

Talent Management and Leadership Development Summit 2010

5th
ANNUAL

Thursday 7th October 2010

CCT Venues, Aldersgate House, London

Programme Highlights:

- Evaluate the predictors of potential
- Get line managers on board with your strategies
- Enhance employees' skills to assist growth
- Understand your competition in the war for talent
- Assess the changing employment deal
- Develop leaders to avoid future talent shortfall
- Create talent strategies that sustain and drive forward your organisation's objectives

Chaired by:

- **Chartered Management Institute**
Ruth Spellman, Chief Executive



- **The Met Office**
Diana Chaloner
HR Director



- **The Work Foundation**
Ben Reid
Senior Researcher



- **Kenexa**
Dave Millner
Director of Consultancy, EMEA



Keynote Address by:

- **Bupa**
Chris Garner, Director of Talent



- **E-on**
Melanie Jones
Senior Talent Specialist



- **NG Bailey**
Sally McGuire
Head of Leadership, Learning and Development



- **Julie MacDonald**
HR Director
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Harness talent, enable leadership and align your strategies to drive your business forward

This conference has been specifically designed to target your need to review and reinvigorate your talent management and leadership development strategies, at a time when the need to stop the impending recovery-fuelled 'talent drift' is firmly at the forefront of most HR professionals' minds.

No one can argue that cost-cutting initiatives introduced during the recession have had an impact on employee motivation, with many 'high potential' employees planning on leaving their current employer this year.

And although it seems that talent management has risen up the organisational agenda, with a recent Economist Intelligence Unit survey ranking it third as a factor of business success, HR professionals appear to lack faith in their strategies, with only 7% of the respondents agreeing that they have a comprehensive succession management strategy in place.

Attend Symposium Events' Talent Management and Leadership Development Summit and evaluate how to effectively **predict potential**, develop innovative ways to **compete against your rivals in the war for talent**, understand how the psychological employment contract is changing, and how we should be responding to this. Hear case studies from such organisations as the **Met Office, Bupa and E-on**, discuss strategies and **network with your peers** in our interactive Knowledge Share Sessions, and leave with **practical ideas to develop your talent and leadership practices**.

Who Should Attend?

- HR Policy, Strategy and Decision Makers
- HR and Personnel Directors
- Heads of Talent
- Heads of Employer Brand
- Heads of Internal Communications
- Heads of Employee Engagement

Benefits of Attending

- Manage talent **across your entire organisation**
- **Identify talent** and potential
- **Develop leaders** to drive your business forward
- Evaluate **how the employment deal is changing** and how employees are responding
- Create and implement **innovative strategies to retain talent**

Can't Attend?

If you cannot attend the conference in person, you can still ensure that you have access to the latest analysis and information presented at the event. Conference documentation, complete with copies of presentations, can be purchased for £145.00. Simply tick the box on the booking form and the documentation will be sent to you after the conclusion of the conference.

Who will be speaking?



Ruth Spellman OBE is Chief Executive of the **Chartered Management Institute**, where she leads the drive to encourage greater focus on the high level skills needed to build UK competitiveness and productivity. She is also responsible for the Institute's campaign to ensure 50 per cent of managers are professionally qualified by 2020. Previously, Ruth served as the first female chief executive of the Institution of Mechanical Engineers (IMechE), as well as spending 7 years as chief executive of Investors in People UK (IIPUK) and holding the position of HR Director for the NSPCC.



Chris Garner joined **Bupa Hospitals** in 1994 as HR Development Manager, later working as Group Head of Organisational Development and HR Director for Bupa's International Businesses, and in July 2008 was appointed **Director of Talent Management for Bupa**. He previously held various management training roles at Lloyd's Register of Shipping then various roles within Citibank including Head of Training, Agency Administration and Debt Recovery at Citibank Life, and European Quality and Training Manager at Citibank's Financial Institutions and Transaction Services Group. He has also lectured on undergraduate Psychology courses at the City of London Polytechnic and was a professional tennis player between 1978 and 1982.



Melanie Jones has been **Talent Manager for E.ON UK** since 2006, where she has developed and led talent processes and pipelines for Executive and middle/senior management talent, including assessment and identification of talent, career management, and development planning and intervention. Her current focus is on the development of international talent pipelines across the E.ON Group. Prior to this Melanie worked for a variety of organisations in the talent and resourcing arena, including GE and Bookham Technology.



