



## CONFERENCE OVERVIEW



**THE LEARNING, DEVELOPMENT & TALENT MANAGEMENT FORUM** is now celebrating its sixth year. Held annually in central London, it attracts the UK's most high-ranking L&D, Talent and OD practitioners, together with service provider/supplier companies.

**CONFERENCE THEME FOR 2016:** The 2016 programme will focus upon the areas of *professional and personal purpose led transformation*. Through a combination of practitioner lead case-studies, research based seminars, interactive workshops and peer-led discussion groups, the forum will aim to help delegates share information, views and experiences on how both L&D and talent management can keep up-to-date with the latest developments, make a difference within organisations and engage both the next generation of employees, senior leaders within their organisations, as well as their customer base.

### THE DELEGATE PROPOSITION

- Attend a conference programme that includes CPD accredited sessions from the top industry practitioners and experts.
- Learn from your peers, the UK's top L&D, Talent and OD practitioners.
- Meet innovative new suppliers of your choice to obtain cutting edge solutions and save money.
- Benchmark your own career.
- Attendance is by invitation only and is free of charge.

### AGENDA

08:00-09:00	Registration & networking breakfast
09:00-10:00	<b>Opening address: Professor Steve Peters</b>
10:00-13:15	Conference sessions or pre-scheduled one-to-one supplier meetings
13:15-14:15	Networking lunch
14:15-17:15	Conference sessions or pre-scheduled one-to-one supplier meetings
17:15 onwards	Networking drinks reception

For further information please visit [www.theldtmforum.com](http://www.theldtmforum.com) or contact:



**Kevin Ryan, Project Manager,**

Tel: 020 8487 2222, Email: [kryan@richmondevents.com](mailto:kryan@richmondevents.com)

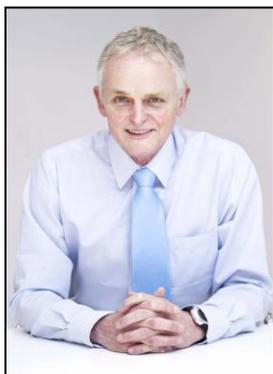
**Vicki Barford, Delegate Manager,**

Tel: 020 8487 2202, Email: [vbarford@richmondevents.com](mailto:vbarford@richmondevents.com)





## OPENING KEYNOTE: Optimising & transforming human performance: Learn how to operate through understanding the mind



### Professor Steve Peters, Consultant Psychiatrist & Performance Coach for Elite Sport

In this keynote address Professor Steve Peter's will explore and present:

- Insightful understanding of what makes people optimise performance.
- Skill-based acquisition to get the best out of yourself and others.
- Principles of managing thoughts, behaviours and emotions.
- Team and individual functioning.
- Practical points to reflect on and utilise.

**Professor Steve Peters** is a Consultant Psychiatrist working in Elite Sport. He works with Liverpool Football Club, England Football and Sky ProCycling, and has current and past involvements in many other Olympic and non-Olympic Sports, including British Cycling, England Rugby, World Championship Snooker and Premier League Football.

His career began with teaching Mathematics and then moved on to Medicine. He has worked in the clinical field of Psychiatry for the past twenty years, including Clinical Director of the Mental Health Services at Bassetlaw Trust, culminating in working at Rampton Secure Hospital. Steve has been with Sheffield University as a Senior Clinical Lecturer since 1994 and is also Undergraduate Dean. He holds degrees in Mathematics, Medicine and Medical Education (Masters Degree) and also postgraduate qualifications in Sports Medicine, Education and Psychiatry.

He is a member of the Royal College and is on the College Membership Panel for examinations. He is a member of the Therapeutic Use Exemption Panel for UK Sport and an expert witness to WADA (World Anti-doping Agency). He is author of the best selling personal development book 'The Chimp Paradox'. His specialist interest is in the working of the human mind and how it can reach optimum performance applied to all walks of life.

***Prof Peters will run an associated workshop which will explore these principles in more detail.***



*The Learning, Development & Talent Management Forum qualifies for CPD credits.  
All delegate attendees will receive a CPD certificate after the event.*





## INDUSTRY FOCUSED SEMINARS & WORKSHOPS



### **WORKSHOP: Optimising & transforming human performance**

***Professor Steve Peters, Consultant Psychiatrist & Performance Coach for Elite Sport***

In this interactive workshop, Professor Steve Peters will expand upon his opening address on how to operate by understanding the mind. He will provide further examples of, and a greater insight into, optimising personal performance, how to get the best out of yourself and others and how to understand human behaviour.



