



## JAMES HULBERT, SVP TALENT MANAGEMENT

I am a global HR leader, with track record of delivering measurable business results through innovative talent and organizational development systems, programs, processes, and tools.

I have worked within Fortune 500 companies across a variety of industries including: technology, manufacturing, semiconductors, airlines, retail and talent consulting. My 4 expatriate assignments in Asia and Europe have provided me with a deeper appreciation for different cultures and work practices.



In 2023, Swissport International AG provided best-in-class airport ground services for some 232 million airline passengers and handled roughly 4.7 million tons of air freight at 115 air cargo centers worldwide. Swissport was active at 286 airports in 44 countries on six continents as of 31 December 2023.

## DEPARTMENT BREAKDOWN

### WHAT ARE YOUR KEY DEPARTMENTAL OBJECTIVES OVER THE NEXT 6 TO 12 MONTHS?

Hiring great people faster Ensuring people are ready for their next jobs by closing skills gaps and building succession depth Making Swissport a GREAT place to work, with empowered and fulfilled employees that want to stay and grow

### WHAT IS YOUR CURRENT TECHNOLOGY STACK?

ICIMS Totara Intellex

### HOW MANY PEOPLE REPORT TO YOU (BOTH DIRECTLY AND INDIRECTLY)?

50,000

### WHAT IS YOUR TOTAL BUDGET OVER THE NEXT 12 MONTHS PERIOD?

\$10 to \$25 million

## PROJECT INSIGHTS

### PROJECT OR INITIATIVE DESCRIPTION

Attract and retain top talent, Increase DEI within the organization, make sure employees are happy to work here and provide them with the tools to perform to their full potential

### WHAT NON-BUDGETARY CHALLENGES DO YOU ANTICIPATE?

Retention

### WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH?

Companies that will help increase DEI

### WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?

1 Year

### WHAT IS YOUR BUDGET FOR THIS PROJECT?

\$10 Million



**What technology/services are of strategic importance to you in the next 12 months?**

**Please indicate level of need/importance below.**

**We realize everyone has priorities, so we asked the delegates theirs. This is so that we can create a more personalized experience for all our attendees.**

|  |   |
|--|---|
| AI-powered Talent Sourcing: Uncover hidden gems beyond traditional job boards.   | A |
| Video Interviews at Scale: Streamline the hiring process with efficient virtual interviewing.  | A |
| Data-Driven Candidate Matching: Match skills and experience to job requirements for faster hiring.   | D |
| Building a Strong Employer Brand: Attract top talent through employer branding strategies on social media and career sites.                              | E |
| Reduce bias and ensure a diverse talent pool through inclusive job descriptions, skills assessments, and candidate matching algorithms.                  | D |
| Elevating HR on the Executive Agenda   | A |
| Real specializes in scalable, personalized and clinically-effective mental health care.  | B |
| Talent marketplace and AI-driven scheduling to reduce labor costs for shift-based workers  | B |
| Employee Financial Health & Outcomes   | D |
| Generative AI's Impact on L&D, Use Cases for Enterprise  | D |
| AI-first agile frontline listening to deliver top-level organizational performance   | B |
| Power smarter, faster talent decisions with big data insights and tailored guidance  | A |
| Payroll-enabled Employee Purchase Program and Financial Wellness Resource  | D |
| Global fertility and family-forming benefits   | E |
| Transformative coaching and learning experiences to drive manager and leadership development, workforce productivity, engagement, and retention at scale | D |
| Empowering Modern Workplaces: AI and the Future of Productivity  | A |
| How conversational AI helps retailers hire faster – and reduce cost –for every type of role  | D |
| Frontline Employee Engagement & Retention  | A |
| Same-day pay for employees   | B |
| Consolidate your tech stack with multichannel talent acquisition and AI  | B |