Reimagining Ireland's Talent

Topics and Trends
2021 – 2022

CIPD
Championing better work and working lives

CIPD Ireland

The Why: Did we run the seminar

The Now: Your priorities

The Future Landscape: Emerging trends

The Now

The Now:

Your priorities

Employment Law

Employee Relations – workplace investigations

HR's role

Inclusion & Culture

Leadership v Management

Permanently Remote

Talent Management

HR's role

- Analytics & Digital Transformation
- Business to People strategy
- Skills required – in role and for career changes
- 'Softer skills' Support Role
- Strategic partners / Maintaining the 'seat at the table'

Talent Management

- HR as Strategic Partners
- Recruitment
  - Attraction
  - Global v Local
  - Relocation - practices
- Progression
  - Skills gaps
  - Internal talent: develop / retain

Inclusion & Culture

- Employee engagement
- I&D – practical solutions
- Race & Ethnicity
- Supporting career breakers
- Trust, Ethics & Belonging
- Wellbeing

Leadership v Management

- Leading through change
- Managers as culture leaders
- Managing – a changing role
- Supporting/developing inhouse talent (retain)

Reimagining Ireland's Talent

- Currency / Future focused
- Develop the discussion
- Understand HR's role – local V country

Permanently Remote

- Future focused – lessons learned
- Inclusion and Culture – developing/maintaining
- Learning & Development
- Technology

The Future Landscape

The Future Landscape:

Emerging trends

Reimaging Ireland's Talent – HR's role

Employee Lifecycle

Inclusion & Culture

Leadership

Learning & Development

Reimagining Ireland's Talent: HR's Role

- Currency / Future focused
- Develop the discussion
- Understand HR's role – local V country

Practical solutions & Protocols

- Future focused – lessons learned
- Inclusion and Culture – developing/maintaining
- Learning & Development
- Technology

Employee Lifecycle

- New/emerging talent acquisition
- Recruitment – experienced hires (skills)
- Progression & Development

Inclusion & Culture

- Belonging, Resilience and Wellbeing
- Employee Engagement
- Inclusive leadership
- Person rather than Employee
- Transformation and maintaining culture change

Leadership

- Inclusive and Influential Leading
- Leading through change
- Managers as culture leaders in a hybrid world

Learning & Development

- Digitalisation
- Reskilling: internal talent
- Training/Training Evaluation