

International HR Leaders Summit 2011

Transforming HR into a more strategic business partner

Programme Highlights:

- Examine the **global mega trends** in talent management
- Create effective **HR business partnering** for sustainable results
- Equip your **leaders with cross cultural competencies**
- Make the transition from **level 1 to level 2 engagement**
- Coordinate **global HR structures**
- **Transform HR services** in a cost constrained environment
- Address the needs for **future business growth**
- Build **sustainable talent pools** and embed **diversity in recruitment**
- Use **HR metrics** to become a strategic HR business partner
- Deliver commercially aligned **culture and capability change**
- Understand the **internationalisation of UK employment law**

ADDITIONAL DELEGATE FOR

1/2
Price

Wednesday 22nd and Thursday 23rd June 2011, Hilton Kensington Hotel, London

Chairs

- **Will Mitchell**, *Director of Consulting, A&DC*
- **Nick Kemsley**, *Co-director of HR Excellence, Henley Business School*
- **Sharoq Al-Malki**, *Human Resources Director, Qatar International Petroleum Marketing Company Ltd. (Tasweeq)*
- **Philippa Phipps**, *Group Talent Manager, BAE Systems*
- **Derek Manuel**, *Former Global HR Director, Save the Children*
- **Alan Frewer**, *Director of Talent Acquisition, Credit Suisse*
- **Donner Miller**, *HR Director, European Operations, Enterprise Rent-A-Car*
- **Hazel Hodgins**, *Employee Insights and Engagement, UK Retail Banking, Barclays*
- **Danny Kalman**, *Director of HR, Panasonic*
- **Samantha Austin-May**, *Head of HR Operations and Development (International), European Southern Observatory*
- **Michael Rendell**, *Global Market Leader for HR Services, PwC*

Platinum sponsor:



Keynote addresses:

- **Annemie Ress**, *Global HR Director, eBay & PayPal Europe*
- **Martina Huitfeldt**, *HR Business Partner Global IT, Oriflame*
- **Paul Sparrow**, *Director, Centre for Performance-led HR, University of Lancaster*
- **Harvey Francis**, *Executive VP of HR, Skanska*
- **Perry Timms**, *Head of Talent and Organisational Development, Big Lottery Fund*
- **Sarah Grice**, *Head of HR Europe, Standard Chartered*
- **Charles Wynn-Evans**, *Partner, Dechert LLP*
- **Richard Howell**, *Former Global Strategic HR Business Partner, Huntsman Advanced Materials*
- **Tobias Roser**, *HR Director Central & Eastern Europe, Wolseley*
- **Elina Seppanen**, *HR in Acquisitions and Outsourcing, Senior Manager, Tieto*
- **Ben Emmens**, *Director HR Services, People in Aid*

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Transforming HR into a more strategic business partner

Dear Colleague,

With increasing pressure for international businesses to **work on a global scale with a local feel**, HR professionals are being put to the test to find the best fit strategies for their companies. It has now become more important for HR departments to **establish themselves as strategic business partners** to ensure that their company is **ready for any obstacles** the fast paced global market throws at them.

To be prepared you must be aware of the **global trends** that may affect your company and develop a team that has **cross cultural competencies** and that can **perform under pressure**. The **WFPM** (World Federation of People Management) conducted a survey with Boston Consulting Group which for 2010 highlighted that **talent management** topped the ranks for the 4th year running. This was closely followed by **leadership development, employee engagement and strategic work force planning**.

Following these key issues closely, Symposium Events has put together the **International HR Leaders Summit 2011** which will provide you with an ideal opportunity to **network with peers** and address the critical issues that HR leaders face today and in the future. The conference will incorporate **strategic insights, best practice case studies and knowledge sharing opportunities** to assist you in developing your organisations global HR strategy.

You will have the opportunity to discuss the **future direction of HR systems and policies** with top HR professionals from companies **including Panasonic Corporation, eBay, Skanska, Save the Children and Barclays**. Who will be covering areas such as: leadership development, employee engagement, people performance management and HR metrics.

International HR Leaders Summit 2011 is an event not to be missed if you want to cement your place as a strategic business partner and create a high performing team with a sustainable business practice.

I look forward to seeing you all at the event.



Hannah Hockin
Conference Producer
Symposium Events

“A worthwhile investment of time, very helpful ideas and inspiration for my work!”
HR MANAGER, STANDARD LIFE

Benefits of Attending

- Examine future trends in strategic HR
- Engage a multinational workforce and improve your organisations performance
- Communicate business skills within your HR department and ensuring that the HR and business goals are aligned
- Develop HR systems and metrics to assist with succession planning
- Create a global approach to HR services and manage cultural expectations
- Improve cost control, efficiency and contribution of your HR outsourcing and Shared Service Centres

Who Should Attend?

