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Hours**

# Northern Ireland's Annual HR Conference 2010

## Changing Times: Lessons from Successful Professionals



Thursday 22 April 2010

Ramada Hotel, Shawsbridge, Belfast

A fantastic mix of panel discussions and practical workshops  
for human resource professionals in Northern Ireland

In association with

Carson  
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**PARITY**

See our full programme of events for 2010 at [www.legal-island.com](http://www.legal-island.com)

# Changing Times: Lessons from Successful Professionals

Organisations making presentations at this event include:



## What is this Conference About?

Northern Ireland's leading newspaper has teamed up with Northern Ireland's leading HR and employment law training provider to produce what we think will be the premier HR event in Northern Ireland – this year and every year.

## Conference Overview

This event has three panel discussions in the morning. Afternoon sessions give delegates a choice from a series of practical workshops and presentations on topical HR and employment law issues.

- In our first panel discussion two senior professionals consider decision-making processes in the face of public scrutiny in Northern Ireland:

Judith Gillespie, Deputy Chief Constable of the **PSNI**, gives a personal perspective of "Interim Judgement" during her time as Acting Chief Constable and Pauline Shepherd, Director of Human Resources, **NI Water**, focuses on HR's input to modernisation: re-structuring, re-skilling and driving high performance to deliver customer services.

What would you do, knowing that the cameras are on you?

- In the second panel discussion three speakers consider how operating in a global economy has impacted on their organisation and how they carry out their functions:

Shauna Hughes, Regional Manager in charge of Organisational Effectiveness and Engagement, **Caterpillar**, considers how to maintain motivation and contact in a worldwide organisation; Linda Magee, Global HR Manager, **Randox Laboratories**, considers HR's role in developing a global organisation; and Williams Johnson, Managing Director, **Great Place to Work® Institute UK**, sets out how building trust was the key to the success of many successful global players.

- In the third panel discussion two speakers consider issues of vital importance on how your organisation is perceived by the outside world and what you can do internally to influence those external perceptions:

Leon Hill-Foster, Head of Diversity, **B&Q**, puts the business case for diversity in achieving success; and Bev Lowry, previously Head of Internal Communications, **British Airways**, spells out how good communications at times of trouble impacts at the time and beyond the immediate crisis.

Each of the panel presentations is followed by a debate and open forum: your chance to put questions and comment to the panel.

Afternoon sessions are practical workshops on issues suggested and rated by our HR customers. See opposite page for details.

## Who Should Attend?

This conference is an essential event for HR professionals and other people managers who want to get the best out of the best human resources available in these recessionary times and who want to improve their own performance.

## Duration ~ Date ~ Location

Full Day Conference: 9.30am - 4.30pm

Thursday 22nd April 2010

Ramada Hotel, Shawsbridge, Belfast

## Cost

Full Rate: £455 +VAT ~ Charity Rate: £364 +VAT

SAVE a further 10% by booking and paying online!

## Morning Programme

Theme/Time	Speakers and Sessions
9.20	Introduction and Set Up: <b>Scott Alexander, Legal-Island</b>
9.30	Welcome Address: <b>Richard McClean, Independent News and Media</b>
9.40 Time is of the Essence:	<b>Interim Judgement.</b> You have to run the highest-profile organisation in Northern Ireland whilst awaiting the appointment of a permanent superior officer. A mistake could ruin reputations and make life very difficult for the new boss. What do you do, knowing that the cameras are on you? <b>Judith Gillespie, Deputy Chief Constable, PSNI</b> <b>Working in a Fish Bowl.</b> How can HR add value and transform the business at break-neck speed under the media spotlight? <b>Pauline Shepherd, HR Director, NI Water</b>
10.20	Debate and Open Forum: Your chance to put questions and comment to the panel
10.30	Networking and Refreshments
11.00 Reflections on the Outside World	Three speakers consider how operating in a global economy has impacted on their organisation and how they carry out their functions: <b>Remote Control.</b> <b>Shauna Hughes</b> is a <b>Regional Manager</b> in charge of <b>Organisational Effectiveness and Engagement</b> for <b>Caterpillar</b> . But her "region" covers Europe, Africa, Middle East and Asia Pacific. So how can you maintain motivation and contact without physical meetings in a global economy and what are the lessons for smaller organisations? <b>Keeping it in the Family.</b> How do you grow a multi-million pound, worldwide business yet remain a family firm based in Northern Ireland? <b>Linda Magee, Global HR Manager, Randox Laboratories</b> , takes us from vision to achievement and outlines the role of HR in the process. <b>Sustaining Workplace Excellence in a Downturn.</b> Many of the largest organisations in the world struggled in the recession but those who did best had built a high-trust culture from the top down to gain competitive advantage. <b>Williams Johnson, Managing Director, Great Place to Work® Institute UK</b>
11.45	Debate and Open Forum: Your chance to put questions and comment to the panel
12.00 Reflecting to the Outside World	Two speakers consider issues of vital importance on how your organisation is perceived by the outside world and what you can do internally to influence those external perceptions: <b>Diversity at our Core: B&amp;Q</b> is renowned for its diverse workforce. <b>Leon Hill-Foster, Head of Diversity</b> , puts the business case for diversity and explains how it has helped the organisation succeed where others have failed in the recession. <b>Communicating During a Crisis: Bev Lowry</b> was <b>Head of Internal Communications</b> for <b>British Airways</b> during some of its most difficult times as well as the good. She spells out how good communications at times of trouble impacts at the time and beyond the immediate crisis and how essential it is for HR and communications professionals to work closely together.
12.45	Debate and Open Forum: Your chance to put questions and comment to the panel
1.00	Networking and Lunch

