



HR DIRECTORS BUSINESS SUMMIT

DRAFT CONFERENCE PROGRAMME

17-18 January 2005 • Radisson Edwardian, Heathrow, UK

Day One: Monday 17th January 2005

08.00 - 09.10	Registration & Coffee					
09.10 - 09.50	<p>Keynote Presentation TALENT MANAGEMENT - THE PEOPLE AGENDA René Carayol, Chief Executive, Carayol</p>					
09.50 - 10.30	<p>Keynote Presentation CHANGE MANAGEMENT: THE DYNAMIC ROLE OF STRATEGIC HR IN TRANSFORMING AN ORGANISATION Mike J Lewis, Head of Strategic HR, AIB Group</p>					
10.30 - 10.50	Refreshment Break					
10.50 - 11.30	CORPORATE STRATEGY FOR HR		MANAGING THE WORKPLACE <small>Chair: Pauline Henderson, Consultant, Best Practice at Work Team, Department of Trade & Industry</small>		EMPLOYMENT LAW AND ETHICS	
	VALUE-BASED HR: A BLUEPRINT FOR THE NEXT GENERATION OF HUMAN CAPITAL MANAGEMENT Nicholas J. Higgins, CEO, Valuentis		ANNUALISED HOURS AND FLEXIBLE WORKING PRACTICES		UK EMPLOYMENT LAW UPDATE	
	MANAGING ORGANISATION CHANGE - THE CONTRIBUTION OF HR TO SUCCESSFUL M&A AND RESTRUCTURING Duncan Brown, Assistant Director General, Chartered Institute of Personnel & Development (CIPD)		SUCCESSFULLY INCORPORATING WORK-LIFE BALANCE INTO YOUR HR STRATEGY Pauline Henderson, Consultant, Best Practice at Work Team, Department of Trade and Industry		DEALING WITH CASES OF UNFAIR DISMISSAL	
	SUCCESSFULLY ALIGNING HR STRATEGY WITH BUSINESS STRATEGY Paul Pagliari, HR Director, Scottish Water		MANAGEMENT AND PREVENTION OF STRESS IN THE WORKPLACE Dr Noel McElearney, Director of Health, Safety & Environment, Scottish & Newcastle		WORKING THROUGH NEW AND UPCOMING PENSIONS LEGISLATION Christine Farnish, Chief Executive, National Association of Pension Funds	
	SHARED SERVICES FOR HR - ENSURING YOU GET THE SERVICE YOU NEED Tony Williams, Head of HR Shared Services, Royal Bank of Scotland		NOKIA'S IMPLEMENTATION OF E-HR SOLUTIONS Jennifer Rawsthorn, HR Director, Nokia		WORKING TOWARDS GREATER WORKFORCE DIVERSITY AND EQUALITY Angela O'Connor, Director of HR, Crown Prosecution Service	
13.20 - 14.35	Networking Hosted Luncheon					
14.35 - 15.05 Roundtables	1. ETHICS AND CORPORATE GOVERNANCE IN YOUR HR STRATEGY	2. ORGANISATIONAL DEVELOPMENT TO IMPACT ON YOUR BOTTOM LINE <small>Chaired by: Paul Pagliari, HR Director, Scottish Water</small>	3. PERFORMANCE MANAGEMENT SYSTEMS - DO THEY REALLY ADD BENEFIT?	4. IMPACT OF GLOBALISATION ON RETENTION AND RECRUITMENT	5. GRADUATE RECRUITMENT - ATTRACTING THE BEST CANDIDATES <small>Chaired by: Helen Bostock, VP, Head of Graduate Marketing, Europe, JP Morgan</small>	6. MAKING SUCCESSION PLANNING WORK FOR YOU
15.10 - 15.40 Roundtables						
15.45 - 16.15 Roundtables						
16.15 - 16.35	Afternoon Refreshments					
16.35 - 17.05	GLOBAL PERFORMANCE MANAGEMENT - ACHIEVING ALIGNMENT BETWEEN CORPORATE AND INDIVIDUAL OBJECTIVES John Reid-Dodick, Global Head of Organisational, Development, HR, Reuteurs		PRACTICAL INSIGHTS INTO THE IMPLEMENTATION OF AN EMPLOYEE INTRANET		Interactive Workshop: THE BALANCED SCORECARD: ALIGNING HUMAN CAPITAL WITH BUSINESS STRATEGY	
17.15 - 17.45	<p>Plenary Presentation MAKING EVERY PERSON COUNT: THE RE-STRUCTURING OF THE HR FUNCTION AT BLACKWELL'S Elspeth Griffiths, People Development Director, Blackwells UK</p>					
17.55 - 18.25	<p>Plenary Presentation DEVELOPING A PROGRAMME OF HIGH PERFORMANCE Paul Turner, General Manager, People, West Bromwich Building Society <i>Paul won Best HR Executive in the International Business Awards 2004</i></p>					
19.15 - 20.15	Champagne reception					
20.15 - 23.30	Evening Dinner and Entertainment					



