



CONFERENCE OVERVIEW



The Learning, Development & Talent Management Forum is now celebrating its fourth year. Held annually in central London, it attracts 100 of the UK's most high-ranking L&D, Talent and OD practitioners and 40 service provider / supplier companies.

Conference theme for 2014: The 2014 programme will focus upon the areas of leadership, managing in uncertain times and planning for an unpredictable future, both financially and technologically.

Through a combination of practitioner lead case-studies, research based seminars, panel debates, 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 as well as senior leaders within their organisations.

THE DELEGATE PROPOSITION

- Attend a cutting edge 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

07:30-08:00	Registration, tea and coffee.
08:00-08:50	Networking breakfast
09:00-10:00	Opening address: The era of major creative destruction
10:00-12:00	Conference sessions or pre-scheduled one-to-one supplier meetings
12:00-12:50	Networking lunch
13:00-14:00	Keynote address: Hoping to rise – fearing to fall
14:00-16:00	Conference sessions or pre-scheduled one-to-one supplier meetings
16:00-17:00	Networking drinks reception

For further information please visit www.theldtmforum.com or contact:



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KEYNOTE SPEAKERS & THEIR WORKSHOPS

OPENING ADDRESS: THE ERA OF MAJOR CREATIVE DESTRUCTION

Dr. Frank Shaw, Foresight Director, Centre for Future Studies

This presentation will focus mainly upon the next 5 years, but attention will be paid to developments up to the year 2024. The session will specifically look at:



- What is the future?
- What is creative destruction?
- Business as usual is not an option.
- Future proofing your organisation:
 - Know what is coming – do not see the future through the rear view mirror.
 - Be innovative – think and do the impossible.
 - Know where you are going and why but be prepared to change course.
 - Be quick off the mark – the future does not wait.
 - Embed future thinking into your strategic development.
- The headlines in 2024.

Dr. Frank Shaw is a business strategist, process consultant and futurist working with a wide variety of organisations in business, government and the voluntary sector. He founded the Centre for Future Studies, a strategic futures consultancy, in 1996. Over the past fourteen years, the Centre has gained international recognition for its innovative contributions to futures thinking.

WORKSHOP: CREATIVE DESTRUCTION AND THE INNOVATION IMPERATIVE: BUSINESS AS USUAL IS NO LONGER AN OPTION

Dr. Frank Shaw, Foresight Director, Centre for Future Studies

“Many businesses are failing. The reality is that the recession has caused a tsunami of creative destruction. The business environment is changing dramatically and business as usual is doomed to fail.”

In this interactive workshop, Dr. Frank Shaw will use latest thinking, research and case-study examples to discuss how businesses must respond in order to keep pace and best position their organisation to flourish rather than flounder.

Dr. Shaw will discuss six critical ‘innovations’ that businesses must embrace to stay ahead of the game, including product, process and market innovation to distribution, customer experience and organisational innovation.

His key message is: “if your organisation looks and behaves like it does today in five years’ time, it is more than likely it will be going, or have gone, out of business. Innovation is the key way to avoid falling into this trap. This session will help attendees address the best ways to keep innovation alive and kicking, but be warned - it is not for the faint hearted.





LUNCHTIME KEYNOTE ADDRESS: HOPING TO RISE - FEARING TO FALL

Martin Newman, CEO, The Newman Partnership & Founder, The Leadership Council



What really motivates people? Carrots - or sticks? Praise - or censure? From boardroom to parenthood, the dilemma is as old as human civilisation. Martin Newman recently set out to explore this question, interviewing 15 exceptional UK based figures in business and public life.

In this keynote address, Martin shares insights drawn from the personal experiences of his interviewees, including the likes of Lord Sebastian Coe, Sir David Frost, Sir Geoff Hurst, Martha Lane Fox, Sir Stuart Rose and Lord Peter Mandelson, amongst others.

The findings come down heavily on the side of optimism and the hope of rising, but there are twists in the tale along the way. You will come away from this session challenging yourself about your own motivations in and outside the workplace, and asking profound questions about what it takes to lead and succeed.

Martin Newman has 25 years' experience in working internationally to help leaders stand up and be counted. He works both with a diverse range of people from business leaders, to top class athletes / sports people and politicians. Reviewing his role as coach for Vladimir Putin's Sochi 2014 Winter Olympic bid team, the FT described him as "Russia's secret weapon".

He is currently working on Tokyo's bid to host the 2020 Summer Olympics. He developed the message and strategy to ensure electoral participation in the first post-Saddam national elections in Iraq, through a series of war-zone workshops in Baghdad (resulting in an unprecedented, and subsequently unrepeated, 75% turnout). In 2008, Martin also founded The Leadership Council to bring together some of the UK's most senior leadership experience as a research and thought leadership body.

WORKSHOP: THE SEVEN TYPES OF CONFIDENCE - HOW TO APPLY THEM TO YOUR OWN EXPERIENCES AND CHALLENGES

Martin Newman, CEO, The Newman Partnership & Founder, The Leadership Council

Confidence is spoken of in business in hushed and mystical tones, revered and also feared as a vital, but un-pin-downable quality without which you can kiss goodbye to success.

This workshop will dispel the mystique, putting confidence under the microscope and seeing how it works and why it matters. It will focus on the following questions:

- Why are we obsessed with confidence in business, public and personal life?
- Confidence or hubris?
- Is there a guaranteed recipe to create confidence?
- Is confidence a very different phenomenon in different cultures?

