!

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## > **Session 1** Survival of the Fittest: The MSP Transformation

By the time you join this cannot-miss session, being 'fit' was so last quarter (at least in our personal lives) and transformation takes work! But the fittest procurement and talent acquisition leaders at smart companies want to attract and engage in the best talent no matter the season.

Winners will survive and thrive when they have a solid, bulletproof plan for evolving their MSP program over time. Concepts like SOW expansion, blended RPO components and direct sourcing are just some of the "new" approaches. In this 50-minute deep dive, we'll talk shop by sharing best practices, lessons learned and some skinned knees of how successful companies can transform their talent acquisition strategies and leverage the heavy lifting MSPs provide.

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## **Session 2** The Animal Kingdom: Roundtable Sessions

While the animal kingdom has seven levels, we know you have a day job, cost pressures and talent to engage! We recognize that intimate, fast-paced sessions (we'll spare you the speed-dating comparison) are a great way to share ideas with peers in your industry who are facing the same challenges you are! Join TalentWave's business solutions experts who will facilitate insightful, 20-minute discussions on topics that may be costing you a restful night's sleep. (insert crickets chirping)

**These breakouts are a deep dive into the topics of changing regulation, payroll challenges and employee virtualization, talent planning during economic recovery, and direct sourcing.** Pick one, pick all! Last night's leftovers for lunch are welcome, and candid conversation is encouraged!

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## Closing Session

### Final Takeaways: Preparing to Swim with the Sharks

Are you tired of animal metaphors yet? The staffing world has become a 'whole different animal' and the tactics and methodologies that worked in the recent past, aren't as relevant in our brave new world.

Join TalentWave's SVP Business Solutions, Karen Sawyer, and CEO, Teresa Creech, for a final recap of this event's learnings. We'll close on what our industry can do to keep this ecosystem swimmingly moving forward to make our clients most successful in their quest for great talent.

## Session Summary

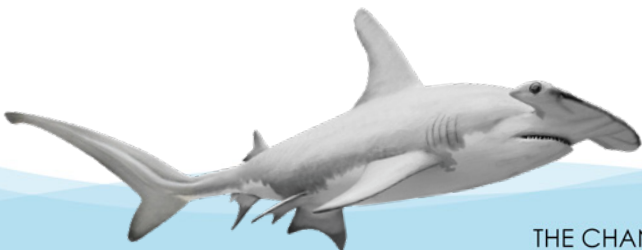
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**Miss a session? Loved it so much  
you want to share it with your team?**

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