VP's, Director's and Head's of:

- Global / EMEA / National HR
- HR Shared Service Centres
- HR Business Partners
- Organisational Development
- HR Transformation
- HR Operations
- Employee Relations EMEA
- HR Systems & Processes
- Mergers & Acquisitions

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Who will be speaking?



Danny Kalman is the Director of Global Talent at Panasonic. He has worked for Panasonic for 18 years during which time his responsibilities for HR have moved from a UK perspective to Pan-European and from April 2010 to a global role. Danny's main responsibilities are the identification, development and retention of Panasonic's leaders and establishing a robust succession planning process.



Harvey Francis is the Executive Vice President at Skanska UK. He joined Skanska in 2007 as HR Director with responsibility for the company's Infrastructure businesses. In 2008, Harvey was promoted to the UK Executive Management Team in the role of Executive Vice President of Skanska UK taking overall responsibility for all HR and Communications across the whole of the UK operations.



Paul Sparrow is the Director of the Centre for Performance-led HR and Professor of International Human Resource Management at Lancaster University Management School. His research interests include cross-cultural and international HRM, HR strategy, cognition at work and changes in the employment relationship.



Will Mitchell is the Director of Consulting at A&DC. Will's practice is influenced by years working in the field of experiential learning and leadership development with Outward Bound Trust followed by over 15 years in talent management working with global organisations such as Nokia, Phillips and HSBC. Will is a Chartered Occupational Psychologist and Assessor on the Board of the BPS Occupational Psychology Division.



Philippa Phipps is the Group Talent Manager at BAE Systems. Philippa is responsible for the company's Global Leadership Development Framework. This involves supporting the creation of a Total Performance Culture. Her role requires working across countries and organisational boundaries aiming to achieve a balance between global consistency and local flexibility.



Perry Timms is Head of Talent & Organisational Development at the Big Lottery Fund. Perry leads on a range of key activities centred around grant making, improving performance, coaching, talent management, leadership development and employee engagement. Since 2006, Perry has taken a young organisation's emerging development agenda for 950 people and expanded it – taking it into new territories such as coaching and talent management.



Derek Manuel is the Former Global HR Director at Save the Children. He started his human resources career in the financial services sector with Lloyds Bank. Derek has worked for many international companies including Hitachi, Symantec Corporation, and Misy plc where he was Director of Global Human Resources for the banking division.



Sarah Grice is the Regional Head of HR Europe at Standard Chartered Bank. Sarah began her career on the Marks & Spencer Graduate Training Scheme before becoming an Assistant Personnel Manager. Sarah then worked at Accenture, Merrill Lynch and Hewitt before joining Standard Chartered Bank in 2004 as the HR Manager responsible for Client Relationships and Finance. Sarah took on the role of Regional Head of HR for Europe in September 2006.



Donna Miller is the HR Director for European Operations at Enterprise Rent-A-Car. Donna Miller oversees all aspects of people development for Enterprise in the United Kingdom, Ireland and Germany, which includes more than 4,700 employees. In her 21 years with the company, she has been instrumental in the recruitment growth for Enterprise in the U.S., Canada and Europe and now serves as one of the company's officers.



Martina Huitfeldt is the HR Business Partner Global for Oriflame. Her area of responsibilities evolved from recruitment and headhunting, to starting up HR function at telecommunication company Ericsson to heading HR for Eastern Europe, Middle East and Africa region for tire company Goodyear.



Charles Wynn-Evans is a Partner at Dechert LLP. His work covers all employment-related matters, including the employment aspects of corporate transactions as well as advice and litigation relating to unfair and wrongful dismissal, unlawful discrimination and industrial action. Charles heads up Dechert's London employment practice and has been a partner since 1997.



Annemie Rens is the Senior Director HR PayPal and eBay Europe. She leads the pan-European HR function for eBay and Employee Engagement globally for the Marketplaces business. During her time at eBay she also lead Skype HR globally and the PayPal HR team in Europe. Prior to joining eBay, Annemie was Vice President of Human Resources for the International Petroleum Exchange (now ICE Futures).



Richard Howell is the former Global Strategic HR Business Partner at Huntsman. An 'Architect and Implementer', his main passion and focus is on designing, driving and delivering commercially aligned Organizational Development and Change interventions. Prior to joining Huntsman in early 2008, Richard gained some 15 years experience in blue chip banks, consultancy and the pharmaceutical sector.



