

CIPD

*Championing better
work and working lives*

CIPD Wales

EVENT GUIDE

2020 – 2021



Welcome to our programme of branch activity for 2020-2021

We've adapted to the challenges that we all find ourselves in at the moment, and will be delivering all events virtually until at least March 2021.

While that means that we will miss out on face-to-face networking, which forms such an important part of our community, it DOES mean that you have access to many more opportunities to learn, share, discuss, and make new connections with colleagues from across Wales.

As ever, my thanks go to our supporters and presenters, but above all, to our volunteers who give their time and energy to ensure that people management and development in Wales remains centre-stage and continues to grow and prosper.



Lesley Richards
Head of CIPD Wales

Bookings

All events are open to members of any CIPD branch. Please go to www.cipdwales.eventbrite.co.uk

Changes to events

On very rare occasions, we may have to cancel, amend timings, or substitute speakers at an event. Notice will be given via Eventbrite as soon as we become aware of any change.

Disclaimer

Whilst we are keen to bring the service of relevant organisations to the attention of our members, inclusion in this programme does not represent an official endorsement of any individual, organisation, or product by CIPD, CIPD Wales, or any branch team.

GDPR

We are sometimes asked by speakers to indicate the job titles of delegates attending our events, together with the organisation name, so that they can focus their presentations accordingly. We do not provide names or contact details.

SEPTEMBER EVENTS

Are you in control of your own journey?

DATE: Tuesday 8 September 2020 | 17.00 – 18.30
HOSTED BY: South West Wales Branch

**BOOK
HERE**

This session focuses on a unique approach to managing your own wellbeing and supporting the wellbeing of others. Tailored to the world we now live in due to Covid-19, Andries will give you food for thought in relation to mental, physical and digital wellbeing with tips and techniques that can make all the difference.

Andries Pretorius
Director – One Step North

Reintroducing employees to work after the pandemic



DATE: Thursday 17 September 2020 | 17.30 – 18.30
HOSTED BY: Mid and North Wales Branch

As we return to work, the only thing that’s certain is that nothing will feel the same. Furloughed colleagues may feel left behind; those who stayed on may feel overworked. Jenny provides practical guidance and techniques to understand the different challenges faced during lockdown, and create an environment where people can communicate openly about their experiences and rebuild trust to maximise productivity.

Jenny Brown
Trainer – Love Public Speaking

New Profession Map overview



DATE: Thursday 24 September 2020 | 17.00 – 18.30
HOSTED BY: South East Wales Branch

Ahead of our series of lunchtime webinars giving you the opportunity to explore a different core behaviour each month, this session provides an overview of the new profession map, exploring how it can be used to help you make better decisions, perform at your peak, progress in your career, prepare yourself for upgrading, act with confidence, plan your CPD and drive change in your organisation.

Krista Powell Edwards
Founder – Credible HR

Sharing HR best practice during COVID-19



DATE: Wednesday 30 September 2020 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch

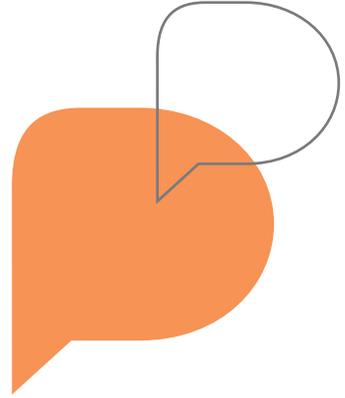
Into the looking glass - join us for discussion and debate as we continue to wade our way through the challenges of Covid-19, focussing on the impact and application of government guidance, the need for agility, real time data and improved business continuity processes, the importance of staff wellbeing, policy evolution and managing remotely.

Facilitated by
Mid and North Wales Branch

CIPD



OCTOBER EVENTS



Walk and talk

DATE: Tuesday 6 October 2020 | 14.00 – 16.00

HOSTED BY: South West Wales Branch

VENUE: Mumbles Seafront,
The Secret – Opposite Patti Pavilion



Step away from the digital/virtual world we are now in to take time out over a leisurely socially-distanced stroll whilst chatting and exploring wellbeing and coaching techniques. This is gentle route of approximately 3 miles with stunning scenery, great company, and a hot cuppa at the end! We'll keep an eye on the weather! Booking essential.

Julie Hayward

Co-Founder, The Good Life + Work Project

Modern slavery

DATE: Tuesday 6 October 2020 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch



Modern slavery is present all around us - you probably see people trapped in slavery on a regular basis - maybe someone working in a private home on your street or in the car wash. But what does it look like in the workplace? This session highlights key triggers to identify its existence and strategies to help you prepare and plan your organisation's modern slavery agenda.

