

A background image of autumn leaves in shades of yellow, orange, and red, with dark branches, set against a light teal background.

# ERA

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## Autumn Conference & Networking Event

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**Tuesday 14th November 2017  
1.30pm - 7pm (GMT)**

**Sadler's Wells Theatre**

Rosebery Avenue, Islington, London EC1R 4TN, UK

# Welcome to the ERA Autumn Conference & Networking Event 2018

## Agenda

**1.15pm** Registration and Refreshments

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**2.00pm** Welcome and Speaker Presentation **Helen Haddon - Director - ComplyGDPR**

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**2.45pm** Break

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**3.00pm** Invenias Gold Sponsor Presentation

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**3.30pm** Speaker Presentation - **Matt Burney - Employer Insights Strategist EMEA - Indeed.com**

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**4.15pm** Dillistone Gold Sponsor Presentation

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**4.45pm** Speaker Presentation - **Katrina Collier - Chief Searchologist at The Searchologist**

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**5.30pm** Networking event - Drinks reception and prize draw

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**6.00pm** Canapés

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**7.00pm** Event ends

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## Wifi Details

**Network:** SWT-EVENTS **Password:** Apollo11 (case sensitive)



## Follow us today

**@E\_R\_A #ERACONF @SadlersVenue**

# The GDPR Challenges

**Helen Haddon** ComplyGDPR Business  
Founder & Director

*The GDPR creates challenges for executive search researchers - learn what these are and hear about approaches to keep on the right side of the GDPR.*

Helen has over 25 years' experience working at partner level in professional services businesses. She has spent 20 years working in the executive search industry. She was Global Head of Information Management and Support at Egon Zehnder International and a partner at Odgers Berndtson where she was Operations Director.

In the past two years she has been engaged as an independent consultant by UK and global executive search firms. Helen is a director of Creating Virtuous Circles Ltd which is the owner of the ComplyGDPR trademark.

She has worked with the SynergyGroup for over 10 years on a variety of projects at Odgers Berndtson and other executive search firm clients.

She has a solid track record in identifying process changes to support business strategy and goals. She has strong project management skills and has designed and led a variety of change management programmes including operational change and IT transformation projects across business units and entire businesses globally.

Helen holds an MSc in Advanced Information Technology and a BA Hons in Humanities (Linguistics, French and IT).



## **Selected relevant experience includes:**

- Working with lawyers to draft a number of policies including new data protection and social media policies, introducing new processes and training to support the changes across Odgers Berndtson.
- Working on group policies and processes at EZI including international candidate handling and ownership, off limits policies, IT policy and global knowledge management strategy.
- Reviewing and negotiating client and third party contracts.
- Designing an innovative real time assignment audit and reporting programme for Odgers Berndtson. Training all consultants and staff to ensure quality levels were consistent across all assignment work.
- Extensive experience of designing and delivering training programmes to implement and support change initiatives using a variety of training methods including workshops, computer based training modules and producing training videos.
- A member of the EZI Global Professional Development team where Helen led the Research Best Practice Training Programme which focussed on creating effective consultants, EAs and researcher teams. This was rolled out to all offices globally under Helen's leadership.
- Designing and taking the lead on the Odgers Berndtson New Consultant Training course for consultants joining the network.
- Managing a geographically distributed team of 20 knowledge managers providing a service to the 54 offices.





## Gold Sponsors Mini Workshops

### **Gathering talent intelligence for more effective searches** Ken Fifield, Invenias

How can you use your search software to drive a more efficient and effective research process? Join Ken Fifield, Senior Sales Executive at Invenias, for a workshop and demonstration of how to use scoring, likes and feedback to

improve the research process. Ken will demonstrate how you can capture and leverage the high value data that is unique to your firm, transforming your productivity and the effectiveness of your searches.

### **Introducing GatedTalent** Jason Starr, Dillistone

How any researcher can stay compliant in an efficient and cost-effective manner!

GDPR is coming and will impact every recruiter - be it a global search firm or an independent researcher. Dillistone's new GatedTalent

application will help manage the process for even the smallest of firms - and offer a host of additional benefits at the same time!

## For more information about the ERA

Visit: [www.theera.org](http://www.theera.org) | Call: 01442 828846 | Email: [sarah@theera.org](mailto:sarah@theera.org)

# Transformational talent

## Matt Burney Employer Insights Strategist EMEA - Indeed.com

Talent professionals know the allure of the exceptional hire. Those whose impressive resume, career path or charisma seem to guarantee high performance. We've been told the workforce contains a finite pool of these invaluable employees—but does it? What if you could look beyond standard recruiting assessments to identify more candidates? Ones with a high potential to transform your organisation?

