

crf

CORPORATE RESEARCH FORUM



17th May 2012. Trinity House, Tower Hill, London EC3N 4DH

SPRING SYMPOSIUM: FOR TOMORROW'S HR LEADERS

Keynote Speaker:

Professor Peter Cappelli of Wharton School,
University of Pennsylvania



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CORPORATE RESEARCH FORUM

At CRF we have been considering the needs of ambitious HR professionals given the major political, social, technological and economic changes taking place, and the way that organisations are being forced to adapt to them.

The requirements placed on the modern organisation and today's managers are substantial. We are confronted with short term demands, heightened employee expectations and increasing international competition and comparison. To be successful in this environment organisations need a compelling strategy, an excellent organisational culture and educated, capable and motivated employees. The HR function has a pivotal role in contributing to these imperatives.



Today's HR professionals - who are tomorrow's HR leaders - need a forum which facilitates interactive debate around topical issues and provides opportunities for longer term networking. In collaboration with our Partners, we believe that this intensive, well designed event will be stimulating, exciting, fun and offer genuine personal development opportunities.

The day is designed specifically for those who have already established themselves in HRM or in a significant people management role. The CRF Spring Symposium inaugural event will be held on **Thursday 17th May 2012 at Trinity House.**

This innovative, fast-paced interactive forum will:

- Give new insights and knowledge.
- Structure ideas and solutions.
- Facilitate a meaningful network of like-minded peers.
- Provide an enjoyable learning experience.

Format

The Symposium will adhere to the principles of adult learning and ensure short, sharp, data-rich and research-led input from a top class international faculty. It will be demanding, fast-paced and interactive combining formal input sessions, interspersed with breakouts in order to reflect and respond. Participation will be encouraged and significant time will be devoted to discussions and reflections in small peer groups with ample opportunity for questions and answers.

A Spring Symposium Guide will be issued to provide supporting information and enable participants to tailor their own personal action plans.

Agenda

08:30	REGISTRATION	
09:15	Introduction to the day <ul style="list-style-type: none"> - Housekeeping comments. - Outline of agenda. - Protocols of the day. - Introduction to other work group members. 	Stephen Kelly, Chief People Officer Logica
09:45	Selecting the best <ul style="list-style-type: none"> - What you need to know about talent assessment for yourself and for your career as a successful professional. 	Guy Beaudin, Senior Partner & Orla Leonard, Partner RHR International
10:45	BREAK	
11:00	Developing tomorrow's leaders <ul style="list-style-type: none"> - What does the research tell us about the changes in leadership? 	Hans Onderbeke, Head of Faculty Center for Creative Leadership EMEA
12:00	BREAK	
12:15	Implementing successful change <ul style="list-style-type: none"> - Focusing on current examples of change implementation in major organisations to illustrate complexities and inspire delegates to creatively intervene in their own organisations. 	Michael Nolan, Partner & Ally Salisbury, Partner Sheppard Moscow
13:15	REFLECTIONS & NETWORKING	
14:00	Developing your career in HR <ul style="list-style-type: none"> - CPD – what do I need to know? - What are organisations looking for? - Building your network – do you have a plan? 	Mike Haffenden, Director Strategic Dimensions
15:00	BREAK	
15:15	What to look for in your lawyers and how to get the best of them <ul style="list-style-type: none"> - Boardroom bust-ups, the ultimate HR challenge. - Key employment and law trends. 	Ian Hunter, Partner & Alison Dixon, Associate Bird & Bird
16:15	BREAK	
16:30	How we work – the way information technology is changing it <ul style="list-style-type: none"> - The way people live with technology is filtering into commercial organisations and changing the workplace. Are we ready with the right leadership behaviour and policy? 	David Elton, IT & Change Management Specialist PA Consulting
17:30	Summary actions from today <ul style="list-style-type: none"> - What we have heard and what we might think about looking ahead. 	Chris Clarke, Chief Executive AdviserPlus
18:30	CONCLUSION	Stephen Kelly
18:45	Drinks reception <ul style="list-style-type: none"> - Talent Management for the 21st Century. 	Peter Cappelli, Professor of Management, Wharton School
20:00	END OF FORUM	



Presenters and Facilitators

With a varied mix of presenters and facilitators, the Symposium has a top class faculty all of whom are committed to the event and its objectives. As CRF's Partners, each will take ownership of a session based on a brief presentation leading to questions and discussions. They will be available throughout the day and will welcome further interaction with delegates and encourage the assimilation of input through debate and discussion.

