

## PERFORMANCE MANAGEMENT AT EMPLOYEE EXPERIENCE CONFERENCES

#CIPDEE



### Integrating engagement and performance management to drive high potential

Performance Management at the CIPD Employee Experience Conferences will explore the latest methods in driving high performance throughout an employee's journey at an organisation, and examine how Performance Management ties into the bigger picture of Employee Experience. Through a range of session formats, you'll hear from leading specialists presenting innovative and thought-provoking material that will help you to compare alternative methods, modernise your approach, partake in engaging discussion and gain best-practice insight that is ready to be implemented.

### Why should you attend?

- ✓ Gain ideas from specialists who have successfully implemented new initiatives
- ✓ Understand how this will be an priority for HR in the future world of work
- ✓ Learn practical techniques to improve your internal communications
- ✓ Engage in thought-provoking discussions around the latest trends

### Speakers include



**Birthe Mester,**  
Global Head of Performance and Culture, Deutsche Bank



**Annette Andrews,**  
HR Director, Lloyds



**Catherine Allen,**  
Head of Keeping People Happy, Ella's Kitchen



**Lorenzo Chiozzi,**  
Head of People and Performance, London Early Years Foundation



Book your one day or discounted two day ticket at [cipd.co.uk/employee-experience](http://cipd.co.uk/employee-experience)

Discounted rates for CIPD Members

#### Who should attend?

- Heads of Performance, Directors, Consultants, Director of Talent Strategy and Talent Champions
- HR Directors, People Directors, Heads of HR, HR Officers, Business Partners and Recruiters
- L&D Advisors, Consultants, Leadership Development Manager and Business Partners
- Organisation Development Advisors, Consultants and Change Managers
- Business Leaders and Chief Executive Officers

#### Join us for the Employee Engagement Conference

**11 December 2018**

Develop a greater, holistic understanding of how engagement and performance management are intrinsic parts of Employee Experience and save on the ticket price!

This conference will explore the latest developments on how to keep your people happy and motivated at work throughout their career.

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## CONFERENCE SCHEDULE | 12 DECEMBER 2018

09:00	<b>Registration and morning coffee</b>
09:30	<b>Chair's opening remarks</b> Jonny Gifford, Senior Advisor, Organisational Behaviour, CIPD
09:40	<b>Opening keynote: Shadows do not block out the sun - Achieving a holistic view of performance management to maximise organisational productivity</b> This session will explore: <ul style="list-style-type: none"><li>the biodiverse organisation which includes performance, culture and engagement</li><li>developing a vision which nurtures individual performance</li></ul> Scott D. McArthur, Executive Coach, Writer and TEDx Speaker
10:20	<b>Case study: Mastering the quantity and quality of successful performance conversations</b> Hear insights on: <ul style="list-style-type: none"><li>implementing a less formal 'check in' approach to managing and developing performance</li><li>promoting a supportive culture at work for regular conversations to take place</li></ul> Birthe Mester, Global Head of Performance and Culture, Deutsche Bank
11:00	<b>Networking coffee</b>
11:40	<b>Panel discussion: How do you manage employee expectations with regards to career pathways and development?</b> This panel of experts will discuss: <ul style="list-style-type: none"><li>best practice for benchmarking employees on an ongoing basis</li><li>helping to align an individual's aspirations with the organisation's goals</li></ul> Annette Andrews, HR Director, Lloyds Laurell A Hector, Author and Learning and Development Specialist Birthe Mester, Global Head of Performance and Culture, Deutsche Bank
12:20	<b>Case study: The role of technology in changing performance culture - Joining the dots between theory and practice</b> This session will explore: <ul style="list-style-type: none"><li>A clear, practical and proven performance framework for building rich and ongoing performance dialogue between manager and employee</li><li>The psychology of technology and its role in behaviour change</li></ul> Stuart Hearn, Founder and CEO, Clear Review
12:50	<b>Networking lunch sponsored by Clear Review</b>

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13:50	<p><b>Case study: Driving team performance to improve employees' experience of performance management</b></p> <p>This session will help you to:</p> <ul style="list-style-type: none"><li>▪ introduce team goals as well as individual targets</li><li>▪ get line manager buy-in and help them to become effective team leaders</li></ul> <p>Catherine Allen, Head of Keeping People Happy, Ella's Kitchen</p>
14:30	<p><b>Case study: Delivering effective performance management at every stage of an employee's journey</b></p> <p>You will discuss:</p> <ul style="list-style-type: none"><li>▪ the employee lifecycle and tailoring the right performance management to each stage accordingly</li><li>▪ how to coordinate your values and clear employer proposition from recruitment onwards</li></ul> <p>Lorenzo Chiozzi, Head of People and Performance, London Early Years Foundation</p>
15:10	<p><b>Networking coffee</b></p>
15:40	<p><b>Closing keynote: Moving forward - Developing your engagement and performance management strategies into an employee experience initiative</b></p> <p>This closing keynote will help you to develop an employee experience initiative by:</p> <ul style="list-style-type: none"><li>▪ exploring the link between technological, cultural and physical environment in relation to performance and engagement</li><li>▪ assessing methods for combining culture, performance management and engagement</li></ul> <p>Laurell A Hector, Author and Learning and Development Specialist</p>
16:20	<p><b>Chair's closing remarks and conclusions</b></p> <p>Jonny Gifford, Senior Advisor, Organisational Behaviour, CIPD</p>
16:30	<p><b>Conference close</b></p>

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