

Got Innovation?

New Ways to Think About HR, Assessments, and Surveys

IT Survey Group Conference
Tuesday, April 8th 2008

Hosted by the IT Survey Group and Google
Mountain View, California



Google™

Got Innovation?

New Ways To Think About HR, Assessments and Surveys



Innovation is critical to the successful growth of high tech companies. But do we really understand what drives innovation and how HR can assist with encouraging innovation in our organizations?

2008 Spring IT Survey Group conference hosted by Google on April 8th

The Information Technology Survey Group (ITSG) and our member host, Google, invite you to join us for an enlightening and productive IT Survey Group conference with a special focus on innovation. The meeting will be held on April 8th, 2008 at Google at 1600 Amphitheatre Parkway in Mountain View, CA. We'll discuss innovations in HR practices, as well as the field of employee surveys. The conference will include a keynote address from IDEO, the world's leading design firm that "*helps organizations innovate through design.*" We'll also have a panel of experts in the field of HR discussing their thoughts on future innovations in HR and assessments. And you will have the opportunity to network and share best practices with ITSG members from 20+ of the world's top IT companies. This event is a good fit for practitioners new to the field of employee surveys and assessments, as well as for specialists interested in more advanced discussions on specific topics. Presentations, discussion forums, networking and encounters with Google cuisine will ensure a great learning experience for all.

What is the ITSG?

The Information Technology Survey Group, ITSG (www.itsg.org), is the leading benchmarking consortium for employee surveys in the IT industry, consisting of the following: Accenture, Agilent, Cisco, Dell, Deutsche Telekom, EDS, EMC, Google, HP, IBM, Intel, Intuit, Microsoft, Nokia, SAP, Siemens, Sun Microsystems, Synopsys, T-Systems, Unisys and XEROX. Members of this non-profit organization increase their business results via highly effective employee surveys. These companies enjoy access to comparative employee survey data from other IT companies, enabling them to assess how they measure up to industry leaders. ITSG networking and global benchmarking of processes and best practices give members a better understanding of customers, competitors and partners. In addition, members increase their understanding of survey technology tools and methods by sharing knowledge with peers and learning from external experts.

We are looking forward seeing you at the IT Survey Group conference at Google on April 8th.

Franz Deitering
Chairman IT Survey Group

To RSVP or ask questions, please email Michelle Donovan at mdonovan@google.com.



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Agenda for ITSG Spring 2008 Meeting at Google

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Day One Tuesday, April 8th

8:00 – 8:30	Arrival and Breakfast	
8:30 – 9:00	ITSG Welcome	Franz Deitering
9:00 – 11:15	HR Innovative Practices of the Future	<ul style="list-style-type: none">• Ed Lawler, Center for Effective Organizations• Wayne Cascio, University of Colorado, Denver• Karen Paul, 3M
11:15 – 12:00	Lunch and Networking	
12:00 – 1:00	Innovation at Google	Laszlo Bock, VP of People Operations, Google
1:00 – 1:15	Break	
1:15-2:30	Innovation in Survey and Assessment Practices	<ul style="list-style-type: none">• Michelle Donovan, Google• Alexis Fink, Microsoft• Craig Ramsay, Intuit
2:30-3:30	Breakout groups: <ul style="list-style-type: none">• Reporting• Action planning• Open-ended comment analysis• ITSG workforce analytics	
3:30-4:30	Organizing for Innovation	John Foster, Head of Talent & Organization, IDEO
4:30 – 5:00	Closing	Franz Deitering
6:00	Dinner	To be hosted at Google

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Day Two Wednesday, April 9th

8:30 – 9:00	Arrival and Breakfast	
9:00 – 10:15	New member application & vote: Yahoo	Cindy Owyong and Ceming Chao, Yahoo
10:15-11:30	New member application & vote: Computer Associates	Jamie Moore and Kate Acritani, Computer Associates
11:30 – 12:30	Lunch	Your choice: Charlie's Cafe, Andale Cafe, or No Name Cafe
12:30 – 1:15	Tour of Google campus (optional)	
1:15-1:30	Break	
1:30 – 3:00	ITSG business <ul style="list-style-type: none">• Chair (Franz)• Vice chair/Marketing (Craig/Michelle/Vivienne)• Norm (Ralf)• Treasurer (John)• Translation project committee (Tine)	
3:00 – 3:15	Break	
3:15 – 4:00	Meeting wrap-up and planning for ITSG fall 2008 meeting	Franz Deitering & Norene Huber
4:00	Meeting ends	

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