

ASSOCIATION OF EMPLOYMENT PROFESSIONALS
2013 RECRUITERS BEST PRACTICES SUMMIT
EXCELLENCE IN EMPLOYMENT AWARDS
SEPTEMBER 17, 2013
BENTLEY UNIVERSITY



Time	Event	Speaker	Location
7:30 - 8:30	Networking/Breakfast/Opening Remarks	Lou Gaglino	Exec Dining Room
8:30 - 9:30	Keynote	David Mendoza	Exec Dining Room
9:40 - 10:40	Sourcing	Glenn Gutmacher	Exec Dining Room
9:40 - 10:40	Employment Law - Immigration	Matthew Lee	325AB
9:40 - 10:40	Referral Program	Henry Glickel	Danielson
10:40 - 10:50	Refreshment Break		Exec Dining Room
10:50 - 11:50	A Conversation on College Recruiting & University Relations	Lou Gaglino (Boston College), Jean Papalio (Tufts), Maura Quinn (Liberty Mutual), Joe DuPont (Brengleis)	Exec Dining Room
10:50 - 11:50	Employment Law – General Update	John Tocci	325AB
10:50 - 11:50	Referral Program	Henry Glickel	Danielson
12:00 – 1:15	Lunch/Networking Excellence in Employment Award	Lou Gaglino	Exec Dining Room
1:15 – 2:45	Sourcing	Conni LaDouceur	Exec Dining Room
2:45 -3:00	Wrap-up / Raffle		Exec Dining Room

John served as the Co-Chair of the Massachusetts Bar Association's Employee Rights and Responsibilities Practice Group. John also served as the Management Chair of the MBA's Massachusetts Commission Against Discrimination Parental Leave Guidelines Subcommittee and served on the MBA's Massachusetts Commission Against Discrimination Disability Discrimination Guidelines Subcommittee.

He is admitted to practice in Massachusetts and before the U.S. District Court for the District of Massachusetts and the U.S. Court of Appeals for the First Circuit. He earned his B.A. from Boston University (1985), and was awarded his J.D., magna cum laude, from The American University, Washington College of Law (1992).

Lou Gaglini, Associate Director, Employer Relations, Career Center, Boston College

Lou is the Associate Director of Employer Relations at the Boston College Career Center. He has over 20 years of leadership experience in talent acquisition, placement, staffing and employment with proven expertise in strategy, design, and delivery of programs of all sizes. He is also a court qualified Vocational Expert in Employability & Hireability. Lou is a former Assistant Professor of Cooperative Education within Northeastern University's College of Business Administration and has corporate experience including five years with the international professional services firm of Deloitte & Touche LLP, initially as Director of Recruiting in the Boston office and subsequently as National Manager of Campus Recruiting in its Worldwide Headquarters. Other experience includes roles as a Senior Consultant and HR Manager with Polaroid, redesigning and launching new recruiting programs and other talent acquisition initiatives.

Jean Papalia, Director, Career Services, Tufts University

As Principal of A+ Etiquette and Director of the Tufts Career Center, Jean Papalia has more than 25 years of Career Development experience working with thousands of employers and job candidates. Coupled with her training as a Professional Protocol Consultant, she presents uniquely effective and interactive programs on Dining Etiquette, Professional Networking, and Business Protocol. She has served as the Career Center Director at Tufts University in Massachusetts since 1998. As such, she is responsible for the campus-wide delivery of all programs and services involving career development, experiential education, and employer relations for undergraduates, graduate students, and alumni of the Colleges of Arts, Sciences, and Engineering.

Maura Quinn, Director, Corporate University Relations, Liberty Mutual

Maura manages Corporate University Relations at Liberty Mutual Insurance. She began her career with Liberty Mutual 11 years ago as a new college hire in the Personal Markets HR Operations Unit and has held multiple positions in the college recruiting space during her tenure. She is responsible for designing and implementing strategic initiatives for undergraduate talent acquisition. As an advocate for relationship recruiting, Maura was responsible for creating and implementing such initiatives as undergraduate internship programming, the Liberty Mutual Responsible Scholars TM program, Liberty Lends a Hand service days and the Community Project which connects undergraduate students and Liberty Mutual employees to provide a week of assistance to an area in the United States devastated by a catastrophe.

Joe DuPont, Dean of the Hiatt Career Center, Brandeis University

Joe has a significant amount of experience in managing career offices and creating creative partnerships with employers, graduate schools and other organizations to meet the varying needs of students. Prior to joining Brandeis, Joe was the Vice President of Career & Civic Opportunities at Teach For America, which hired Joe to design and build a career office which now serves over 8,000 program participants and close to 20,000 alumni in more than 25 cities.

