

CIPD Conference & Expo

Monday 11 May 2009 • Burlington Hotel, Dublin 4

FREE Attendance for CIPD Members

Optimising People Performance – An Action Plan for HR in the Current Climate



Supported by:

THE IRISH TIMES
irishtimes.com

Vhi
HEALTHCARE

Irish Independent 
Ireland's National Quality Daily.

Optimising People Performance

An Action Plan for HR in the Current Climate

HR has a critical role in leading organisations out of recession by addressing the current situation while simultaneously planning for the future.

We must respond quickly to changing economic circumstances. This calls for restructuring, new employment conditions and very different work practices, all core skills where HR excels. In effect, we need to do more with less while keeping people committed and engaged. It's a tall order as employees strive to cope with extra work, possible pay cuts and the inevitable stress that uncertainty engenders.

Organisations must also plan for the future by attracting and retaining quality talent as this recession will pass. Once the banks are "fixed" the pace of recovery will be determined by three things: productivity; competitiveness and innovation, which means having the right people in place when the upturn comes.

Michael McDonnell
Director, CIPD Ireland



Reception, Networking ... and a little humour

- o Our conference offers unrivalled opportunities for networking with your peers – sharing experiences and building contacts.
- o And that's not all! This year we're adding a much needed touch of humour with a special appearance by Allan Pease (Australia's "Mr. Body Language"), one of the world's most entertaining and inspirational speakers.

FORMAT

This high impact conference is designed around interlinking themes that reflect the current key issues of concern across all sectors of the economy.



- o We start with a comprehensive analysis of the economic landscape and the implications for the labour market. This is linked to a presentation on employment law best practices, to enable you to keep on top in a fast changing workplace.
- o How HR can remain relevant to real business needs and the practical steps necessary to manage organisational and personal stress will be described in detail.
- o The critical contribution that coaching is making to leadership development, performance improvement and team building will feature prominently in the conference.

Recognising the pressure budgets are under we are providing this top quality conference and networking event **FREE to CIPD members**, thanks to our sponsors and exhibitors.

Conference Agenda, Monday 11th May

11:00 onwards **Registration & Expo Visit**

1.00 pm

Light refreshments and Book Launch: Developing Managers and Leaders

*Authors: Thomas N. Garavan, Carole Hogan and
Amanda Cahir-O'Donnell*

Hosted by Gill & MacMillan

Published in association with CIPD Ireland



1.15 pm

Official Opening: Sean O'Driscoll, Honorary Chairman, CIPD Ireland

1.20 pm

"Leadership in turbulent times: demands, competencies and the development agenda for leaders"

Prof. Tom Garavan, Associate Dean, Kemmy Business School, University of Limerick

The characteristics of effective leadership and the competencies that are most valued when leading through crisis.

How these competencies can be developed, enhanced and utilised to improve the effectiveness of the organisation in turbulent times.

- o Decision making processes of leaders in a time of rapid change and uncertainty
- o What competencies come to the fore and how to develop them
- o An action plan for leadership development

2.00 pm

"The economic outlook and the implications for future labour market trends in Ireland"

Jim O'Leary, Senior Fellow, Dept of Economics, Finance and Accounting, NUI Maynooth. Columnist with The Irish Times. Member of the Benchmarking Committee from its inception in August 2000 until his resignation in April 2002.

In a thought-provoking presentation Jim will cover the following critical issues of concern:

- o When will the global economy recover?
- o Restoring order to our public finances
- o How will we recover lost competitiveness?
- o Prospects for employment and unemployment
- o Is there a future for social partnership?

This presentation is supported by

THE IRISH TIMES
irishtimes.com

2.45 pm

"Something's got to give: boom-time employment law meets recession economics"

Adrian Twomey, Director, Employment Law Services, Advokat

The State has not addressed the need to streamline and recession-proof our employment law system. For example, as companies endeavour to persuade employees to accept pay-cuts, lay-offs and job losses, the Equality Tribunal is awarding six figure sums against employers who don't translate their safety statements into Polish.

Against this background, Adrian's presentation will:

- o Examine the implications of some alarming recent developments in employment law
- o Identify the key developments that you need to anticipate over the next year or two
- o Give practical advice on protecting your organisation
- o Identify critical changes that employers must demand from government as the recession deepens.

This presentation is supported by

Irish Independent
Ireland's National Quality Daily.

3.30 pm

Afternoon Tea & Expo Visit

4.15 pm

"Practical steps to address organisational and personal stress caused by the recession"

Dr. John McDermott, Chief Medical Adviser and Karen Belshaw, Psychologist and Stress Management Trainer, Vhi Corporate Solutions

- o Symptoms of the current changing environment displayed by the employee and employer
- o How to address these as an employer
- o Organisational and individual interventions from a medical and psychological perspective
- o Importance of personal well-being and maintaining a positive approach to work
- o But what about you? Practical stress busting techniques in action!

This presentation is supported by

Vhi
HEALTHCARE

4.45 pm

"How coaching can give you the winning edge in the current climate"

Peter Bluckert, MD, PB Coaching. Programme Director, Advanced Management Diploma in Business & Executive Coaching, Michael Smurfit Graduate Business School, UCD

With training budgets under so much pressure coaching now offers a real alternative:

- Performance improvement
- Leadership development
- Building top teams
- Creating high performance culture through coaching
- Personal career transition
- Accelerating talent development
- Helping to grow EQ

5.30 pm

"People Skills for Life"

with a special appearance by "Mr. Body Language", Allan Pease – one of the world's most inspiring and entertaining speakers.



www.peaseinternational.com

6.30 pm

CIPD Ireland AGM



Providing More for Less...

CIPD's not-for-profit status means that all our resources are re-invested in supporting the professional development of members*.

Together with our friends in Vhi Healthcare, The Irish Times, and the Irish Independent, we are providing this top-class event FREE to CIPD Members.

By attending the conference you will acquire a series of highly practical **action plans** for immediate implementation in your organisation.

**NB: Members wishing to attend must register in advance as places are limited*

To register:

Registration form: www.cipd.ie Tel: (01) 653 0400 Email: info@cipd.ie



THE IRISH TIMES
irishtimes.com

Irish Independent 
Ireland's National Quality Daily.

Providing More for Less...

FEES (Payable in Advance)

Member Delegate Fee	<i>Complimentary</i>
Non Member Delegate Fee	€250
Exhibitor (Details on request)	

For further information, including speakers' biographical details, and registration form: www.cipd.ie

CIPD Ireland, Marine House, Clanwilliam Place, Dublin 2
Tel: (01) 653 0400 Fax: (01) 653 0500 Email: info@cipd.ie

