

Cumberland Lodge, Windsor Great Park

16-17 July 2019

£875+VATINCLUDING ACCOMMODATION
AND CONFERENCE DINNER

HR summer school

Great place to work?

Is your organisation really a great place to work.... for older, younger or all people? Does your reputation attract? Do people stay in your organisation... and go the extra mile? Do your leaders think about the link between organisational performance and employee experience when making key decisions?

Boards are accountable for strategy, including people strategy and, to get it right, they need to know what is happening on the ground. It is easy to say that we want open communication, collaboration, innovation and trust but getting there is hard. Top down and bottom up, HR shapes workplace culture, designing policies, supporting leaders and challenging them too. We will explore the role of HR in governance, strategy execution, behaviour and, hardest of all, speaking truth to power.

Speakers

Dr Wendy Hirsh

Chair and Facilitator



Neil Carberry

CEO, Recruitment & Employment Confederation



The Rt Revd Stephen Cottrell

Bishop of Chelmsford



Diane Gilhooley

Global Practice Group Head: Employment & Labor, Eversheds Sutherland

Dr Nic Hammarling

Partner, Head of Diversity, Pearn Kandola

Dr Rebecca Homkes

Fellow, London Business School

Ruth Hunt

CEO, Stonewall

Dr Andrew Kakabadse

Professor of Governance & Leadership, Henley Business School

Rupert McNeil

Government Chief People Officer, Civil Service



Today, Cumberland Lodge is dedicated to the discussion of ethical, spiritual and topical issues in contemporary society. Built in 1652 and situated in the middle of Windsor Great Park – it has many Royal connections. Queen Victoria's daughter lived at Cumberland Lodge for 50 years. The Queen Mother was a frequent visitor and so is the Queen.

cumberlandlodge.ac.uk

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(SOME DISCOUNTS, INCLUDING
TEAM DISCOUNTS, APPLY)

Who should attend?

This course is aimed at ambitious HR and OD professionals who want to be more effective in their role. Each speaker will help you think about how your organisation uses people, now and in future.

Dr Wendy Hirsh *Chair and Facilitator*

Wendy is a researcher and consultant in strategic people management. She is regularly voted among the top 10 HR thinkers in the UK. Wendy is Principal Associate at the Institute for Employment Studies and Visiting Professor at Kingston and Derby universities.

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Delegates will learn about:

- beyond cliché and lip service: exploring the components of a really 'great place to work'
- approaches to strategy and governance, the link between the two and the part HR must play but often does not
- senior leaders: expectations, needs and curbs
- the people agenda in a FTSE 100 company and in the Civil Service
- current labour supply and staffing models: closer supervision?

Conference speakers

Neil Carberry

Neil leads the REC – the UK recruitment industry body. He sits on the Council of Acas and the Low Pay Commission, and is a fellow of the CIPD and the RSA. Before joining REC, Neil led the CBI's work on people issues for a decade.



The Rt Revd Stephen Cottrell

As Bishop, Stephen serves Essex and East London and is a member of the House of Lords. He is a member of the Church of England's Committee for Minority Ethnic Concerns and Chair of Church Army, an Anglican society for evangelism and social outreach. He is a well-known writer and speaker on evangelism, spirituality and catechesis.



Diane Gilhooley

Diane provides strategic employment advice. She is an accomplished conference speaker and is also a governor at an HE college.

EVERSHEDS
SUTHERLAND

Dr Nic Hammarling

A business psychologist and diversity specialist, Nic has worked with many UK and multinational organisations and public sector bodies. Nic's specific research interest is the impact of cross-cultural values on organisational issues.



Dr Rebecca Homkes

Rebecca's research and consulting work primarily focuses on strategies for growth. She helps lead a firm in Silicon Valley and writes for Harvard Business Review, Bloomberg and Businessweek.



Ruth Hunt

Since taking up her position in 2014, Ruth has committed to deeper engagement with groups from different ethnicities, religions and geographies.



Professor Andrew Kakabadse

Andrew works with several corporations on boardroom effectiveness and governance practice. He consults in the UK, Europe, USA, Far East, Russia, the Gulf States, India and Australia.



Rupert McNeil

Rupert joined the Civil Service in 2016 from Lloyds Banking Group, where he was the Group HR Director. He began his career at the CBI before becoming a partner in Deloitte and Arthur Anderson.



Ways to book

 [eversheds-sutherland.com/training](https://www.eversheds-sutherland.com/training)
Discounts available for online payments and multiple bookings

 training@eversheds-sutherland.com

 For further information or support, please call: **+44 113 200 4040**

Programme

DAY 1

10.00 registration and coffee, 10.30 start

HR and the employee experience

Dr Wendy Hirsh

- what do employees experience?
- why does this matter?
- what can HR do about it?

Purpose and strategy

Dr Rebecca Homkes

- HR's contribution to strategy
- why HR may get excluded and ways to get involved

HR and governance

Professor Andrew Kakabadse

- governance and the role for credible HR
- tension, disagreement and confrontation
- stewardship, mission and tick box compliance
- values, behaviours and capability?

Nurturing inclusive cultures

Dr Nic Hammarling

- the influence of leaders
- discouraging groupthink
- 'servant behaviour'
- trust and feedback

PEARN | HANDOLA

Better recruitment driving growth and competitiveness

Neil Carberry

- short-term recruitment to long-term talent planning
- rising standards
- managing the changing contract mix of the modern workplace

19.00 drinks on the terrace followed by dinner

DAY 2

09.00 start

Challenging your leaders

Diane Gilhooley

- board director accountability and feedback
- disputes, personality clashes and HR intervention
- service agreements, bonuses and severance

Seeing leadership differently

The Rt Revd Stephen Cottrell

- personal responsibility
- pastoral care at work

Inclusive leadership

Ruth Hunt

- rethinking inclusion
- cultural fit: conscious bias?
- advancing trans rights

Delivering HR transformation in Government



Rupert McNeil

- modernising our offer: being a public servant
- tone and leaders who engage
- structures, T&C's, and skills

Truth to power

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Case study examples of director error and the part played by HR

Approximately 15.00 close