Henry Glickel

Henry J. Glickel, CPC, CERS is currently the Manager of Talent Acquisition and Employee Retention for By Appointment Only, Inc. (BAO). In his 18-year career in recruiting, Henry has successfully filled over 1,300 searches in the area of sales, accounting/finance, IT, human resources, client services, managers, vice presidents, and members of the C-suite and Board of Directors for small and large private and public companies. He has personally interviewed and prescreened over 27,000 candidates.

Henry earned the H. Michael Boyd Excellence in Employment Award from the Association of Employment Professionals (AOEP) in 2012. In 2006 he was awarded "Most Valuable Player" by the president of BAO, Inc.

In 2009 Henry earned the Certified Employee Retention Specialist (CERS) designation from the National Association of Personnel Services. At the time of the designation, Henry was one of only 50 staffing professionals

to have the designation. In 1998, Henry earned the CPC (Certified Placement Consultant) designation from The National Association of Personnel Services.

Henry has been associated with Sales Recruiters, Inc (www.salesrecruiters.com) since 1995 serving as recruiter, manager, and president. The firm is one of only 12 firms with the NAF (National Accredited Firm) designation by the National Association of Personnel Services. In addition, Henry is active in advising Barclay Personnel (www.barclaypersonnel.com). He is a major investor in PayAsOne (www.payasone.com).

Henry has served on the Northern New England Association of Personnel Services Board of Directors for 10 years and is active in his local community through the Chamber of Commerce, the New England Association of Personnel Services, and Big Brothers/Big Sisters. Currently, Henry serves on the board for the Association of Employment Professionals. For his 50th birthday, Henry raised more than \$8,700 with a Casino Night birthday celebration to support money for Family Promise of Greater Rockingham County to pay off a 16-passenger van.

An acknowledged leader in the industry, Henry has been published several times in Sales and Marketing Executive Report, Selling Magazine's Special Report, Selling Power, Fortune Small Business, Metrowest Daily News and Selling Crossing Magazine. He has also been quoted in The Wall Street Journal's FINS publication and Outsourcing Center. He is currently in final draft stages on a book on recruiting. He has been a speaker for NNEAPS, NAPS, AOEP, and business associations.

Conni LaDouceur

Conni LaDouceur, Founder and Chief Sourcing Strategist of ExecuQuest Corp., delivers unsurpassed ROI for recruiting solutions via research, sourcing, training and consulting to companies and executive search firms large and small, in the US and abroad. Her passion for the hunt has led EQC and its valued clients to top-notch hiring through multiple years of challenging labor and financial market conditions for over 25 years. The ExecuQuest Corp. Team excels in identifying qualified prospects and successful placements, even in highly specialized fields, using sophisticated research methodologies and technical expertise. Based on LinkedIn and the lost art of efficient and ethical telephone talent mapping, these strategic tools, effective for immediate direct hiring and for successful talent pipelining, enable recruiting managers to hold their recruiters accountable to their goals. Conni and her team consistently deliver qualified, otherwise-UN-identifiable* talent via efficient LinkedIn searching and cold-calling, identifying the heads-down, doing-their-jobs, gainfully employed, on-target talent you seek.

Previously with Heidrick & Struggles, Conni has developed the only recruiter and sourcer training program that delivers live, real-time, original research and trains recruiters to efficiently and confidently raise the bar. Search/Research Success™ by ExecuQuest Learning Workshop, has consistently strengthened recruiter skills and increased company team performance, building team recognition with quality hires and improved time-to-fill.

A graduate of the University of Maine, Conni speaks on strategic search/research solutions, time vs. yield measurements, ethical identification of passive talent, the reeling-in of reluctant, qualified talent, adding value to the business via a consultative approach and improving recruiter/sourcer performance at annual corporate recruiting summits and other professional gatherings. She has delivered workshops at international executive search firms, Microsoft, PepsiCo, Starbucks, TJX, Wells Fargo, GlaxoSmithKline, The World Executive Search Forum, IACPR, Executive Search Roundtable, Kennedy Information's Recruiting Conference, the International Executive Search Federation, SourceCon, Recruitment Innovation Summit, Corporate Sourcing Leadership Exchange and corporate staffing summits. A member of the IACPR, Executive Search Roundtable, Society for Human Resource Management, Society for Competitive Intelligence Professionals, American Society for Training and Development and former Associate with Heidrick & Struggles, Inc., Conni is also cofounder of the Thought Leadership Institute, the Corporate Sourcing Leadership Exchange and the Total Recruiting Symposium.