How can we enable effective management of dispersed or virtual teams?
- Enabling managers to build and maintain solid long-distance relationships
- Leveraging technology to facilitate effective management and learning
  
  **Tim McPhillips**, Head of People Manager Capability, **Direct Line Group**
  **Alison Court**, Deputy Director, **Civil Service Leadership Academy**
  **Jackie Barefield**, Head of Learning and Development, **Barclays**

16:30 Defining your future workforce needs in a fast-changing world
- Identifying the skills that line-managers need to manage a more complex workforce
- Preparing line-managers for the impact of AI on the diversity of the workforce
  
  **Stuart Evans**, Group Head of Leadership and Learning, **Rolls-Royce**

16:55 Chairs closing remarks
**Andy Lancaster**, Head of Learning and Development Content, **CIPD**

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**Clear Review**
Clear Review is a continuous performance support software built to help organisations move from broken annual appraisals to regular manager/employee coaching conversations.
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**Join the conversation**

#CIPDDLM
27 November 2019

09:00  Registration and morning refreshments

09:30  Chair’s opening remarks
  Andy Lancaster, Head of Learning and Development Content, CIPD

09:40  Empowering individuals to better manage their own mental well-being and build resilience
  - Developing strategies to proactively build coping mechanisms and resilience through self-awareness and role thinking
  - Sharing tips and techniques for developing more helpful ways of thinking and boosting self-efficacy
  Tim McPhillips, Head of People Manager Capability, Direct Line Group

10:10  Inspiring line managers to address the root cause of what makes conversations feel difficult
  - Understanding what labelling conversations as ‘difficult’ or ‘critical’ does to our mindset towards raising challenging topics with others
  - Adopting strategies to manage the messages we tell ourselves which can disempower us from having higher risk conversations
  Geoff Morey, People Development Manager, Macmillan Cancer Support
  Matthew Ives, Leadership and Development Consultant, Interaction Learning and Development

10:40  Morning networking and refreshments

11:10  Equipping line managers to succeed during change and transformation
  - How to lead on more progressive approaches to performance management
  - Increasing resilience and emotional agility in the face of the unknown
  Nebel Crowhurst, Director of HR and Communications, Roche Diabetes Care

11:50  Retaining high performers to create a successful pipeline of line managers and future leaders
  - Understanding individual expectations in order to build an enticing employee value proposition
  - Creating networks and developing effective management practices and behaviours
  Dr. Dilum Jirasinghe, Global Head of Talent and Leadership, Vodafone

12:30  How can L&D support technical staff to become great team leaders?
  - How do we effectively identify the right people to promote into management and leadership?
  - How can we best support new line managers to succeed in their new roles?
  Rosie Warren-Cafferty, Global Director of Learning and Development, Dechert LLP
  Stuart Evans, Group Head of Leadership and Learning, Rolls-Royce
  Tim Drewitt, Learning Partner, Quantum, Aviva

13:10  Networking lunch

14:00  From appraisals to conversations – enabling managers to lead the way in transforming performance management
  - The barriers that stop line managers from having regular performance conversations
  - The importance of having the right framework and accountability
  Stuart Hearn, Founder and CEO, Clear Review

14:30  Encouraging a coaching culture within the organisation: what it means in practice for line managers
  - Defining the organisational need for coaching
  - Implementing a coaching culture: lessons learnt from putting it into practice
  Stuart Haden, Commercial Learning Consultant, CIPD

15:05  Developing line managers’ ability to empower decision-making at the right level
  - Ensuring that you have the right approach for your organisation and that the critical pillars are in place
  - Supporting line managers to develop trust and confidence in the decisions that others make
  Rebecca Tindall, Group Head of Human Resource and Development, PDSA

15:40  Afternoon networking and refreshments

Correct at time of press.