Matt is a well-known figure in the UK Recruitment industry, with a recruitment career spanning over 20 years. Matt has worked both sides of the table, as vendor and client and has a huge amount of industry knowledge and experience.

Matt has been privileged to have been involved in some of the industry's leading events as a speaker, host and panel member and has been regularly featured in specialist, national and international media (CNN, BBC, The Times, The Telegraph and many more).

Having spent the past few years travelling the world, speaking at recruitment industry events and working with some of the world's largest employers on recruiting strategy Matt has gained a huge amount of insight into the motivations, issues and opportunities the recruitment industry has right now.



## Do you look like a recruiter worth talking to?

**Katrina Collier** Chief Searchologist - Social Recruiting Trainer & Speaker

*When 156 million emails are sent each minute, 16 million text messages and all the other interruptions, interactions that fight for my attention, why should I give you my time? Time is precious; you can bet I am going to look at you before I reply, what will I find?*

Since 2009, Katrina Collier has been showing SMEs to global Corporates around the world how to source their staff on social media; transforming HR & Recruiters into Certified Searchologists. London UK based, Katrina is a social recruiting expert; a global trainer and keynote speaker, sharing proven techniques gained from over a decade of full cycle recruitment and social recruiting experience.

Katrina is one of The 100 Most Influential People in HR & Recruiting on Twitter and she

is quoted in HRReview, SHRM, The Staffing Stream and Cambridge University's Strategies for Success. She is a regular HR & Recruitment keynote, including SourceCon, RecruitDC, SOSU Sourcing Summits in Australia, New Zealand, Europe & Asia, the Social Recruiting Strategies Conferences, and even to the Singapore Government.

When she's not on a plane, you'll find her tweeting @KatrinaMCollier and on Instagram, LinkedIn & Facebook amongst others.



## Networking Drinks and Canapés

A big thank you to our speakers and sponsors and to all our delegates for attending today. Please join us for drinks and canapés at the networking session following the last presentation.

There is a prize draw for a £30 M&S Voucher. Just complete the survey in your programme and hand in to any of the committee.



# Sponsors - With thanks to our sponsors

## GOLD SPONSORS



**FileFinder Anywhere**, the leading Cloud Executive Search Software, is used by more executive search firms than any comparable product. We think it's because it is fast, flexible, easy-to-use, offers superior Outlook integration even on Apple computers and increases users' efficiency with powerful research and reporting tools. Our clients just say this: "Previously, I used a well-known competitive product, and enjoyed using it very much - however, now that I am using FileFinder Anywhere, I would not swap back for love or money!" The recently announced exclusive integration with GatedTalent, the platform connecting executives to executive recruiters worldwide, will allow FileFinder users to search the app, manage compliancy (with full support for the GDPR concepts of "Consent" and "Legitimate Interest") and receive updates from executives in an entirely seamless manner.



**Invenias** is the world's leading cloud-based platform for executive search and strategic hiring teams. Our passion for creating powerful, yet easy-to-use software has revolutionised the experience and expectations of the executive search profession. The Invenias platform enables you to deliver search assignments more effectively and transform the productivity of your operations. Invenias' simple and intuitive applications allow you to capture and leverage the high value data, knowledge and insight within your organisation's professional network and drive full adoption and user participation across your team.



**If you are interested in sponsorship please get in contact**

Visit: [www.theera.org](http://www.theera.org) | Call: 01442 828846 | Email: [sarah@theera.org](mailto:sarah@theera.org)



## **ERA Upcoming Events**

### **December 2017 - ERA/AESC Researcher Development Certificate - Members only**

**Monday 4th December - Thursday 7th December 2017 3.00pm GMT**

Become a qualified executive researcher - online course.

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### **December 2017 - Sourcing Candidates Webinar**

**Wednesday 6th December | 1.00pm - 2.00pm**

Webinar with Martin Lee.

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### **February 2018 - Researcher Skills & Techniques Workshop**

**Thursday 8th February | 1.30pm - 4.30pm at Hays Executive, London**

Trainer: Stephen Buchanan - Research Europe.

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### **March 2018 - Researcher Skills & Techniques Workshop**

**Hays Executive, London**

Trainer: Louise Haines - Hays Executive.

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### **April 2018 - ERA Annual Conference & Research of the Year Award**

**Wednesday 25th April | Sadler's Wells - London**

**For details and further information  
please visit [www.theera.org/events](http://www.theera.org/events)**