Mark Taylor
Consultant - Amber Arms

Upgrading and CPD workshop

DATE: Monday 12 October 2020 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch



Take time out to focus on you and your self-development and professional development. Our branch membership engagement leads will talk you through the criteria to upgrade and options for assessment before breaking into groups to share more specific information for those wishing to upgrade to Chartered Member and Chartered Fellow level.

Catrin Masling, Gayle Budden and Rebecca Kularatne
Branch Membership Engagement Leads

Unconscious bias in recruitment



DATE: Wednesday 14 October 2020 | 17.00 – 18.30
HOSTED BY: South East Wales Branch

Even though diversity is seen as an integral aspect of the modern workplace, despite every sincere intention of being neutral and fair, biases can too easily creep into everyday decision-making particularly in the recruitment process. This session explores different types of bias and outlines steps that hiring managers can take to mitigate unconscious bias, ensuring that the focus is on whether the candidate is truly qualified for the job.

Nick Carter

Learning and Development Business Partner – Cardiff and Vale College

New Profession Map – Professional courage and influence



DATE: Tuesday 20 October 2020 | 12.30 – 13.30
HOSTED BY: Mid and North Wales Branch

Our series of lunchtime webinars provides an opportunity to explore a different core behaviour each month, understanding it in more detail, and demonstrating how it can be applied in the context of your own performance and future development.

Facilitated by

Mid and North Wales Branch

Employment update – HR from afar



DATE: Wednesday 21 October 2020 | 17.00 – 18.30
HOSTED BY: South West Wales Branch

The vast majority of employers are grappling with new ways of working, with many of their employees working from home or in other unusual ways. But it is clear that ‘business as usual’ issues can and do still arise. In this session, Hugh James offers support and advice on how to best manage tricky HR issues and investigations remotely, whilst also considering the GDPR challenges of the virtual world.

Employment and HR Services Team
Hugh James



NOVEMBER EVENTS



New Profession Map – Situational decision making

**BOOK
HERE**



DATE: Monday 2 November 2020 | 12.30 – 13.30

HOSTED BY: CIPD Wales

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Facilitated by
CIPD Wales Team

Getting buy-in for mediation



DATE: Wednesday 4 November 2020 | 17.00 – 18.30
HOSTED BY: CIPD Wales

Why is it still hard to obtain agreement to enter into mediation, particularly given the high success rates and the destructive nature of the alternative formal processes? This session will explore: How best to explain informal resolution and mediation – communication and the language used really matters; What stops employers and employees engaging in informal approaches? Is mediating online a help or a hindrance?

Alison Love

Director – Resolution at Work
in conjunction with Civil Mediation Council

Advancing equality in the workplace



DATE: Tuesday 10 November 2020 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch

Pursuing your organisation’s diversity and inclusion agenda requires a commitment to identifying and addressing hidden biases – more commonly known unconscious biases. This interactive session will concentrate on exposing potentially hidden biases in the context of the nine protected characteristics.

Ruth Fowler

Diversity and Inclusion Manager – Aberystwyth University

Who's looking after our HR heroes?



DATE: Thursday 12 November 2020 | 09.00 – 10.30
HOSTED BY: South West Wales Branch

Join us for a small and informative event designed for you to bring your questions, queries, challenges or just “pop in” to see a friendly face and touch base with others who are sharing the current unprecedented HR challenges.

Facilitated by
South West Wales Branch

Employment law update



DATE: Thursday 19 November 2020 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch

Keeping up with cases, changes and trends that should be on your radar, this session focuses on up and coming employment law, and current topical issues. There will also be a question and answer session. Questions can be submitted in advance.

Employment and HR Services Team
Hugh James

Wellbeing warriors

DATE: Tuesday 24 November 2020 | 17.00 – 18.30
HOSTED BY: South East Wales Branch



The CIPD was established over 100 years ago, initially as the Welfare Workers Association. Wellbeing has never been more prominent than it is today with many colleagues balancing work and home arrangements. As people professionals, we have a role to support the wellbeing of others and ourselves too. This session will explore how we can collectively support each other during these times and into the future.

Office OM

CIPD

#StrongerWithCIPD



DECEMBER EVENTS

New Profession Map – Commercial drive



**BOOK
HERE**

DATE: Thursday 3 December 2020 | 12.30 – 13.30

HOSTED BY: Mid and North Wales Branch

Our series of lunchtime webinars provides an opportunity to explore a different core behaviour each month, understanding it in more detail, and demonstrating how it can be applied in the context of your own performance and future development.

