Boosting employee engagement during change

ATTEND THIS CONFERENCE TO:

• learn how to identify and resolve barriers to engagement through organisational data
• unlock the potential of a diverse workforce to increase engagement and productivity
• be encouraged to develop an ‘always on mindset’ for employees feedback
• start doing more with less when implementing engagement initiatives on a shoestring
• involve employees in decision-making to effectively manage organisational transformation
• create an inclusive culture for more engaged employees

Check out the separately bookable workshop on 25 January:

Developing your Employee Engagement Strategy in Times of Change

Facilitated by Tim Pointer, Founder at Starboard Thinking, this workshop will help you to better understand and measure current levels of engagement. Join the workshop to get the tools and techniques you need to develop an effective employee engagement approach within your organisation.

SPEAKER HIGHLIGHTS:

Andy Hermiston, Deputy Chief Fire Officer, Gloucestershire Fire & Rescue Service
Aminah Grahamy, Executive Director of Corporate Services, RHP
Sarah Guerra, Director of Diversity and Inclusion, King’s College
Jules Smith, Head of People Services, Virgin Money

Book your place today at

events.cipd.co.uk/events/employee-engagement
# CIPD Employee Engagement Conference and Workshop

**Boosting Employee Engagement During Change**

Engaging employees is not only necessary for business as usual, it will bring tangible benefits to the bottom line. From increased morale and productivity to reduced attrition and turnover, keeping people engaged is the only way to organisational success. Keeping people engaged and motivated however is more and more difficult as the pace of organisational change keep increasing. Adapting your employee engagement strategies to respond to constant organisational change is therefore essential.

The CIPD Employee Engagement Conference & Workshop is your opportunity to hear from organisations who have successfully embraced change and still increased their levels of employee engagement. Attend and think differently about your employees’ experience and take away practical ideas that you can apply into your own organisation.

The case studies focus on increasing engagement during change, engaging globally dispersed workforces and implementing low-budget strategies. Learn from other organisations’ successes and pitfalls, exchange ideas with your peers and find practical solutions to your own challenges.

## Conference programme Wednesday 24 January 2018

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<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker Details</th>
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<tbody>
<tr>
<td>09:30</td>
<td>Chair’s Opening Remarks</td>
<td>Chair: Cathy Brown, Executive Director, Engage for Success</td>
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<tr>
<td>09:40</td>
<td>Opening Keynote: Better Performance, Better Business and Better Teams During Times of Change</td>
<td>Speaker: David D’Souza, Head of Engagement and London, CIPD</td>
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<td>10:25</td>
<td>Case study: Driving Employee Engagement through Collaboration</td>
<td>Speaker: Lucy Palmer, Director of HR, Stephens Scown LLP</td>
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<td>11:00</td>
<td>Coffee break</td>
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<tr>
<td>11:20</td>
<td>Case study: Maintaining Engagement during Organisational Transformation</td>
<td>Speaker: Amina Graham, Executive Director of Corporate Services, RHP</td>
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<tr>
<td>11:55</td>
<td>Case study: Leadership-Led Cultural Change leading to Empowered and Engaged Staff</td>
<td>Speaker: Andy Hermiston, Deputy Chief Fire Officer, Gloucestershire Fire &amp; Rescue Service</td>
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<td>12:30</td>
<td>Networking Lunch</td>
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**Interactive roundtable discussions**

Join our speakers for short presentations aimed at provoking and inspiring conversation. You will then be able to join roundtable discussions on the topics that are most relevant to you - to discuss your challenges with your peers and identify shared solutions to your own business issues.

**Using HR Metrics to Understand the Drivers of Employee Engagement**

- identifying and resolving barriers to engagement through organisational data

**Successfully Engaging a Global and Dispersed Workforce**

- tailoring employee engagement strategies to bring benefits to the whole workforce

**Low-budget Strategies to Improve Employee Engagement**

- doing more with less – implementing effective engagement initiatives on a shoestring

**Speaker Details**

- Speaker: Jules Smith, Head of People Services, Virgin Money
- Speaker: Elma O’Reilly, Global People, Culture and Corporate Affairs Director, AllSaints
- Speaker: Tammy Palmer, Head of People Development & Engagement, Age UK

To book your place online visit [events.cipd.co.uk/events/employee-engagement](http://events.cipd.co.uk/events/employee-engagement)
Conference programme Wednesday 24 January 2017 (continued)

14:50 Coffee and Networking

15:10 **Case study: Ensuring Diversity & Inclusion is a Key Part of Your Engagement Strategy**
- creating an inclusive culture for more engaged employees
- understanding that inclusion is not a minority issue and how it benefits the whole business
- unlocking the potential of a diverse workforce to increase engagement and productivity

*Speaker:* Sarah Guerra, Director of Diversity and Inclusion, King's College

15:45 **Case study: Developing an 'Always On mindset' for Employees Feedback**
- benefits of deploying an always-on approach to gather employee feedback and use it to inform your business strategy
- the relationship between culture, engagement and performance and understand how to track all three
- the practical challenges and benefits to adopting an always on mindset

*Speakers:* Ryan Tahmassebi, Head of Leadership Development, Newcastle Building Society
*Sponsor speakers tbc*

16:20 **Chair’s Closing Remarks**

*Chair:* Cathy Brown, Executive Director, Engage for Success

16:30 Drinks reception sponsored by Hive.HR

Workshop programme Thursday 25 January 2018

**09:30–15:30 Developing your Employee Engagement Strategy in Times of Change**

Every organisation experiences change in its business cycle. Maintaining employees' motivation and enhancing engagement during periods of change is crucial for a smooth transition and plays a vital role in business success.

This practical workshop will allow you to better understand and measure current levels of engagement. It will help you design a suitable strategy for your organisation and will provide you with the tools and techniques you need to develop an effective employee engagement approach within your business. You will leave the workshop with a framework that will enable you to embed employee engagement in everyday practice and provide support for your organisation to thrive in times of change.

This interactive workshop will cover:
- The latest thinking on employee engagement
- Measuring employee engagement and making use of the outcomes
- Tools and techniques for drafting your strategy and creating an action plan for your organisation, from plan to practice
- Communicating your employee engagement strategy
- Selling the business benefits
- Action planning

**Workshop facilitator:**

Tim Pointer, Founder, Starboard Thinking

**Who should attend:**
Developing Your Employee Engagement Strategy in Times of Change is the right workshop for HR, OD practitioners who help create and implement employee engagement strategies and would like a broader understanding of this field and what can be achieved.