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Day Two: Tuesday 18th January 2005

08.05 - 08.45	<p>Plenary Presentation DEVELOPING THE LEADERS OF THE FUTURE Martin Tiplady, HR Director, Metropolitan Police</p>		
08.55 - 09.25	<p>Plenary Presentation SUCCESSION PLANNING IN PRACTICE</p>		
09.35 - 10.05	<p>OPTIMISING TALENT</p> <p>ATTRACTING AND DEVELOPING TALENTED LEADERS Fionnuala Barrie, HR Director, Motorola</p>	<p>RECRUITING STAFF AND RETAINING STAFF</p> <p>INNOVATIVE RECRUITMENT TOOLS AND TECHNIQUES Keith Dugdale, Director, Recruitment & Resourcing, KPMG</p>	<p>REWARDS AND RECOGNITION</p> <p>EXECUTIVE REMUNERATION: ALIGNING BOARDROOM PAY WITH RESULTS Janet Rubin, Member, Senior Salaries Review Body & previously Group Human Resources Director, Littlewoods Organisation</p>
	<p>PRACTICAL IMPLEMENTATION OF LEARNING MANAGEMENT SYSTEMS</p>	<p>SUCCESSFULLY DESIGNING AND ROLLING OUT AN E-RECRUITMENT SYSTEM Sean Hurman, Managing Director, Global Recruiting, Bearingpoint Inc.</p>	<p>DESIGNING A FLEXIBLE BENEFITS SCHEME THAT DELIVERS VALUE TO BOTH COMPANY AND WORKFORCE Mark Childs, Vice President, Reward Chartered Institute of Personnel & Development (CIPD) & Global Compensation & Benefits Director, Chubb Plc</p>
10.45 - 11.05	<p>Refreshment Break</p>		
11.05 - 11.35	<p>EXPLOITING THE E-LEARNING OPPORTUNITY</p>	<p>ATTRACTING AND RETAINING STAFF THROUGH STRATEGIC PARTNERSHIPS WITH THIRD PARTIES Helen Bostock, VP, Head of Graduate Marketing Europe, JP Morgan</p>	<p>Interactive Workshop- INNOVATIVE INCENTIVE SCHEMES TO ACHIEVE A MORE MOTIVATED WORKFORCE</p>
11.45 - 12.15	<p>OVERCOMING THE PROBLEMS ASSOCIATED WITH REMOTE TEAM MANAGEMENT</p>	<p>OPPORTUNITIES AND BENEFITS WITHIN THE ENLARGED EU</p>	
12.25 - 12.55	<p>DELIVERING TRAINING TO FRONTLINE STAFF Alan Docherty, Training & Development Director, Homebase</p>	<p>RE-ENGINEERING THE EMPLOYER BRAND Kevin Hogarth, European HR Director, Capital One Bank & Lawrence Collins, Director, Ceridian Centrefile</p>	
12.55 - 14.15	<p>Networking Luncheon and Business Briefings</p>		
14.15 - 14.45	<p>DEVisING AN EFFECTIVE TOTAL REWARDS STRATEGY TO SUPPORT WIDER BUSINESS GOALS Debra Corey, Director, International Compensation & Benefits, Gap Inc</p>	<p>SKILLS SHORTAGES - LOOKING BEYOND THE EUROPEAN MARKET</p>	
14.55 - 15.25	<p>REALISING THE BUSINESS BENEFITS OF A CORPORATE SOCIAL RESPONSIBILITY (CSR) STRATEGY Camille Burrows, Training & Development Director, PepsiCo UK</p>	<p>INSPIRING CREATIVITY IN THE WORKPLACE</p>	
15.35 - 16.05	<p>STRATEGIC OUTSOURCING OF THE HR FUNCTION</p>	<p>INTERIM MANAGEMENT – BENEFITS AND PITFALS</p>	
16.05 - 16.25	<p>Afternoon Refreshment Break</p>		
16.25 - 16.55	<p>Plenary Presentation ADVANCED METRICS FOR THE HR FUNCTION</p>		
17.05 - 17.35	<p>Plenary Presentation MAKING THE LINK BETWEEN EMPLOYEE ENGAGEMENT AND BETTER BUSINESS RESULTS Ruth Spellman, Chief Executive, Investors in People</p>		