Facilitated by

Mid and North Wales Branch

It's time HR put their oxygen masks on first

DATE: Tuesday 8 December 2020 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch



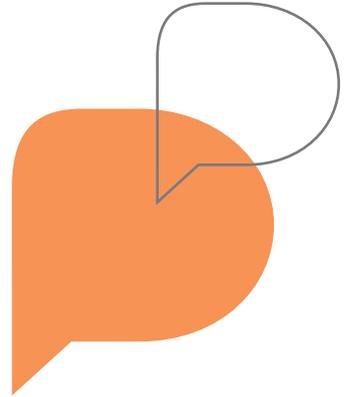
Claire shares the moving story that led to her establishing boutique consultancy HR for HR. Join us as she shares tips and strategies to enable us to take our own advice to enable our careers (and ourselves!) to thrive, not just survive.

Claire Baker
HR Wellbeing Coach - HR for HR

CIPD

Best wishes FOR THE
HOLIDAY SEASON

JANUARY EVENTS



New Profession Map – Insights focused

**BOOK
HERE**

DATE: Thursday 7 January 2021 | 12.30 – 13.30

HOSTED BY: CIPD Wales

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Facilitated by
CIPD Wales Team

Just kidding? Just joking? Or just sexual harassment?



DATE: Tuesday 12 January 2021 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch

Media coverage makes the worst examples of inappropriate workplace behaviour difficult to ignore, creating a culture shift towards employees speaking up rather than concealing issues through embarrassment, not wanting to rock the boat, or being fearful of jeopardising future career opportunities. Helen blends legal knowledge with practical skills, outlining legal frameworks, discussing case law decisions, and advising on best practice to implement the standards expected of organisations.

Helen Iles
Director – Helen Iles Limited

Ice age to nice age



DATE: Tuesday 19 January 2021 | 17.00 – 18.30
HOSTED BY: Mid and North Wales Branch

Can being a “nice” manager be a win-win proposition in the workplace? This session explores management styles and workplace culture in the context of the COVID-19 pandemic and future ways of working, together with strategies to get to best from staff whilst maintaining a good customer experience, managing business needs, and utilising onsite and remote workers.

Speaker
TBC

How inclusive are you really?

DATE: Thursday 21 January 2021 | 17.00 – 18.30
HOSTED BY: South West Wales Branch



With diversity and inclusion being high up on the agenda of many businesses, and in recent times with the “Black Lives Matter” campaign, how can we be sure we are truly inclusive? What more can we do to be more diverse, educate our workforce and eradicate unconscious bias? With a younger generation of employees embracing diversity, how do we maximise this and be the best we can be?

Speaker
TBC

The false idol triangle

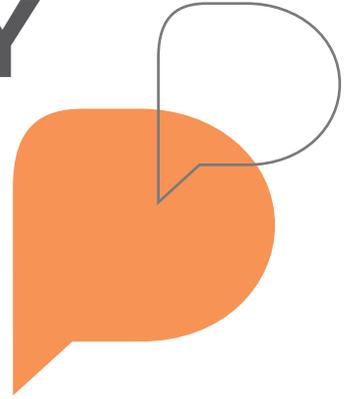
DATE: Tuesday 26 January 2021 | 17.00 – 18.30
HOSTED BY: South East Wales Branch



What do Postman Pat, mars bars, bonobo monkeys and pandas have in comment? All will be revealed in this alternative (and irreverent) perspective on trust, relationships at work and management. **WARNING:** contains strong language

Kevin Brown
Senior Lecturer – University of South Wales

FEBRUARY EVENTS



New Profession Map – Working inclusively



DATE: Monday 1 February 2021 | 12.30 – 13.30

HOSTED BY: CIPD Wales

Our series of lunchtime webinars provides an opportunity to explore a different core behaviour each month, understanding it in more detail, and demonstrating how it can be applied in the context of your own performance and future development.

Facilitated by
CIPD Wales Team

Winning stories

DATE: Wednesday 3 February 2021 | 17.00 – 19.00
HOSTED BY: South East Wales Branch



CIPD Wales Awards 2021 will be the biggest celebration yet, as we recognise the great work going on across Wales, and the role of the profession in supporting colleagues and businesses throughout the pandemic. Come along to find out what makes a winning entry. What are the judges looking for? Hear from previous winners just what it means to have one of these prestigious trophies in your cabinet!

Facilitated by
South East Wales Branch

Virtual recruitment

DATE: Tuesday 9 February 2021 | 17.00 – 18.30
HOSTED BY: South West Wales Branch



Learn tips and tricks on how to design easy, effective and targeted social media campaigns for recruitment using insight and analytics. This session will also share innovative ways of recruiting and experiences, tips and lessons learned from recruitment in a virtual and non-face to face arena.