Dr Benjamin Reid is a **senior researcher on the Future of HR Programme**. Prior to joining **The Work Foundation**, Benjamin spent nine years as a researcher and tutor at Henley Business School, where he worked on a wide range of large-scale collaborative commercial research projects – most of which focused on management and leadership development – and was a tutor in research methods on Henley's MBA and DBA programmes. Research clients for projects Ben has worked on include the EU, PETRONAS, Department for Education and Skills, Ford Motor Company, the Museums, Libraries and Archives Council, the Corporate Research Forum, Henley's HR Centre of Excellence and the BBC.



Dave Millner is the **Director of Consultancy Services for Kenexa's Global Assessment Practice**, and has established an HR consultancy with a range of products and services that complement psychometric and online assessments from Kenexa. Before joining Kenexa, Dave worked for NatWest, now part of the RBS Group. With expertise in project/change management, strategic relationship management and consultancy and technical expertise, he has managed and implemented a diverse range of client and business-driven change projects through the design, application and implementation stages of organisational development processes and systems.

Conference Programme

Thursday 7th October 2010, CCT Venues, Aldersgate House, London

Book
Now!
020 7231
5100

09.00 – 09.30 **Coffee and Registration**

SESSION 1

09.30 – 09.40 **Introduction and Opening Address by Conference Chair**

Ruth Spellman, *Chief Executive, Chartered Management Institute*

13.55 – 14.20

09.40 – 10.05 **Why is Predicting Potential So Hard?**

- Lessons from psychology, business, sport and the military
- Evaluating the predictors of potential
- The Bupa approach to potential

Chris Garner, *Director of Talent Management, Bupa*

10.05 – 10.30 **Succession Planning: More Than Just a List**

- Challenges of succession planning
- An overview of an approach that will help to add rigor to your process
- Some sample case studies

Dave Millner, *Director of Consultancy EMEA, Kenexa*

14.20 – 15.05

10.30 – 10.40 **Q&A with Speakers**

10.40 – 11.25 **Knowledge Share Networking Session**

Split into roundtable groups to discuss:

- Is it possible to predict 'potential' for senior positions
- How transparent should talent and leadership programmes be?

15.05 – 15.15

11.25 – 11.55 **Coffee, Exhibition & Networking**

SESSION 2

11.55 – 12.20 **Case Study: Encouraging Entrepreneurial Spirit**

- Encouraging managers to develop themselves through entrepreneurial thinking
- Supporting organisational and personal growth
- Engaging managers and creating great leaders

Julie MacDonald, *HR Director, Pizza Express*

15.15 – 15.30

12.20 – 12.45 **Case Study: Retaining Talent**

- The impact of the recession on recruitment and retention of talent
- Understanding how we can compete against rival recruiters and retain top talent
- Encouraging employees to enhance their skills and grow within our organisation
- Developing and encouraging potential leaders to succeed

Diana Chaloner, *HR Director, Met Office*

16.20 – 16.30

12.45 – 12.55 **Q&A with Speakers**

12.55 – 13.55 **Lunch, Exhibition & Networking**

16.30

SESSION 3

The Strategy Behind Talent Management

- Looking at talent management as an organisation-wide structure rather than HR function
- Introducing best practice guidelines
- Maximising progression of internal talent

Sally McGuire, *Head of Leadership, Learning and Development, NG Bailey*

Knowledge Share Networking Session

Split into roundtable groups to brainstorm and find answers to your individual questions and concerns about talent and leadership.

Q&A with Speakers

Coffee, Exhibition & Networking

SESSION 4

Case Study: Creating Functional Job Families

- The drivers for developing functional talent boards
- Identifying talent and effectively using data
- Managing talent on a UK-wide scale
- Overcoming opposition and gaining manager buy-in for the strategies

Melanie Jones, *Senior Talent Specialist, E-on*

The Future of the Employment Deal

- Looking at how the employment deal and psychological contract are changing
- How different groups are responding to these changes
- What employers should be thinking about...

Ben Reid, *Senior Researcher, The Work Foundation*

Q&A with Speakers

Chair's Closing Comments and Close of Conference

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CCT Venues, Aldersgate House, 135-137 Aldersgate Street, London EC14 4JA

Date

Thursday 7th October 2010

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