

HR BUSINESS PARTNERING CONFERENCE

27-28 March 2019
The Montcalm Hotel, London

cipd.co.uk/HRBP

Maximising potential with a strategic mindset

The CIPD HR Business Partnering Conference will explore the evolving responsibilities and expectations of today's HR Business Partners and how to develop a compatible and tailored skillset to deliver in all areas of the role.

It will also examine the evolution of the traditional model and endeavour to forecast what is next in the HR Business Partnering lineage so current and aspiring HR Business Partners can equip themselves with the tools essential to succeed and become a high-performing HR Business Partner.

Why attend this conference?

✓ **Apply** innovative approaches and ideas to your HR Business Partnering model and improve its impact

✓ **Learn** practical techniques to improve your skills as an HR influencer

✓ **Understand** how HR Business Partnering will be an essential priority for HR in the future world of work

✓ **Develop** the skills to enhance your own and employees' well-being

Speakers include



James Grinnell,
Group People
Director,
Currie & Brown



Prof Paul Sparrow,
Director of the Centre
for Performance-led HR,
Lancaster University
Management School



Lindsay Beresford, Head
of Employee Experience,
Royal Mail Group



Miranda Burgum,
Head of People,
Gail's Bakery



Book by
16 Jan to save
with early bird
discount:
cipd.co.uk/HRBP

Who should attend?

- HR professionals who want to develop their abilities to maximise their potential as an HR Business Partner
- HR Generalists, Directors, People Directors and Heads of People who incorporate aspects of the HR Business Partner role in their responsibilities
- L&D Business Partners, HR Business Partners, HR Managers and HR Advisors
- Consultants and academics seeking relevant insights and new skills

Discounted
rates
for CIPD
Members

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DAY ONE CONFERENCE SCHEDULE | 27 MARCH 2019

09:00	Registration and morning coffee
09:30	Chair's opening remarks Giles O'Halloran, Lead Tutor HR Business Partner Programmes, CIPD
09:40	Opening keynote: exploring the evolution of the HR Business Partner model and forecasting its future <ul style="list-style-type: none">▪ how and why the Ulrich model has changed and developed▪ new territory: how will the future of work impact the Ulrich model as we know it? Professor Paul Sparrow, Director of the Centre for Performance-led HR, Lancaster University Management School
10:20	Case study: managing change and organisational transformation <ul style="list-style-type: none">▪ HR's role in adding to business' competitive advantage and organisational excellence▪ strategic business planning: how HR is shaping, developing and implementing business strategy together with business leaders Heather Waterhouse, Global HR Operations Director, The Royal Institution of Chartered Surveyors
11:00	Coffee and networking
11:20	Case study: engaging a diverse workforce to facilitate an inclusive and supportive environment for great results <ul style="list-style-type: none">▪ the different elements of a high-functioning engagement strategy▪ measuring the effectiveness of your engagement strategy and actioning feedback Lindsay Beresford, Head of Employee Experience, Royal Mail Group
12:00	Collaborating skillfully with other business departments to fulfill HR's potential as a function <ul style="list-style-type: none">▪ why it is important to collaborate from both a business and an HR perspective▪ supporting leaders and acting as interface between departments and stakeholders James Grinnell, Group People Director, Currie & Brown

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CONFERENCE SCHEDULE CONTINUED | 27 MARCH 2019

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| 12:40 | Networking lunch |
| 13:40 | Panel discussion: the power of HR and marketing combined – building a strong employer brand for effective talent management <ul style="list-style-type: none">▪ the importance of an employer brand and how it strengthens talent management▪ how technology and social media affect your employer brand and talent management <p>Miranda Burgum, Head of People, Gail's Bakery
Mike Robb, Group HR Manager, Crest Nicholson PLC
Karen Myers, Group Human Resources Director, William Hill
Heather Waterhouse, Global HR Operations Director, The Royal Institution of Chartered Surveyors</p> |
| 14:20 | Case study: embracing an OD and design mindset to add value and agility to your HR business partner model <ul style="list-style-type: none">▪ how benchmarking OD core capabilities will work to your strategic advantage methods for developing an OD and Design mindset within the HR function▪ methods for developing an OD and Design mindset within the HR function <p>Speaker tbc</p> |
| 15:00 | Coffee and networking break |
| 15:30 | Case study: strategically implementing a holistic well-being initiative for a healthier and happier culture <ul style="list-style-type: none">▪ gain buy-in and imbed a rigorous well-being initiative into your organisation's culture▪ measure the progress of your strategy and evaluate its impact on business objectives <p>Anne Bartlett, Health and Well-being Manager, CGI</p> |
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CONFERENCE SCHEDULE CONTINUED | 27 MARCH 2019

- 16:10** **Closing keynote: becoming a data-driven HR function**
- shifting mindsets and achieving a culture which embraces utilising Big Data for HR
 - the importance of storytelling to demonstrate value
- Jonathan Ferrar, Author of 'the power of people: how successful organizations use workforce analytics to improve business performance'

- 16:50** **Chair's closing remarks and conclusions**
- Giles O'Halloran, Lead Tutor HR Business Partner Programmes, CIPD

DAY TWO CONFERENCE SCHEDULE | 28 MARCH 2019

- 09:00** **Registration and morning coffee**
- 09:30** **Chair's opening remarks**
- Giles O'Halloran, Lead Tutor HR Business Partner Programmes, CIPD
- 09:40** **Opening keynote: raising the bar - achieving your potential as an HR Business Partner**
- developing the core competencies to excel as an influential HR Business Partner
 - how we can reinvent ourselves as practitioners to keep up with the role's evolution
- Allan Freed, Principal Consultant, RBL
- 10:20** **Interactive: how to manage your mental energy to maximise your productivity as an HR Business Partner**
- the factors which help your brain to function at its best
 - planning the working day to get the best out of your brain
- Hilary Scarlett, Author of 'neuroscience for organizational change'
- 11:20** **Coffee and networking break**

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CONFERENCE SCHEDULE CONTINUED | 28 MARCH 2019

12:00	<p>Practical: how to support employee mental health at an individual level to create an open culture</p> <ul style="list-style-type: none">▪ ways to facilitate an open and positive culture to reduce the stigma associated with mental health issue▪ the skills you need to support people experiencing a mental health problem <p>Emma Mamo, Head of Workplace Wellbeing, Mind</p>
12:45	<p>Interactive quiz: current and emerging trends relevant to HRBPs</p> <p>Giles O'Halloran, Lead Tutor HR Business Partner Programmes, CIPD</p>
13:05	<p>Networking lunch</p>
14:00	<p>Case Study: acquiring and applying coaching skills to develop a consulting mindset for effective problem-solving</p> <ul style="list-style-type: none">▪ develop yourself as a trusted coach to build strong interpersonal relations at work▪ apply a consultative mindset to increase your confidence and support people performance <p>Julia Ingall, Chief People and Culture Officer, Ennismore</p>
14:40	<p>Case study: bringing a commercial focus to your role as an HR Business Partner</p> <ul style="list-style-type: none">▪ use your HR skills and commercial understanding to improve business efficiency▪ inform effectively on HR strategies to create tangible business benefits <p>Justine Gillespie, Head of HR Business Partnering at University of Sunderland</p>
15:20	<p>Networking coffee</p>
15:50	<p>Interactive reflection</p> <p>Giles O'Halloran, Lead Tutor HR Business Partner Programmes, CIPD</p>
16:20	<p>Closing remarks from conference chair</p>