Facilitated by
South West Wales Branch

Interactive employment law workshop



DATE: Thursday 11 February 2021 | 17.00 – 19.00
HOSTED BY: Mid and North Wales Branch

In the current climate, it is widely expected that whistleblowing claims/complaints will increase. The team at Hugh James will guide you through a complex whistleblowing complaint, giving you plenty of opportunity to discuss how to handle the disclosure and the key issues to consider, before sharing best practice and highlighting the potential pitfalls to watch out for.

Employment and HR Services Team
Hugh James

Innovative employee engagement

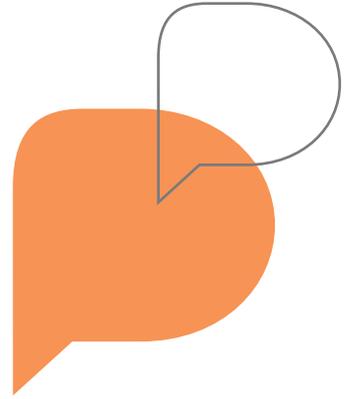


DATE: Tuesday 23 February 2021 | 17.00 – 18.30
HOSTED BY: South West Wales Branch

With homeworking being the “new normal” for many, learn tips and insights into keeping your employees connected and engaged – as individuals and as teams.

Facilitated by
South West Wales Branch

MARCH EVENTS



New Profession Map – Valuing people



DATE: Tuesday 2 March 2021 | 12.30 – 13.30
HOSTED BY: Mid and North Wales Branch

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Facilitated by
Mid and North Wales Branch

It should now be all about culture



DATE: Thursday 11 March 2021 | 17.30 - 19.30

(Including 30 min networking at start)

HOSTED BY: South East Wales Branch

VENUE: Village Hotel, Cardiff

For decades we've recognised the vital part culture plays in organisational success - a long term project that takes years to bring about results. Then along came a virus and culture changed overnight. We pressed fast forward on remote and virtual working, became nimble and flexible in our operations, and turned traditional policy driven HR role on its head. So now what? Michael explores the importance of focusing on culture, because if you don't someone else will, outlining the vital role of leaders in challenging knee jerk reactions to changes and imploring us to focus on the long term people implications of our decisions and responses to the pandemic.

Michael Baker

Managing Director – The TBC

Let's talk tech



DATE: Tuesday 16 March 2021 | 17.00 – 19.00

(Including 30 min networking at start)

HOSTED BY: Mid and North Wales Branch

VENUE: Aberystwyth University

Join us for a discussion on present use and future developments in the use of IT within the HR arena.

Kate Wright

Learning Teaching and Enhancement Learning Manager
Aberystwyth University

Anthony Tracy

Assistant Director of Informatics (NHS)

COVID-19: one year on

DATE: Thursday 18 March 2021 | 17.00 – 19.00

(Including 30 min networking at start)

HOSTED BY: South West Wales Branch

VENUE: Village Hotel, Swansea



Take time out to join this informative session on the different array of legal considerations facing employers. Topics will include homeworking and flexible working, the new absence management (managing absence of homeworkers), job design and retention, and workforce planning.

Employment and HR Services Team

Hugh James

Leadership and influencing management

DATE: Wednesday 24 March 2021 | 13.15 – 16.30

HOSTED BY: South West Wales Branch

VENUE: Canolfan Gorseion



Joint event with Swansea and West Occupational Safety Group, IOSH, South Wales Construction Group.

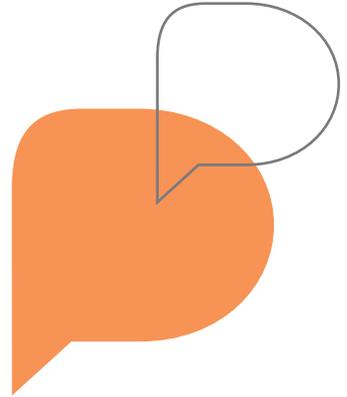
In our annual joint event, Henry Gilbert will draw on his extensive experience to share methods and pointers on how to influence management and improve your leadership skills.

Henry Gilbert

Former Director – Holistic Services



APRIL EVENTS



New Profession Map – Ethical practice



**BOOK
HERE**

DATE: Tuesday 13 April 2021 | 12.30 – 13.30

HOSTED BY: Mid and North Wales Branch

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Facilitated by

Mid and North Wales Branch

HR perspective on leadership



DATE: Thursday 15 April | 17.00 – 19.00
(Including 30 min networking at start)
HOSTED BY: Mid and North Wales Branch
VENUE: Glyndwr University, Wrexham

Looking beyond traditional approaches to develop your own leadership potential.