### **WORKSHOP: Developing inclusive leadership**

***Nick Pope, Managing Director, Academy of High Performance Teams***

In this interactive, case-study focused workshop, Nick Pope will cover:

- The key success factors of Unilever's award winning D&I journey over the last 6 years.
- The importance of reclaiming Inclusion and placing it at the centre of organisational health.
- A global approach to building Inclusive Leadership capacity at all levels of the organisation.



### **CASE-STUDY SEMINAR: Developing your leaders via employee engagement action planning**

***Bev Mitchell, Director, Beverley Mitchell Consulting***

Many companies invest large amounts of money on employee engagement surveys and then fail to deliver when it comes to responding to the results.

In this case study based seminar we will look at how one global Fortune 500 company have not only responded to the results but have done so in a way which has provided development opportunities for employees throughout the organisation. Bev will include such topics as:

- How development opportunities were provided without additional cost.
- Development of the top 150 global leaders.
- Providing opportunities for development throughout the organisation.
- Enhancing skills required in a global, matrixed organisation.
- Empowering teams to make decisions and see them through.
- Driving a "one-company" culture, fostering enterprise leadership behaviours.





**WORKSHOP: Mindful based practices in the workplace. The how, why and next level of innovation in its use to enhance employee and organisational well-being**  
***Claire Genkai Breeze, Partner, Relume***

The session will initially look at the direct application of Mindfulness practices in the workplace to enhance the well-being of employees and the organisations within which they work. It will provide an overview of Mindfulness, sample practices, their application and effectiveness, a balanced view of the science and research and tips on how to apply it within your organisation.

The session will then look beyond the mechanics of applying Mindfulness in the workplace and address the next level and latest developments on how it is being used to enhance employee and organisational well-being. This will include focusing upon:

- How to innovate what mindfulness has to offer us in business.
- Examples of using mindfulness beyond personal well-being.
- What do deep personal practices really do to people/ team/ business purpose.



**WORKSHOP: Are you a trusted advisor?**  
***David Mayes, Learning and Development Manager, Pepsico***

As HR professionals we give advice and coach others on self-development, but how much time do we dedicate to developing ourselves?

In this workshop David will share the journey taken at LV= since 2014 as a case study. Creating an 'HR Partnering Academy' to help develop functional capability; developing both those in HRBP and COE roles to be the best business partners possible. Take-away some thinking on how you could improve your own functions capability or individual business relationships.

His session will cover lessons in the following areas:

- Creating an internal partnering model
- Supporting development programmes and workshops
- Use of social learning as a core principle
- Great business partnering: functional barriers and enablers





**WORKSHOP: Leveraging disruptive talent to generate growth**  
**Paolo Moscuza, Partner, Organisation Effectiveness Cambridge and Alan Murphy, New Ventures Director, AB Agri**

Have you struggled to identify talent to radically transform your business? Do you find that people who spot and tenaciously pursue opportunities that others miss can be 'difficult' to work with? They will run an interactive session that will cover OE Cam's experience and research into 'Disruptive Talent' with a focus on:



- The psychology of disruptive talent.
- How to use disruptive talent effectively.
- Disruptive talent vs delinquents.
- The challenges of assessing disruptive talent.
- Conditions for success.
- Case studies to illustrate the effective use of disruptive talent to generate significant business returns.

Paolo will be accompanied by one of OE Cam's clients Alan Murphy to provide a first hand experience of successfully generating growth in an organisation through harnessing all levels of talent. Paolo Moscuza is a Partner at OE Cam LLP, a Chartered Psychologist and former winner of HR Management Consultant of the year.

Alan Murphy is responsible for the development and implementation of new business ventures for the AB Agri group. This includes leading development of new products and propositions as well as managing and supporting new acquisitions into the group.

