



2017 Large Firm Forum

November 10, 2017

*Sheraton Grand at Wild Horse Pass
Phoenix, AZ*

AGENDA

- 8:30 – 8:35 am **WELCOME & OPENING REMARKS**
Mark Roberts, CEO, TechServe Alliance
- 8:35 – 8:50 am **Discourse on Disruption: Candid Conversations with Thought Leaders**

Through the Looking Glass: Defying Conventional Wisdom
“Why, sometimes I’ve believed as many as six impossible things before breakfast.”
--The Queen of Hearts

Mark Roberts, CEO, TechServe Alliance
Pat Patel, CEO and President, Intelliswift Software, Inc.
- 8:50 – 9:00 am **EXCELLENCE AWARDS RECOGNITION - LARGE ENTERPRISE FIRMS**
Mark Roberts, CEO, TechServe Alliance
- 9:00 – 10:00 am **2017 OPENING KEYNOTE**
Team of Teams: New Rules of Engagement for a Complex World
Chris Fussell
Managing Partner of McChrystal Group
Sponsored by JobDiva
- 10:00 – 10:30 am **TECHSERVE TRADE SHOW NETWORKING BREAK**
- 10:30 – 12:00 pm **LARGE FIRM FORUM WELCOME & INTRODUCTIONS**
- Gene Holtzman, CEO & Founder, Mitchell Martin, 2017 LFF Co-Chair
 - Bob Dickey, Past President, Randstad Technologies, 2017 LFF Co-Chair
 - Mark Nussbaum, COO, Signature Consultants, 2017 LFF Co-Chair
 - Scott Aicher, COO, Rapid Global Business Solutions, 2017 LFF Co-Chair
 - Tom Nunn, President, Tom Nunn Consulting, LLC, 2017 LFF Facilitator
- INTRODUCTIONS** One executive from each participating company should be prepared to give a brief (1-2 minute) overview of their company.
- Include comments such as: services provided, size, geographic footprint, business mix, and how your company is performing YTD.
- STRATEGIC DISCUSSION** We will spend the rest of the agenda with in-depth discussion on the topics below. Participants are encouraged to prepare in advance and share insight and information.
- 12:15 – 1:15 pm **NETWORKING LUNCH WITH INDUSTRY LEADERS**

Agenda (cont.)

1:15 - 4:00 pm **STRATEGIC DISCUSSIONS**

4:00 PM **RECAP AND RETURN TO THE TECHSERVE ALLIANCE ANNUAL CONFERENCE**

STRATEGIC DISCUSSION TOPICS

Participants are encouraged to prepare in advance and share insight and information about the topics below:

1. What are the top challenges your firm faces and what do you see as your top strategic initiatives as you look towards 2018. We will compare, contrast, look for similarities and provide guidance.
2. Best practices/effective compensations plans for sales & recruiting, P&L/Branch Manager or executive roles. Good comp plans drive desired behaviors. Do yours? What are some new and innovative trends in compensation?
3. Using low cost offshore models. Who is using this now, who is thinking about it, what models work the best, what are key metrics to track like cost per placement, etc.
4. Immigration reform and the possible implications on our ability to use H1-B's. A lot of noise and controversy out there right now with some of it particularly harmful if passed. What does the current legislative agenda look like, what might it mean a to any change in our strategy to use H1-B's via subs, sponsor direct or not having the ability to use them at all? We could also compare best practices we each have in place for using H1-B's including controlling the ratio to total billing consultants, qualifying & controlling your subs with appropriate terms or even different comp plans for your recruiters that use a lot of H1-B's.
5. Growing your own leadership vs. hiring from the outside to fill important roles...who is doing what...training, coaching, formal career paths, etc.
6. Hunter vs. Farmer: Pros & Cons of having a true hunter bring in business then lay it off to a farmer who grows (or just services it). Many firms with a lot of "no touch" business already have this and there seems to be of growing interest with some staffing companies to evolve a similar model for their high touch business. What are the best ways to manage this including compensation that is affordable?
7. Rapid Fire Question & Answer. Come prepared with your firms questions and willingness for an open discussion on the topic with your industry peers.