Krista Powell Edwards
Founder – Credible HR

Raymond Lloyd-Jones
Trustee Board Member – Home Start, Flintshire

Workplace conflict, mediation and the pandemic – lessons learnt and how we can apply them



DATE: Wednesday 21 April 2021 | 17.30 – 19.30
(Including 30 min networking at start)
HOSTED BY: South East Wales Branch
VENUE: Village Hotel, Cardiff

Workplace mediators (like everyone else) have had to rapidly adapt and apply their skills in new and different ways. How conflict resolution has worked during these difficult times, what we have learnt, and what opportunities do these present to demonstrate the benefits and value of informal conflict resolution or manage conflict positively. Contributors will include practicing mediators, in-house mediators and HR practitioners from a range of sectors.

Facilitated by
Alison Love, Director – Resolution at Work in conjunction with Civil Mediation Council

Pass the remote to wellbeing



DATE: Tuesday 27 April 2021 | 18.00 – 20.00

(Including 30 min networking at start)

HOSTED BY: Mid and North Wales Branch

VENUE: Media Centre, Llandrindod Wells

Join in with a wide ranging discussion and debate on insights, practical interventions, support and best practice arising from the latest wellbeing survey results, focusing on supporting the wellbeing of both remote and onsite workers.

Samantha Glennie

Wellbeing Manager – Aberystwyth University



Lesley Richards

Head of CIPD Wales

Email: L.Richards@cipd.co.uk

Visit our website:

www.cipd.co.uk

Keep up to date with CIPD Wales activity on LinkedIn:

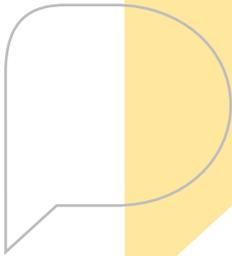
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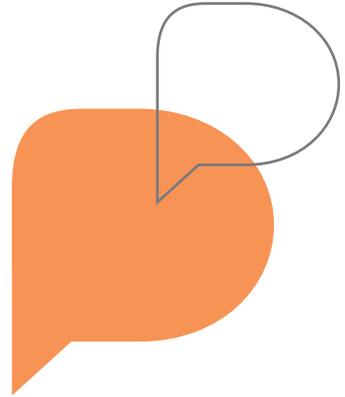
[@CIPDWales](https://twitter.com/CIPDWales)

Like us on Facebook:

[CIPD Wales](https://www.facebook.com/CIPDWales)



MAY EVENTS



New Profession Map – passion for learning

**BOOK
HERE**

DATE: Wednesday 6 May 2021 | 12.30 – 13.30

HOSTED BY: CIPD Wales

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Facilitated by
CIPD Wales Team

Annual Meeting

DATE: Tuesday 11 May 2021 | 18.00 - 20.00
HOSTED BY: Mid and North Wales Branch
VENUE: Metropole Hotel, Llandrindod Wells



Join us for a review of the year, followed by a guest speaker (tbc) and an opportunity to network informally over refreshments.

Speaker
TBC

Annual Meeting

DATE: Thursday 13 May 2021 | 17.30 - 19.30
HOSTED BY: Mid and North Wales Branch
VENUE: Ramada Hotel, Wrexham



Join us for a review of the year, followed by a guest speaker (tbc) and an opportunity to network informally over refreshments.

Speaker
TBC

Annual meeting followed by: The role of leadership and psychological safety



DATE: Tuesday 18 May 2021 | 17.30 – 19.30

HOSTED BY: South East Wales Branch

VENUE: Village Hotel, Cardiff

Mutual trust and confidence between employers and employees attracts discretionary effort, autonomy and high levels of performance. Equally this ensures that everyone feels safe, respected, and valued. Psychological trust has helped the transition to home and agile working. Having worked with Simon Cowell, and helped to invent Gogglebox, Mark has plenty to share to engage, enlighten and enthuse!

Mark Batey

Academic, Speaker, Trainer, Coach, Consultant and Catalyst

Annual meeting followed by: Love leadership and HR



DATE: Wednesday 19 May 2021 | 17.00 – 19.00

HOSTED BY: South West Wales Branch

VENUE: Village Hotel, Swansea

Learn how a business, no matter how small or big, can work through the most ordinary of people to deliver extraordinary results, far in excess of its expectations.

Yetunde Hoffman

Non-executive Director, CIPD; MD, Synchrony Development Consulting

CIPD

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CIPD Wales **EVENT GUIDE** 2020 – 2021

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