**The digital dimension for networking capabilities - all interactions are learning opportunities, how do we harness them and adapt them to our organisations?**

**Perry Timms, Founder & Director, People & Transformational HR**



There's nothing new about social networks and being digitally connected yet how we utilise them for learning, collaborating and sharing is now maturing and taking shape. It's still an emerging "art" though and so how we get the best from the chaotic nature of social networking is still a mystery to many of us. Yet there are ways to make this really work in our favour.

Join Perry Timms, who after 7 years of active social networking, has a lot to offer in this area. Perry will share his thoughts, experiences and tips on making the most of the power of social learning and being a digitally enhanced learner.

Learning with Perry you'll be able to make more informed choices on what platforms and methods to use to utilise social and digital tools to learn from; how to create and sustain a personal learning network and how you might turn your own use of social networks for learning into a useful organisational learning strategy.





**Leveraging team coaching as a powerful enabler of organisation transformation**  
**Larissa Harrison, HR VP Global Talent, Firmenich SA**

With increased interest and focus on systemic team coaching more companies are turning to this practice to unlock collective potential.

From the basic concepts of building awareness, making choices and taking responsibility a team can quickly optimise their collective leadership by activating collegiate and collaborative ways of working so that individuals represent the team voice with key stakeholders – truly becoming ‘team together

– team apart’

Larissa Harrison will bring her extensive business experience to this interactive workshop to address the key question: ‘How great would it be if organisations used group coaching to activate Talent Management strategy?’ Join her to learn how to make the most of your coaching initiatives.

**PEER TO PEER DISCUSSION GROUPS**



**Assessing talent – how do you quantify “great”?**

**Moderator: John McCusker, Global Head of Talent Management, Bacardi**

Attracting, managing, developing and retaining talent is essential to all organisations, but with so many different methods of assessing talent and very diverse pools from which to draw it, just how do you separate the “great” from the good? This interactive discussion group will offer delegates an opportunity to explore, exchange views and share experiences on:

- Talent assessment, what are the most effective methods? Latest thinking development, innovations.
- Can we easily define ‘great’ in our organisations? Do we define it before seeking it?
- How do we nurture, develop reward and retain our greatest talent?



**Innovative ways of learning & developing**

**Moderator: Shaun Laubscher, Talent Development Director, Genworth**

In this day and age the demands on performance and the pressures on time and money mean that we need more innovative ways to learn and develop. But there are more innovative resources and opportunities available to us as well. This interactive discussion group will offer delegates an opportunity to explore, exchange views and share experiences on:

- Ways in which to learn and develop with no budget.
- Things we need others for, and things we can do on our own.
- Innovative ways to really transform behaviour.





### **How to better manage young talent and baby boomers within the same organisation**

**Moderator: Becky Craig, Director, Blu Lake**

Is this really an issue? If so why and how can you effectively meet the needs of all?

Many organisations are experiencing a world first; 5 generations working together. At one end of the scale Millennials have seen their role models get rich quick, with the trailblazers of their generation not being the traditional 50-somethings in a suit. They are less likely to believe in a job for life and more likely to work abroad.

At the other end of the scale studies have shown many workers over the age of 50 would like to work beyond state pension age because they enjoy their job and feel as fit as ever.

These changes in the workplace dynamic bring both challenges and opportunities for employers. Take part in this interactive peer-to-peer discussion, lead by Becky Craig, to explore:

- What impact does this have on a business's policies, working environment, processes?
- How do leaders ensure they are able to motivate such a diverse workforce?



### **Fostering strategic diversity within your organisation**

**Moderator: Geoffrey Williams, Senior Manager: Corporate Responsibility & Inclusion, EMEA, Thomson Reuters**

Having a diverse workforce that feels included within your organisation can bring a plethora of benefits. Not only will you attract and retain a wider pool of talented individuals but it has been proven in various studies that such companies out-perform those who do not foster diversity.

This interactive discussion group will offer delegates an opportunity to explore, exchange views and share experiences on the challenges, successes and benefits of D&I including:

- What is D&I?: What does a diverse and inclusive organisation look like?
- Identifying, understanding, and taking steps to remove the barriers that block your business from attracting, retaining and promoting the best talent.
- The difference between how your company is viewed externally versus internally. The importance of not just paying lip-service to D&I.
- The importance of fairness, how does that impact your image, brand and reputation can be at stake.
- Additional challenges and benefits of D&I: experiences of those in the session.





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