

Ireland's HR Symposium 2012 Inspiring Employees in Tough Times



The Shelbourne Hotel, St Stephen's Green, Dublin 2
Wednesday 29th February 2012



We invite you to attend our Symposium for senior and experienced HR professionals in Ireland. Speakers and facilitators include senior HR Directors, legal experts from Arthur Cox and other specialists including global HR Services Group Penna and Ireland's Symbio HR Solutions. Hear about and learn from their experiences and take away practical tips that you can utilise in everyday business.



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Early Bird Offer Applies **Book by Friday 20th January 2012 and Save €100**

Ireland's leading HR and employment law training provider has teamed up with Global HR Service Group, Penna, Ireland's Symbio HR Solutions and top legal firm Arthur Cox to design an interactive and engaging programme for this year's premier HR event.

Why attend this event?

It takes more than hard work to get out of a recession and financial crisis as deep as this. Employees need inspiration from leaders determined to succeed. You need ideas, but not only ideas, you need practical ideas that you can apply in your workplace. This event combines some of Ireland's top HR and business leaders with practical, in-depth workshops to give inspired ideas that have improved employee and organisational performance during these tough economic times.

All workshop sessions have practical 'takeaways' of template documents, checklists, FAQs and top tips from experts. You choose the sessions likely to best suit your needs – but will receive information from all workshops.

Who should attend?

This conference is open to Chief Executives, Senior and experienced HR professionals and Managers. This is the ideal place to keep up-to-date with the latest strategic thinking and hear how other organisations are dealing with performance issues and other challenges during these tough times.

Consider these questions

- What have the successful organisations done and how can I replicate that?
- Alternatively, what have the not-so-successful organisations done and how can I avoid making the same mistakes?
- If some areas are starting to come out of recession, what strategies do I, as a HR professional, need in place NOW?
- How do these fit in with an overall business strategy so that we can take advantage of any improving situation?

Duration ~ Date ~ Location

Full Day Conference: 9.20am-4.30pm

Wednesday 29th February 2012

The Shelbourne Hotel, St Stephen's Green, Dublin 2

Cost

Standard Rate: €295

Early Bird Rate: €195 (if booked before Friday 20th January)

Workshops will be facilitated by senior consultants Mike Jones, Colin Catney and Oliver Johnston from Penna and are supported by the employment team from Arthur Cox, led by Partner Kevin Langford.

Go to www.legal-island.ie for updates

Guest Speakers

Mary Collins Head of Talent Development & Learning, Deloitte

Mary has been working in the Organisation Development/Talent Management field for over 14 years. Before joining Deloitte in 2006, she had a range of different OD roles in the Telecoms sector and is a part time OD/HR lecturer at UCD.

Ultan Courtney Managing Director, FirstCall HR

Ultan has 22 years' experience in the field of HR (including C&C Group PLC, Superquinn and Waterford Foods) and currently provides a range of people management and leadership development services to leading Irish and international businesses through his consultancy company, CourtneyHR.

Mary Donohoe Training & Development Manager, National Irish Bank

As a senior manager in National Irish Bank's HR team, Mary's main role is ensuring that the organisation's training and development initiatives fully support the business strategy and the development needs of the employees. Her extensive experience across a wide range of HR and business functions has given her a deep understanding of the needs of the customer, the organisation and its employees.

Kevin Empey HR Director of Consulting Services, Towers Watson

Kevin is Director of the Towers Watson HR consulting business in Ireland. The main focus of his work is developing HR, employee engagement and reward strategies and solutions across a wide range of organisations and industry sectors.

Martin Farrelly Managing Partner, Martin Farrelly Associates

Martin is an experienced HR professional who has consulted with and has led clients through significant organisational change programmes. During his career he has gained extensive experience in change management and strategic HR initiatives. In addition he has designed and led many company specific development programmes to enable businesses and their people realise their potential.

Tara Flynn Director, FirstCall HR

Before establishing Attain Consulting in 2008, Tara held senior HR roles in Ulster Bank Markets and Abbey National Financial and Investment Services and Head of Member Communications in Mercer.

Orla Graham Head of HR, Deloitte

Orla is Head of HR with Deloitte in Ireland. Her expertise combines 18 years working in HR with Marks & Spencer, Coca-Cola and Deloitte. Deloitte, with 1,200 employees, is Ireland's fastest growing professional services firm. Deloitte has been voted one of the Top 50 companies to work for the past nine years.

Teresa Kilmartin Director, Symbio HR Solutions

Teresa has 25 years HR experience, predominantly gained in the Financial Services Sector. However, since co-founding Symbio, she has worked across a broad range of industries, and believes that although cultures may change, the fundamental principles of positive HR practices remain the same.

Catherine Lambe HR Director, Musgrave Wholesale Partners

Catherine joined Musgrave in 2005 as HR Director. Her role is to ensure that through an integrated strategy, HR is aligned to deliver the strategic and operational business objectives. Catherine previously held senior HR roles with Hewlett Packard both in Ireland and EMEA, Reckitt Benckiser and H.J. Heinz. Catherine holds an MSc in Strategic HR Management.

Eddie Molloy Director, Advanced Organisation

Eddie has operated for 35 years as an independent consultant specialising in strategy, large-scale organisation change and innovation. He has carried out assignments in all sectors, ranging from central banks to religious orders and from multinational corporations to NGOs and Universities.