Sharq Al-Malki is the Human Resources Director of Qatar International Petroleum Marketing Company Ltd. (Tasweeq). A specialist in performance management & talent management, Sharq has over six years of experience in the field of administration with different sectors. Sharq is a proven leader with an exceptional ability to transform policies into corporate programmes and organisational initiatives.



Nick Kemsley is the co – director, Centre for HR Excellence at Henley Business School. Nick enjoyed a successful corporate career across six sectors. Nick has set up or run Strategic HR/OD functions in renowned global businesses including Travelport, Prudential and BOC/Linde Group, where his main role has been to oversee the development of strategic organisational capability and to maximise business efficiency and productivity.



Elina Seppanen is the HR in Acquisitions and Outsourcing, Senior Manager at Tieto. Ms. Seppanen Previously worked as Senior Business Manager responsible for People Transfers in Outsourcing cases globally and now heads a global team. Ms. Seppanen came to Tieto from Accenture where she was Human Resources Business Partner for Outsourcing unit in Finland responsible for 160+ people's HR and also she worked as Subject Matter Expert in multiple global and local Outsourcing cases.



Samantha Austin - May is the Head of HR Operations and Development (International) at the European Southern Observatory (ESO). Samantha has wide ranging experience in commercial, public sector and NDPB's, both in Human Resources and operational roles. Her work in Human Resources has focused mainly on change management, restructuring and culture change encompassing organisation wide activities, and developing HR capabilities to grow with organisational needs.



Michael Rendell is the Global Market Leader for HR Services at PwC and has been a partner for a number of years. Prior to joining the firm Michael worked in the HR department of an investment bank dealing with compensation. His background is in tax and he has expanded this knowledge into the broader HR environment with a particular focus on international reward and employee mobility.

Conference Programme

Wednesday 22nd and Thursday 23rd June 2011, Hilton Kensington Hotel, London

Day 1 – Wednesday 22nd June

9:00 – 9:30	Coffee and Registration	12:30 – 13:30	Lunch and Networking
9:30 – 9:50	Introduction and Opening Address by Conference Chair What are Global Megatrends in Talent Management? <ul style="list-style-type: none">• Assessment – external attraction v internal talent pooling (buy or build)• Development – High Potential (the few) vs. high performance (the many)• Performance – embracing cultural diversity vs. global competences• Culture – What is the talent mindset for a line manager? How to engage and retain talent	13:30 – 14:10	Knowledge Share Networking Session <p>This is your opportunity to discuss and debate key HR issues effecting your organisations. Split into round table groups and discuss challenging issues with your peers.</p>
9:50 – 10:20	Creating Effective HR Business Partnering for Sustainable Business Results and Improved Employee Engagement <ul style="list-style-type: none">• Employee engagement as key driver of sustainable business results defined• The role of effective HR business partnering• The role of internal engagement• Is it all a waste of time?		
	Will Mitchell, Director of Consulting, A&DC		
10:20 – 10:50	Develop People Performance to Improve Your Global Business <ul style="list-style-type: none">• Build a high performance culture• Ensure your multi-cultural workforce perform• Improve employee communications and motivations• Create assimilation with the rest of the company		
	Sharoq Al-Malki, Human Resources Director, Qatar International Petroleum Marketing Company Ltd. (Tasweeq)		
10:50 – 11:00	Questions and Discussion with Speakers		
11:00 – 11:20	Coffee and Networking	15:20 – 15:40	Coffee and Networking
	STREAM A 11:20 – 11:50 Create a Talented Organisation <ul style="list-style-type: none">• Understand your current and future workforce• Accelerate business growth where talent and skills are in short supply• Identify your workforce's needs and competencies <i>Senior Representative, Syngenta</i> 11:50 – 12:20 Implement a Coherent Global Leadership Plan <ul style="list-style-type: none">• How effective is your leadership?• Tools to measure effectiveness• Utilising cross cultural competencies Philippa Phipps, Group Talent Manager, BAE Systems		
	STREAM B 11:20 – 11:50 Mapping Future Skills <ul style="list-style-type: none">• Align succession planning with your business mission• Articulate future talent and succession needs• Build a talent rich organisation• Establish responsibility for the process Samantha Austin-May, Head of HR Operations, European Southern Observatory 11:50 – 12:20 Do's and Don'ts of Successful Succession Planning <ul style="list-style-type: none">• Manage expectations• Ensure systematic processes to identify candidates• Implement across all tiers• Establish succession planning in SMEs Elina Seppanen, HR in Acquisitions & Outsourcing Senior Manager, Tieto	15:40 – 16:10	Making the Transition from Level 1 to Level 2 Engagement Organisation...and Beyond <ul style="list-style-type: none">• Embed a sustainable engagement model where the survey is viewed as a key measure, but not the core of engagement program• Introduce insight driven techniques that instil a culture of engagement on a permanent basis• Make the linkages between engagement, customer and business performance to inform strategic decision making. Hazel Hodgins, Employee Insights and Engagement, UK Retail Banking, Barclays
	12:20 – 12:30 Questions and Discussion with Speakers	16:10 – 16:40	Panel Discussion – Developing & Engaging Top Talent: Tips for 2012 Confirmed Panelists: Danny Kalman, HR Director, Panasonic Hazel Hodgins, Employee Insights and Engagement, UK Retail Banking, Barclays
		16:40	Chairman's Closing Remarks and Close of Day One