## Afternoon Programme

Delegates may choose from a list of topical sessions set out in two parallel streams as suggested by our HR professional customers. Some sessions will be finalised nearer the time to ensure that they are absolutely current to the needs of Northern Ireland's HR professionals. Notes from all parallel sessions will be included in delegate packs. Confirmed topics include:

- HR Strategy: How to implement a strategic healthy workplace plan. Templates, check-lists and precedents provided. **(Tanya Kennedy, Business in the Community)**
- Dispute Resolution Procedures – what are the latest developments for HR departments to consider in the light of expected changes? **(Lisa Bryson, Carson McDowell)**
- HR Strategy: Lessons for HR strategists from a large merger and integration programme. Templates, checklists and precedents provided. **(George Alexander, Alexander HR)**
- How might employers handle the termination of older workers' employment contracts in the light of the imminent removal of the default retirement age? **(Rachel Penny, Carson McDowell)**
- What practical measures can I take to encourage long-term sick employees to return to work? A Case study. **(John Conaghan, Carecall)**
- How might employers set a medical questionnaire and avoid unexpected health problems from prospective employees – if at all? **(Orlagh O'Neill, Carson McDowell)**
- HR Strategy: Personal Strategies. How do you move from HR practitioner to leading corporate strategist? What must you take on? How can you convince decision makers that you and your HR strategy are just what they need? **(Gillian Esquivel, 30-40-30)**

For full programme details please go to [www.legal-island.com](http://www.legal-island.com)

## Event ~ Date ~ Location

### Northern Ireland's Annual HR Conference 2010

22 April 2010 ~ Ramada Hotel, Shawsbridge, Belfast

## Your Details

Title (Mr, Mrs, Ms etc) Name

Job Title

Organisation Name

Organisation Address

Postcode

Telephone No

Fax No

Delegate Email Address

An email address for the delegate is essential for purposes of pre & post conference learning as well as confirmation of booking. Legal-Island will not disclose your email address to any third party for whatever reason.

## Cost and Payment

Total Number of Employees in the Company

Is your company a registered charity? Yes  No

Charity Reg No

Invoice Address (if different from above)

Name of Accounts Payable

Telephone No of Accounts Payable

Purchase Order Number (if applicable)

### Cost per delegate

Full Day Conference Full: £245 +VAT

Cost includes refreshments and comprehensive set of notes. Lunch will be supplied.

For bookings of five or more people at any one event please contact NI Events Manager directly.

### Method of Payment

Cheque (payable to Legal-Island)

Please indicate if you have any special dietary, learning or access requirements.

## Terms & Conditions

A place will be confirmed via email on receipt of this signed booking form, which creates legally binding obligations for both parties irrespective of attendance on the day.

Please complete one form per delegate in capital letters. Please ensure a purchase order number is indicated if necessary. For collection of payment it is necessary to provide us with a contact name and number of your accounts payable department.

### Cancellations/Amendments

Cancellations will incur the following charges Over 28 days 15% of course fees 15-28 days 50% of course fees 1-14 days 100% of course fees.

Cancellations must be received in writing prior to the event. Substitute delegates can be used and names changed on the day. No transfer to future events is permitted.

Please note an admin charge of £50 is applicable for any permitted changes to bookings once confirmed including change of delegate name, re-invoicing or issuing of credit notes.

Please note that the content for each event published here is meant as a guide only and is subject to change. We reserve the right to amend a programme or cancel an event at any time for whatever reason.

\* All organisations with fewer than 50 employees or registered charities (registered at the time of booking) qualify for the charity rate. The number of employees includes all branches, subsidiary/parent companies, boards, trusts and federated organisations.

A certificate of attendance is provided within ten days of the event, which may be used to obtain CPD points where applicable.

For full terms and conditions please check online at [www.legal-island.com](http://www.legal-island.com)

Signature Accepting Terms of Booking



please return your completed registration form to

The NI Events Manager, Island House, Station Road, Antrim BT41 1BH

Telephone: 028 9446 3888 Fax: 028 9446 3516 Email: [events@legal-island.com](mailto:events@legal-island.com)