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Keynote

This year's keynote will be delivered by Peter Cappelli who is the George W. Taylor Professor of Management at the Wharton School, University of Pennsylvania. His Harvard Business Review article on 'Talent Management for the 21st Century' has been widely acclaimed.

Delegates

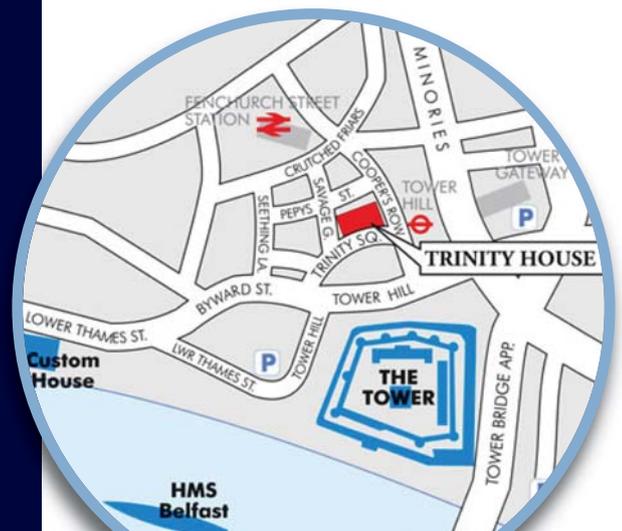
Attendance numbers will be limited, but CRF member companies may nominate a delegate who they think would benefit from this type of interaction and exposure. Delegates should be of graduate calibre and have already gained some HR experience or people management exposure in an organisational context.



Location and Cost

The event will be held on Thursday 17th May 2012 at Trinity House, Tower Hill, London EC3N 4DH.

For CRF member companies, the cost will be included in the annual membership fee. The cost for non-members will be £250 (+ VAT) per delegate. Early registration is recommended and this can be done via Lynn Little at lynn@crforum.co.uk or 020 7470 7104. Payment may also be made online via the CRF website, www.crforum.co.uk



Participating Partners



Logica is a business and technology service company, employing 39,000 people. It provides business consulting, systems integration and outsourcing to clients around the world, including many of Europe's largest businesses. Logica creates value for clients by successfully integrating people, business and technology. It is committed to long term collaboration, applying insight to create innovative answers to clients' business needs.



RHR International merges art and science to make a significant, positive impact on executive effectiveness and business outcomes for their clients. Their unique perspective comes from their focus on the executive suite, business acumen and experience, and expertise in individual, group and organisational psychology.



Center for Creative Leadership (CCL®) has for over more than four decades offered what no one else can: an exclusive focus on leadership education and research and unparalleled expertise in solving the leadership challenges of individuals and organisations globally.

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Sheppard Moscow understand organisations don't change... people do. Working with this reality, and guiding clients through the complex journey of change, is what has kept Sheppard Moscow at the forefront of Organisational Development and Change Consulting for over 40 years. If you have questions about transforming your organisation and coping with change, about building your organisation's leadership capability, aligning your culture to your strategy, helping teams to be more effective or developing your people - then talk to Sheppard Moscow's global Organisational Consultants.



Bird & Bird LLP operates out of 24 offices in 16 countries. The firm's international HR Services team provides a full service across employment, incentives and business immigration advice to its clients as part of its global offering. The group acts for a wide range of clients from large multi-nationals to niche players, across a wide range of industry sectors, including IT, Communication, Financial Services, Aviation and Aerospace, Sports, Media, Energy and Life Sciences. Solutions don't come off the legal shelf but are tailored to a client's specific requirements.



PA Consulting Group is a leading management and IT consulting and technology firm. Independent and employee owned, we operate globally in more than 30 countries and transform the performance of major organisations in both the private and public sectors.



AdviserPlus enables the transformation of HR into an activity that transcends functional silos; placing the manager (fully supported) at centre stage in dealing with their people issues. Our tried-and-tested model delivers proactive performance-orientated guidance and support from the start of an issue through to legal representation, if required, all supported by leading edge technology.



Strategic Dimensions is a specialist executive resourcing consultancy which focuses on the recruitment of high quality professionals in HR. Our 'understanding through doing' philosophy ensures all our professionals can apply their personal experience combined with the latest and proven assessment, interview and selection techniques to ensure the right fit of candidate to role, within the optimum timeframe, for the right financial package.



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One Heddon Street Mayfair London W1B 4BD United Kingdom

T +44 (0)20 7470 7104 F +44 (0)20 7470 7112

www.crforum.co.uk enquiries@crforum.co.uk