# Leadership & Development Summit

Creating Dynamic Leaders at All Levels of an Organisation, Increasing Engagement & Maximising Competitive Advantage

A Business Strategy Summit for Learning, Training & HR Leaders

# Wednesday 12th September - CBI Conference Centre, London

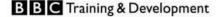
# **Conference Chair:**

• Jo Causon - Director of Marketing and Corporate Affairs, Chartered Management Institute (CMI)

# **Speakers from:**

- BBC Training & Development Ana Karakusevic, Learning Consultant
- PricewaterhouseCoopers Michael Holbrook, Director of Organisation and People Development
- Institute of Leadership Management Angela Peacock, Chair of the People Development Team
- The Centre for Excellence in Leadership (CEL) Lynne Sedgmore CBE, Chief Executive
- Surrey County Council Graham White, Head of HR
- Panasonic Europe Danny Kalman, HR Director
- Unilever Damian Hughes, HR Director













Media Partners:





# **Leadership & Development Summit**

# Creating Dynamic Leaders at All Levels of an Organisation, Increasing Engagement & Maximising Competitive Advantage

#### Introduction

There are many examples of dynamic individuals who have transformed the cultures of their organisations. When Greg Dyke resigned as the Director General of the BBC, hundreds of staff across the country staged walkouts in protest. For leaders such as this, organisational change is achieved when their teams are inspired by the leader's passion, energy and commitment to a shared vision for the organisation's future.

However, it is not just these high profile leaders who are important to organisations – the quality of leadership at all levels - from team supervisors, departmental managers to senior managers - has a fundamental impact on the performance and effectiveness of the organisation. It is these individuals who help shape organisational culture at a grass roots level and significantly impact on other employees' working experience. Their training and development is vital to ensure a steady succession of competent leadership in your organisation.

# **Why You Should Attend**

Whether you are looking to introduce a new leadership programme in your organisation or would like to see how your leadership and development programmes could be improved and refreshed - this conference will give you the knowledge necessary to benchmark your organisation against other leading employers and implement comprehensive and competitive programmes increasing engagement and improving performance. Delegates will discuss how to identify leaders, how to create leaders, and ensure that organisations have the right people with the right skills at the right time.

#### **Who Should Attend**

- Heads of learning & development
- Training managers
- HR & personnel directors
- Managing directors
- Heads of employee relations
- HR policy, strategy & decision makers
- Performance management specialists

# **Benefits of Attending**

- Hear from progressive organisations with outstanding leadership programmes – what has worked; what has not
- Discuss specific areas of concern in your organisation with leadership experts
- Discover how leadership programmes can engage your employees and increase performance in your organisation
- Get expert advice on the latest trends in leadership training and development

# Can't Attend?

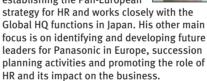
If you cannot attend the conference in person, you can still ensure that you have access to the latest analysis and information presented at the event. Conference documentation can be purchased for £145.00. Simply tick the box on the booking form and the documentation will be sent to you after the conclusion of the conference.

# **Speakers**

Jo Causon is the Director of Marketing and Corporate Affairs at the Chartered Management Institute. Jo is responsible for the strategic



Danny Kalman is HR Director of Panasonic Europe and is based at the European HQ in Bracknell. Danny's main responsibility is establishing the Pan-European



Ana Karakusevic works as a Learning Consultant in BBC Training & Development, particularly focusing on the Leadership and Personal

Development area. Prior to this, she managed the journalism strand of the BBC's internal elearning portfolio. Ana joined BBC Training & Development in 2001, after a 10-year career as a BBC news journalist and radio producer. Her first career was as a short film and TV director in her native Yugoslavia.

Angela Peacock is Chair of The People Development Team (PDT) – one of the premier providers of ILM accredited training in the UK. At a strategic level, Angela

mentors and coaches leaders from a broad spectrum of activity within manufacturing and blue-chip organisations to develop an appetite for change and to manage that change through superb communication and people skills. She has featured on Open University broadcasts and is a regular guest on BBC Radio 5 Live's topical commentary programmes.

Lynne Sedgmore CBE is Chief Executive of the Centre for Excellence in Leadership – the national leadership centre for the learning and skills sector.

Her previous roles include Principal of Guildford College, Vice-Principal of Croydon College, Head of Croydon Business School, Head of Curriculum Services at Hackney College and Vice- Chair of Croydon Health Authority. Lynne was awarded the CBE for services to education in 2004.

Mick Holbrook is Director of Organisation & People Development for Pricewaterhouse Coopers. He is responsible for facilitating

is responsible for facilitating strategic, people-related change activity within PwC, progressing the firm's Diversity strategy and for ensuring alignment of learning and development activity to the firm's strategy. Prior to joining PwC in 2006, Mick was Director of Organisational Capability at the Department for Work and Pensions.

Damian Hughes is Unilever's youngest ever Human Resource Director and has led a turn around in performance at the UK's oldest manufacturing site



in Port Sunlight before carrying out similar work in Africa and US. He is the author of two new, best-selling books, Liquid Thinking and Liquid Leadership and is also the founder of the Liquid Thinker Company which takes the methods used by great achievers and shows, in easy steps, how you can adopt them into your own life and business in order to achieve your dreams and ambitions.

