

## **HR in Challenging Times**

On the 23 October 2009 our first regional conference for many years took place. From the conversations we had with you on the day and comments on the feedback forms we believe it was a great success.

The day was kicked off in style by the extremely engaging and entertaining Dr Terry Stuart who gave a very informative talk to help us “Click our Thinking” and manage our own stress levels. This was followed by our morning workshops which were as follows:

- Simon Goldsworthy, Midas People Management, talked about change, sharing with us some of the personal challenges he has faced
- John Purcell, Strategic Academic Advisor – Employee Relations, ACAS, presented on Employee Engagement – something to strive for in current times
- Stephanie Chard, Change Perspective Consultancy, ran an interactive session to guide us through devising strategies
- Dr Terry Stuart, TMPS, gave further practical suggestions to help us manage our stress.

The afternoon focussed on Employment Law. Alison Love, Partner and Head of Employment & HR services at Hugh James delivered her view of employment challenges over the last year. As part of this we were treated to the views of Alison's panel of guests; Gareth Petty, Area Director of ACAS, Wayne Gwilym, HR Director of Rockwool and John McManus HR Consultant with Hugh James, on what they saw as the upcoming challenges for HR professionals and how they have handled various legal conundrums over the last year.

This was followed by a series of interactive DVD workshops run by Alison's team which focussed on dealing with:

- Bullying & Harassment
- Sickness & Absence
- Disciplinary & Grievance
- Performance Management

Throughout the day delegates were able to enjoy the opportunity to network and to browse the various interesting and informative exhibition stands.

The day finished with a prize draw, the lucky winner being Professor Geoffrey Lloyd (prize donated by Morgan Denton Jones LLP).

We would like to take this opportunity to thank our conference sponsors: Hugh James, University of Glamorgan and CIPD without whose generous support the event would not have been possible. We would also like to thank all our Speakers and Exhibitors for helping to make the day such a success.

**Joy Lewis-Middleton**  
**Committee Member**