



## WHAT YOU MISSED AT THE 2023 VMS PROFESSIONALS CONFERENCE

Building the Best: Teams, Tools and Talent



It's still somewhat hard to believe that last week marked our 16th annual VMS Professionals conference. We started this organization 20 years ago – which seems like both yesterday and a lifetime ago!

Our annual conference is always one of the highlights of our year, and we were so excited to bring it back in person. If you were unable to join us, here's a quick recap of what you missed!

**INCREDIBLE** keynotes with our attendees' favorite word in common: **DATA**.



We were so lucky to bring in some outside experts for multiple sessions at the conference. George Anders from LinkedIn was the perfect opener, sharing TONS of workforce data sliced and diced every which way. It gave us all a nice “lay of the land” when we think of how talent availability, preferences, and demand has changed.

The other keynote was an insightful legal check-in by Tiffany Fordyce and Jena Valdetero with Greenberg Traurig. Who knew we could have so much fun discussing regulatory updates for 90 minutes? The two of them proved to be incredibly knowledgeable, covering joint employer liability, pay transparency, artificial intelligence, and data privacy.

## Prevailing hot topics prove to be a mix of old and new



Now, what happens at the VMS Professionals conference STAYS at the VMS Professionals conference. In fact, we even host a session each year where exhibiting vendors aren't even allowed in the room. However, we do think it's helpful to share the topics that seemed to get the most airtime (in case you're considering joining us next year!).

We say that the hottest topics were a mix of old and new, because in a lot of ways program owners are still struggling with age-old issues. Securing executive buy in. Figuring out the best way to structure a program and deciding how many internal resources are needed. Getting hiring managers to ACTUALLY USE their processes. Meaningfully tapping into program data. These are all still issues for program owners, regardless of company size or program maturity, quite frankly.

That said, the shiniest objects in the room were some pretty progressive initiatives FINALLY gaining some traction. There were a good number of attendees who are having success with direct sourcing. Many are also moving towards a real, tangible application of total talent management, especially at the point of decision making for hiring managers. It definitely feels like we're inching closer to reality in regards to a few buzzwords.

### Our favorite 2023 conference moments

The connections. Honestly, there's no better feeling than providing an opportunity for experienced and new program owners and stakeholders to meet, find commonalities, and help each other build and improve their programs with the insights and advice of their peers. Our VMS community is one of a kind!

The openness of our attendees. Not surprisingly, our sessions were full of really insightful Q&A time, with panelists and audience members alike sharing their experiences and lessons learned. That's where the real magic happens!

We were HONORED to have United Airlines captain Jill Mills and Daniel Smrokowski from the Special Olympics join us to talk about United's groundbreaking inclusive employment program. So inspirational!



We're going to dig into more specific takeaways from the 2023 conference in another post. Anything in particular you're curious about? Now's your chance!