Graham White, Head of HR and Organisational Development for Surrey County Council, is responsible for delivering the entire HR remit for the Council's

workforce of 33,000, including Strategic Human Capital Management, Career Succession Planning, Talent Management and Pay & Workforce Planning.

# **Knowledge Share Networking**

Our delegates tell us that a vital part of the conference experience is the opportunity to network, share experiences and compare solutions and strategies with fellow professionals who face similar challenges. In response to this we have introduced the Knowledge Share Networking session, where delegates form small discussion groups on set topics. Key points raised in each group are recorded and reported back to the audience, creating an opportunity for general discussion.



# SESSION ONE

# 9.30 - 9.45 Introduction by Conference Chair

**Jo Causon** – Director of Marketing and Corporate Affairs, *Chartered Management Institute (CMI)* 

# 9.45-10.10 Planning Leadership Programmes – Getting Senior Management on Board and Deciding Who Should be Included

Danny Kalman - HR Director, Panasonic Europe

- Leadership training available for all
- The structure of Leadership training in Panasonic Europe
- How to involve senior Management in order to gain buy-in

# 10.10 - 10.35 Aligning Leadership Training to Business Needs: The Design of the New Leader Programme in the BBC

**Ana Karakusevic –** Learning Consultant, *BBC Training & Development* 

- The background: a brief history of leadership training in the BBC
- The need: inspiring the new generation of leaders, while also giving them the skills to perform day-today management tasks
- The design process: finding out the real need with the real learners, then converting it to learning outcomes
- The result: a partnership

# 10.35 - 10.50 Questions & Discussion with Speakers

# 10.50 - 11.20 Knowledge Share Networking Session

Delegates will split into groups of around 8 and discuss:

- Challenges to leadership in your organisation
- Experience and knowledge you could share with your colleagues

A volunteer from each group then presents a short summary of the key points raised in their group. The session ends with an open-mike debate involving all delegates.

# 11.20 - 11.50 Coffee, Exhibition & Networking

# **S**ESSION TWO

# 11.50 - 12.15 Coaching, Training & Mentoring – Teaching Leadership Competencies

**Angela Peacock** – Chair of the People Development Team, *Institute of Leadership Management* 

 Explore the key elements of authentic, powerful and inspirational leaders

# • Discuss how coaching, mentoring and the creation of 'secure bases' can deliver leadership results

 Give examples of how PDT have used ILM accreditation to develop leaders with business impact

# 12.15 - 12.45 Implications of the Leitch Report on Leadership

**Lynne Sedgmore CBE –** Chief Executive, *The Centre* for Excellence in Leadership (CEL)

- Leitch has profound implications and opportunities for leadership
- Culture change, workforce development and raising the game of improvement and excellence
- How leaders can rise to the key challenges and enable more entrepreneurial and creative leadership across the sector

# 12.45 - 1.00 Questions & Discussion with Speakers

# 1.00 - 2.00 Lunch, Networking & Exhibition

# Session Three

# 2.00 - 2.30 Creating Change Leaders

Damian Hughes - HR Director, Unilever

- Challenging your own expectations
- Creating a compelling vision
- Understanding your audience
- Measuring for success
- The importance of fun!

# 2.30 - 3.00 In Search of Successful Change - From Change Management to Engagement

**Michael Holbrook** – Director of Organisation & People Development, *PricewaterhouseCoopers* 

- A history of change: prehistoric to postmodern
- An inconvenient truth: the limits of change management
- The need for engagement in a post-industrial age
- A new manifesto for change

# 3.00 - 3.30 Leadership as Part of a Learning & Engagement Strategy

Graham White - Head of HR, Surrey County Council

- How our leadership strategy impacts on learning
- Employee Engagement and the importance of inspirational leadership

# 3.30 - 4.00 Q & A Session and Panel Discussion

- Q&A session with speakers from the previous session
- End of conference, including a summary of the key points raised in the Knowledge Share Networking Session
- · Closing comments by conference chair

4.00 Close of Conference

















# **Leadership & Development Summit**

# Conference Booking Form

Organisation
Job Title
Address
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Delegate 2 Mr/Mrs/Miss/Ms
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Delegate 3 Mr/Mrs/Miss/Ms
Job Title
Invoice details, if different from above
Invoice name
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PRICES
Delegate Rates Total
Standard Rate delegates @ £499 + VAT = £586.33
Charities Sector Rate* delegates @ £349 + VAT = £410.10
Documentation (Delegates receive one copy free)
Additional copies for attendees @ £75 + VAT = £88.13
Copies for non-attendees @ £145 + VAT = £170.38
<b>Discounts**</b> Minus £50 early booking discount <b>Or</b> minus £75 multi-booking discount.
Plus 2% credit card surcharge
TOTAL
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#### cumentation

delegates will receive full conference documentation, mplete with copies of presentations. Non-attendees n purchase a copy of the conference documentation £145 + VAT

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- mployee Wellbeing at Work 9<sup>th</sup> October 2007
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