



## **Tim Giehll Speaker Profile**

### ***Human Capital Supply Chains: Linking Just-In-Time Talent to Profits***

#### **Presentation Overview:**

During the recession of 2008/2009, websites like Forbes' Layoff Tracker displayed a running list of companies that laid off hundreds, thousands or even tens of thousands of workers. Certainly, if CEOs had a more fluid method to relate slowing business performance to a decreased need for human capital in real-time they would have been able to gradually ramp down their staffing levels rather than decrease them so abruptly and publically.

As the economy rebounds, companies will all be competing for the same top talent. Firms that have been strategic during the downturn by investing in streamlined processes and best-in-class technologies will be best poised to react quickly and snap up the most qualified talent first.

Through this presentation, industry expert and author Tim Giehll provides a method for companies to calibrate and fine tune their workforce, quickly responding to changing market conditions in small steps rather than in painful mass layoffs or mass rehire campaigns where workforce quality is likely to suffer.

Giehll uses the term Human Capital Supply Chains to define the business processes, technology and organizations that are responsible for planning, hiring, onboarding and offboarding a company's human capital. He will explain how Human Capital Supply Chains link business strategy, business performance, strategic workforce planning, staffing, onboarding and offboarding for improved corporate financial management and greater business success.

We must manage our human capital as efficiently and effectively as we manage all of the other parts of our business. Translating manufacturing and distribution supply chain lessons learned at Toyota, Walmart and Dell to the human capital supply chain is an obvious idea and makes perfect business sense. Companies hesitate to get started because so many entrenched roles must change and the ideas, as applied to human capital, feel new. There is no doubt that if you want your firm to lead in the post-recession talent grab, you must start building your Human Capital Supply Chain now.

Contact: Tim Giehll, CEO of Bond Talent & Author of *Human Capital Supply Chains*.  
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**Learning Objectives:**

By the end of the presentation, the attendees will understand:

1. What a Human Capital Supply Chain entails.
2. What steps to take to set up their own Human Capital Supply Chain.
3. How technology is vital to Human Capital Supply Chains.
4. The benefits companies will experience with Human Capital Supply Chains.

**Who Should Attend:**

Senior and Executive Level Human Resource Professionals, Recruiters, Procurement Professionals, C-Level Executives from companies with 500 or more employees.

**Speaker Qualifications:**

Tim Giehll has done extensive research in the area of Human Capital Supply Chains and has 25 years of financial, manufacturing, and technology management experience. Currently he is CEO of both Bond Talent US and Bond eEmpACT — divisions of Bond International Software. He brings this experience as human capital industry veteran, technology visionary and manufacturing expert to his role as co-author of the 2009 book *Human Capital Supply Chains*.

During the 1990's, Giehll developed his understanding of complex software environments as CFO for world-renowned supercomputer designer Steve Chen during their \$150-million technology venture with IBM and Sequent Computers. During the 1980's, Tim worked as a manufacturing accounting manager with Control Data and its 45,000 employees. After meeting with productivity visionary Edward Deming in the early 1980's, Tim was instrumental in launching Control Data's world-class manufacturing initiatives, especially just-in-time inventory supply chain processes.

Giehll has an MBA from the University of St. Thomas and has held leadership positions in companies such as Manpower, Sequent Computer Systems, Control Data Corporation and Supercomputer Systems Inc.

**Professional References:**

HR professionals who have observed Giehll's ability to present/consult on this topic:

Sara Moss, The Code Works Consulting at 650-208-2055

Richard Walquist, American Staffing Association at 703-253-2020

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