Velma Roberts Senior Manager, PricewaterhouseCoopers

Velma is a senior manager in the Reward & HR Advisory practice with PwC. Prior to joining in 2010, Velma was the Head of European Executive Remuneration Information and worked as a senior reward and HR consultant (in a global reward consultancy) for over seven years.

Niall Saul Executive Chairman, Symbio HR Solutions

Niall has over 30 years' experience in the areas of HRM, Organisation Development, Industrial Relations, Restructuring and Change Management in a series of major companies, both unionised and non-unionised. Niall is actively involved in providing leadership coaching using the CLG model, for CEOs and CFOs in a range of growth oriented Irish companies as part of the EI sponsored Leadership4Growth series of programmes run on conjunction with both Stanford and Duke Business Schools.

David Walsh Managing Director, Netwatch

Netwatch has grown from the first Irish company to use modern communication technologies to provide businesses with remote visual monitoring systems to Europe's largest Visual Monitoring Company and now boasts offices in the UK and Boston, USA. A graduate of UCD, David has 15 years' Senior Management experience with a highly successful, internationally traded Engineering Company.

Programme

9.20am **Welcome and Introductory Remarks**

9.30am **What is Strategy?**

Let's ensure we are all on the same page by defining what we mean by strategy in a HR and business context.

Speaker: **Eddie Molloy** Director, Advanced Organisation

9.45am **An Organisational Strategy**

A case study that has used best practice principles to develop an organisational strategy.

Speaker: **Catherine Lambe** HR Director, Musgrave Wholesale Partners

10.15am **Organisational and People Strategy**

A case study that has used best practice to develop an organisational and people development strategy.

Speaker: **David Walsh** Managing Director, Netwatch

10.40am **Break and Networking**

11.00am **Five Minute Taster Session**

What we'll be covering in the:

- Performance Management Workshop
- Learning Organisation Workshop
- Managing Talent Workshop

11.15am **A Choice of Workshops**

Facilitated by Penna, with legal support from Arthur Cox and a guest business expert. Each session has practical 'takeaways' of template documents, checklists, legal FAQs and top tips from experts, which are provided for every delegate.

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| One: Performance Management Workshop Why does it not work for so many organisations? How to create an effective PM system. Guest Speakers: Teresa Kilmartin & Niall Saul | Two: Employee Opinion Workshop NIB, part of the Danske Bank Group, proactively uses employee opinion surveys to measure management behaviours and drive performance. During a period of significant change they have improved their scores and outperformed the industry benchmark. Guest Speaker: Mary Donohoe | Three: Managing Talent Workshop How to develop an effective talent strategy for your organisation. Guest Speakers: Mary Collins & Orla Graham |
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12.45pm **Plenary Feedback Session**

Feedback from workshop facilitators.

1.00pm **Lunch and Networking**

2.00pm **Strange Bedfellows or How HR can engage**

How to engage with other parts to the business to enhance business results.

Speaker: **Martin Farrelly** Managing Partner, Martin Farrelly Associates

2.30pm **Five Minute Taster Session**

What we'll be covering in the:

- Change and HR Workshop
- HR Metrics Workshop
- Motivation, Retention and Engagement Workshop

2.45pm **A Choice of Workshops**

Facilitated by Penna, with legal support from Arthur Cox and a guest business expert. Each session has practical 'takeaways' of template documents, checklists, legal FAQs and top tips from experts, which are provided for every delegate.

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| One: Change and HR Workshop How can HR best contribute to an effective change management programme? Guest Speakers: Ultan Courtney & Tara Flynn | Two: HR Metrics Workshop How to measure, what to measure and why – making an impact in your organisation by use of fundamental measurements. Guest Speaker: Velma Roberts | Three: Motivation, Retention and Engagement Workshop How to use engagement surveys to develop a strategic approach to motivation, engagement and retention. Guest Speaker: Kevin Empey |
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4.15pm **Plenary Feedback Session**

Feedback from workshop facilitators.

4.30pm **Close**



ARTHUR COX

Deloitte

FirstCall HR

MUSGRAVE GROUP



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Your DetailsTitle (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 and post conference learning as well as confirmation of booking. Legal-Island will not disclose your email address to any third party for any reason.

Cost and PaymentInvoice Address (if different from above) Name of Accounts Payable Contact Telephone No of Accounts Payable Contact Purchase Order Number (if applicable) **Cost per delegate for this event****Standard Rate €295 Early Bird Rate €195**

Book before Friday 20th January to receive the Early Bird Rate.

Cost includes lunch and refreshments and all materials. For bookings of five or more people please contact the Events Manager directly.

Plus save an additional €20 if you book and pay online.

Method of payment

Cheque (payable to Legal-Island).

Special requirements

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

Signature Accepting Terms of Booking

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 in your Accounts Payable Department.

Cancellations/Amendments

Cancellations prior to the event will incur the following charges: over 28 days €50; 15-28 days 50% of course fees; and 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 any reason.

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

For full terms and conditions please check online at www.legal-island.ie

How to return your registration form:

- 1 Fax it to us on 01 4013894
- 2 Scan it and email it to us at events@legal-island.ie
- 3 Post it to us at Legal-Island, International House, Tara Street, Dublin 2