

Looking Forward: An open conversation on the skills needed for HR systems professionals today and tomorrow

September 14, 2016

Moderator: Lynne E. Mealy, HRIP, CFO/Secretary, HRIM Foundation

Panelists:

Bryan Harris, Director Talent Delivery, Talent Connections

Nov Omana, HRIP, CEO/Founder, Collective HR Solutions, Inc.

Jim Pettit, HRIP, SHRM-SCP, HR Systems Leader, Halyard Health

HRIM FOUNDATION
Human Resource Information Management



Housekeeping Items

- ❑ All attendee phone lines are on mute.
- ❑ On the right hand side of the screen you will see the Attendee Control Panel. The Control Panel contains panes that can be expanded or collapsed by clicking the +/- on the left side of each pane. Panes include the Audio Pane, Handouts Pane and Questions Pane.
- ❑ If you are joining the webinar using VoIP, please note that audio quality can vary based on your audio software/hardware manufacturer as well as your operating system.
- ❑ To switch audio formats during the webinar — in the Audio Pane, select either Use Telephone or Use Mic & Speakers. If switching to the telephone, be sure to enter the Audio PIN noted in your Control Panel.
- ❑ The Questions Pane will allow you to submit questions. If you would like to ask a question — please type it in via the Questions box.
- ❑ Questions will be answered at the end of the presentation.



About the HRIM Foundation

- Established in 2008, the Human Resource Information Management (HRIM) Foundation is an independent, charitable, 501(c) (3) organization.
- Provides IHRIM with funding for programs that support IHRIM's purpose, vision and commitment to advancing the profession.
- Monies raised fund projects and initiatives that help better prepare you for tomorrow's HR information and technology management challenges.
- For more information: <http://www.ihrim.org/foundation>
- To make a donation: http://bit.ly/HRIMFoundation_Donate

About the Speakers



Lynne E. Mealy, HRIP, CFO/Secretary, HRIM Foundation

- Over 33 years experience in Human Resources with focus on HR information systems and strategic management
- IHRIM member since 1983, serving in a variety of volunteer leadership roles including Chairman of the Board
- Former IHRIM President and CEO; currently serves on the HRIM Foundation Board as Chief Financial Officer/Secretary



Bryan Harris, Director Talent Delivery, Talent Connections

- Built solid relationships with clients and top performing full time hire and contract candidates for over 30 years
- Experience encompasses very broad variety of IT solutions and technologies, including HR technology
- Member of IHRIM, SHRM and The Technology Association of Georgia

About the Speakers



Nov Omana, HRIP, CEO/Founder, Collective HR Solutions, Inc.

- Over 35 years in the HR Technology arena; assisted numerous companies in structuring their HR technology strategy and systems
- Known for his thought leadership and understanding of combining and leveraging technology with a reputation for “connecting the dots” between technologies to solve business problems
- Serves on several industry boards and is a Director on the HRIM Foundation Board



Jim Pettit, HRIP, SHRM-SCP, HR Systems Leader, Halyard Health

- Active in the establishment of an HR systems team with over 14,000 workers in 17 countries
- Has more than two decades experience in HR Systems implementations, continuous HR process improvement and leading HRIS support activities
- Chairman of the IHRIM Board of Directors and serves on the HRIM Foundation Board

Webinar Objectives

- Discuss the technology changes impacting the HRIS arena and how does that impact the job
- Is the HRIS role changing and how
- How do I grow my HRIS skills in light of change

Polling Questions A and B

- What is your role in your company:
 1. Hiring Manager
 2. Individual Contributor
 3. Contractor

- How many years of HRIS experience do you have?
 1. 10 or more years
 2. 5 to 10 years
 3. 2 to 5 years
 4. Less than 2 years
 5. None

Panel Question #1

- ▣ As companies move from the “on premises” to “cloud” solutions, do you see the skills and the responsibilities changing for a person in the HRIS role?

Panel Question #2

- ▣ Moving into the future, do you see the role of the HRIS staff broadening or narrowing and why?

Polling Question C

- What type of professional certification do you hold:
 1. HRIP, PMP
 2. SHRM/HRCI HR Professional, CPP
 3. Other
 4. I don't hold a certification

Panel Question #3

- ▣ If I am in the HRIS function, what recommendations would you make in terms of where to get further education on current and new skills?

Please type your question into the Questions pane and click the send button.

The screenshot displays the GoToWebinar interface with the following sections:

- Attendee List (2 | Max 201):** Includes tabs for "Attendees (1)" and "Staff (1)". A dropdown menu is set to "NAMES - ALPHABETICALLY", showing "Corena Bahr (Me)". A search box is located at the bottom right of this pane.
- Audio:** Shows "Audio Mode" with radio buttons for "Use Telephone" and "Use Mic & Speakers" (selected). A "MUTED" indicator and a volume level bar are present. A link for "Audio Setup" is provided.
- Talking:** Indicates "Suzie Smith" is currently speaking.
- Questions:** Features a "Questions Log" with a question "Q: Is there a volume discount?" and an answer "A: Yes! We will send you more info after the event." Below the log is a text input field containing "Yes" and a "Send" button.
- Footer:** Displays "Webinar Now" with "Webinar ID: 731-938-951" and the "GoToWebinar™" logo.

Upcoming IHRIM Events

September 20-21, 2016

IHRIM's Workforce Analytics Forum in San Francisco – **Registration is still open!**

September 28, 2016

IHRIM Webinar: Inside IHRIM with Jim Pettit September 2016

This webinar is free for both IHRIM Members and Non-members.

October 5, 2016

IHRIM Webinar: Data Quality for HR - staying ahead of the data pessimists!

This webinar is free for IHRIM Members and Non-members may attend for a fee.

October 25, 2016

IHRIM Webinar: Highlights from the HRchitect HR Communication Preferences Survey

This is an IHRIM Members only webinar.

November 1 – 17, 2016

IHRIM's HRIP Certification Exam Review Course Live Webinar Series November 2016

November 9, 2016

IHRIM Webinar: Highlights from the 19th Annual Sierra-Cedar HR Systems Survey

This is an IHRIM Members only webinar.

November 30, 2016

IHRIM Webinar: Inside IHRIM with Jim Pettit November 2016

This webinar is free for both IHRIM Members and Non-members.

Education Credit



This program, #10210, has been approved for 1 recertification credit hour toward IHRIM's Human Resource Information Professional Certification Program. Please visit www.ihrim.org for additional information.

Thank you for attending!

- Thank you for attending today's webinar. We would appreciate if you would take a few moments to complete the post webinar survey.
- A link to the recording will be available to all registrants of the webinar.
- Thank you to our moderator and panelists.
- Thank you to the HRIM Foundation for their partnership.