Speakers from:



Day 2 – Thursday 23rd June

9:00 – 9:30	Coffee and Registration		
9:30 – 9:50	Introduction and Opening Address by Conference Chair: Emerging Challenges for HR Post 2010		Richard Howell, Former Global Strategic HR Business Partner, Huntsman Advanced Materials
	<ul style="list-style-type: none"> Four emerging HR requirements catalysed by the global economic situation How will HR need to adapt its structures, processes, skills and behaviours to meet them going forwards? Flexibility, Judgement, Pragmatism & Tolerance of Ambiguity - why these are the new watch-words for HR What does this mean for how we build or buy HR talent? 	12:20 - 12:30	Questions and Discussion with Speakers
	Nick Kemsley, Co-director, Centre for HR Excellence, Henley Business School	12:30 – 13:30	Lunch and Networking
9:50 – 10:20	The Challenges of Global HR Structures	13:30 – 14:10	Knowledge Share Networking Session
	<ul style="list-style-type: none"> Co-ordinate global HR structures Global talent management in centralised or decentralised HR structures Evolution of the international mobility function 		Split into round table groups and discuss your challenges with your peers
	Paul Sparrow, Director, Centre for Performance-led HR, University Of Lancaster	14:10 – 14:40	Considering the Importance of HR Metrics in Strategic HR Business Partnering
10:20 – 10:50	Communicating Global Codes of Conduct		<ul style="list-style-type: none"> Decide on the right metrics for your organisation Link HR metrics to strategy Understand and use the results effectively
	<ul style="list-style-type: none"> Distinguish ethics across boundaries Exiting markets due to irreconcilable differences Understand different approaches and techniques 	14:40 – 15:10	Laying the Foundations For Future Business Growth
	Martina Huitfeldt, HR Business Partner Global IT, Oriflame		<ul style="list-style-type: none"> Create links between business and HR strategy Work towards a sustainable future without forgetting today Use metrics to implement a new people strategy
10:50 – 11:00	Questions and Discussion with Speakers	15:10 – 15:20	Michael Rendell, Global Market Leader for HR Services, PwC
11:00 – 11:20	Coffee and Networking	15:10 – 15:20	Questions and Discussion with Speakers
11:20 – 11:50	Transforming HR into a Strategic Business Partner	15:40 – 16:10	Coffee and Networking
	<ul style="list-style-type: none"> Transform HR services in a cost constrained environment Ensure you have the right skills to build your organisation Move to shared service centres and ensuring HR is truly strategic Gain buy-in from stakeholders and manage change across the departments 		The Internationalisation of UK Employment Law
	Sarah Grice, HR Director Europe, Standard Chartered		<ul style="list-style-type: none"> Understand mobility clauses Navigate restrictive covenants Conduct international assignments Coordinate tribunal jurisdiction and overseas workers Examine posted workers and discrimination claims following the Equality Act of 2010
11:50 – 12:20	Delivering Commercially Aligned Culture and Capability Change in a Challenging World	16:10 – 16:40	Charles Wynn-Evans, Partner, Dechert LLP
	<ul style="list-style-type: none"> Assess and grow organizational 'Change Readiness' Define, align and develop Capabilities vs. Contribution requirements From vision to reality or change execution rather than hallucination 	16:40	Panel Discussion– What Does The Future Hold For Strategic HR?
			Confirmed Panelists:
			<ul style="list-style-type: none"> Perry Timms, Head of Talent and Organisational Development, Big Lottery Fund Ben Emmens, Director HR Services, People In Aid
			Chairman's Closing Remarks and Close of Conference

4th Annual

International HR Leaders Summit 2011

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Venue
 Hilton Kensington
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Date
 Wednesday 22nd and Thursday 23rd June 2011

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 Thursday, 29 September 2011
- **RPO & eRecruitment Summit 2011**
 Thursday 6 October 2011
- **Talent Management Forum 2011**
 Thursday 13 October 2011

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