

Leadership & Development Summit

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

Discount on bookings
received by 31st July 2007
or £75 Multiple Booking Discount
£50



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*


Symposium events

BBC Training & Development

PRICEWATERHOUSECOOPERS 

Panasonic
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Centre for
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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 development of the Institute's brand and for building partnerships and networks that influence policy development and address the issues that matter to employers and individual managers. She has been Head of Group Marketing at City & Guilds where she delivered a strategy to reposition the corporate brand and their diverse portfolio of products and services.



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 strategy for HR and works closely with the Global HQ functions in Japan. His other main focus is on identifying and developing future leaders for Panasonic in Europe, succession planning activities and promoting the role of HR and its impact on the business.



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 e-learning 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 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.

Programme

Wednesday 12th September 2007
CBI Conference Centre, London WC1

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8.30 - 9.30 Registration

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-to-day 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**

SESSION 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

Discount on bookings received by 31st July 2007 or £75 Multiple Booking Discount

Delegate 1 Mr/Mrs/Miss/Ms _____
 Organisation _____
 Job Title _____
 Address _____
 Postcode _____
 Telephone _____
 Fax _____
 E-mail _____

Delegate 2 Mr/Mrs/Miss/Ms _____
 Job Title _____

Delegate 3 Mr/Mrs/Miss/Ms _____
 Job Title _____

Invoice details, if different from above

Invoice name _____
 Address _____
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Venue

CBI Conference Centre, 103 New Oxford Street, London WC1A 1DU

Date

12th September 2007

Cancellations

Cancellations received in writing up to one month before the event (i.e. 12th August 2007) will be refunded in full, less an administration charge of £100 + VAT.

Sponsorship & Marketing Opportunities

Exhibition, sponsorship and marketing opportunities are available at this and other Symposium conferences. For details contact Ms Hannah Thomson, 020 7403 3990 or email hthomson@symposium-events.co.uk

Documentation

All delegates will receive full conference documentation, complete with copies of presentations. Non-attendees can purchase a copy of the conference documentation for £145 + VAT

Booking Hotline
020 7403 3990

PRICES

Delegate Rates

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

Discounts** Minus £50 early booking discount Or minus £75 multi-booking discount.
 Plus 2% credit card surcharge

TOTAL

*Charities Sector Rate: Applies to registered charities only (quote reg. no.)

**Booking and payment must be received within 30 days of invoice date.

Total

DISCOUNTS

£50 Early Bird Discount

When you book before 31st July 2007

£75 Multiple Booking Discount Per Person

When two or more people book for one or a combination of our events:

- Stress Management at Work – 6th September 2007
- Leadership & Development – 12th September 2007
- Skills Summit 2007 – 18th September 2007
- Why HR Needs to Understand Social Media – 26th September 2007
- Employee Engagement – 2nd October 2007
- Employee Wellbeing at Work – 9th October 2007
- Local Government HR Summit – 17th October 2007
- HR Outsourcing Forum – 18th October 2007
- Bullying and Harassment at Work – 7th November 2007

HOW TO PAY

Invoice Attach purchase order if required **Cheque enclosed** GBP (£) made payable to Symposium Events.

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CONDITIONS

This booking form constitutes a legally binding agreement. Please note that full payment is required in advance of the event and Symposium Events reserves the right to refuse admission if payment is not received.

If you are sending a purchase order please attach a copy to the booking form. All discounts lapse if invoices are not paid within 30 days of issue date, at which point the full registration fee will be payable. Staff at the event will request a credit card guarantee for delegates without proof of payment. Please note, details of attendees are included on the delegate list in the conference documentation and are shared with organisations directly connected with individual events, including event hosts, exhibitors and sponsors. In addition we may use your data to contact you about Symposium Events products (including this one) and / or allow carefully selected third party companies to let you know how you can benefit from related offers. If you do not wish to receive marketing information please tick the relevant box:

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The organisers reserve the right to make changes to the programme before the event and accept no liability for any programme changes on the day due to circumstances beyond their control.

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