The workshop will be led by Martin Newman, Executive Director of The Leadership Council and Founder of The Newman Partnership. Martin will share The Leadership Council's own model of confidence, based on seven clearly identified types and use the session to allow participants to explore and apply the model in relation to their own experiences and challenges.





ENHANCING EXECUTIVE RESILIENCE

Barbara Wright-Avlitis, Global Head of Leadership Development, Novartis

In this session, Barbara Wright-Avlitis, Global Head of Leadership Development at Novartis will touch upon the practical aspects of creating a burnout free environment in which executive and leadership performance is supported and can excel. She will base this upon her professional experience, as well as sharing with the audience research findings from a study addressing this area.

In her current role, Barbara is a global thought leader for the Pharma division of Novartis, primarily focusing on Leadership Development. She is the global lead for the design and implementation of the global assessment framework and the Pharma General Manager Development Framework.

Throughout her career, spanning three decades and 32 countries, Barbara has always focused on guiding young professionals to become the leaders of tomorrow and helping the leaders of today to practice conscious leadership. Prior to beginning her work at Novartis in 2012, she worked for 7 years with ING Bank, in global roles leading Talent Management, Corporate Culture Change, Learning, Leadership Development and Diversity. Barbara also held leadership roles with 3M Company in the US, Europe and the Middle East, focusing on learning and development of the diversified 3M sales force. She is a blogger and frequent speaker on the subject of burnout prevention and is currently finishing a book on the subject.

DEVELOPING THE LEADERS OF TODAY AND TOMORROW THROUGH A CULTURE OF COACHING



In this session, Kylie Roberts and Stuart James will share the critical elements that Grant Thornton has embraced in order to develop its leaders of today and tomorrow through a culture of coaching. They will also explore the ways in which this can help organisations and people grow to their full potential.



This interactive and thought-provoking workshop will focus upon the core success factors used to create Grant Thornton's culture: asking great questions, allowing people the time and space to think broader and deeper about themselves and their businesses, and providing confidence building feedback. Kylie and Stuart will include practical examples on how to build this into your own organisation and highlight the positive difference it can make.

Kylie Roberts, Talent Development Director, Grant Thornton: Kylie is passionate about people and organisational performance, together with the senior leaders in Grant Thornton, Kylie and her colleagues are transforming Grant Thornton's culture for tomorrow's world. A coach, a leader, a yoga teacher – Kylie artfully blends experience from large multi-national organisations, elite sport and wellbeing industries.





Stuart James, Business Coach & Facilitator, Grant Thornton: Stuart has been with Grant Thornton for over seven years. He is currently a Business Coach / Facilitator and a senior manager in the Equity Reward practice. Having spent many years working with management teams and investors, Stuart has brought his commercial experience into Grant Thornton's Leadership and Culture practice, where he uses it to assist in unlocking potential for growth in teams by looking at their culture, facilitating dialogue, as well as coaching leaders to role model change to help their teams deliver.



THE PINE STREET APPROACH TO LEADERSHIP DEVELOPMENT

In this interactive, workshop style session, Jason and Katie will be speaking about their work with the Pine Street Leadership Development Group and its work globally and cross-culturally around developing leadership and management skills for Goldman Sachs' Managing Directors and Partners.



They will be focusing upon Pine Street's work in the following areas:

- Development programmes for newly promoted and high-potential MDs and partners.
- Coaching for teams and/or individuals, often during times of transition.

Substantial time will be left for audience participation, debate and questions.

Jason Rabinowitz, Head of Pine Street, EMEA, Goldman Sachs International: Pine Street is Goldman Sachs' internal senior leadership development group, which covers thought leadership, development programmes and advisory work for the firm's managing directors and partners. Jason joined Goldman Sachs in 2011 after running his own consultancy, focusing on change, culture, top team alignment and coaching; he was also adjunct faculty at London Business School and an associate with Mobius Executive Leadership and Change Logic. Prior to this Jason's roles have included leadership development at BP, and almost a decade at McKinsey where he worked globally as an organisation specialist.

Katie Dowbiggin, VP Pine Street Leadership Development Group, Goldman Sachs International: Katie Dowbiggin has been with Goldman Sachs since 2007. Her work focuses on supporting and developing MDs in times of transition (such as new promotes, recent joiners, those whose role has changed), the diverse MD population, and external clients of Goldman Sachs.





UNLEASHING THE TALENT WITHIN YOUR BUSINESS THROUGH A TRANSFORMATIONAL PEOPLE DEVELOPMENT STRATEGY

Royston Guest, CEO, Pti Worldwide

This highly interactive workshop will examine, through a series of client case studies and validated research, how to accelerate, identify, nurture and develop the next generation of emerging talent within your business.

It will look at the latest thinking on how personal transformation can be hard wired-in to drive business growth. It will additionally consider how employees and managers can be encouraged to take direct ownership of igniting their own self motivation, desire and will from within to unleash their own potential.

Royston Guest is CEO of Pti Worldwide, a global consultancy and training company with a proven track record in delivering business growth, people transformation and peak performance. As well as being an accomplished strategist and consultant, he is also an acclaimed Conference Speaker. Having worked with a wide range of individuals in his career, Royston has developed a passion for understanding human potential; what makes people tick and why they do what they do.



THE EQI LEADER

Prof. Jonathan Passmore, Chartered Psychologist & MD, Embrion

Research confirms that emotional intelligence is a better predictor of success than intelligence. Smart people do well, but emotionally intelligent people do significantly better. But how can you become more emotionally intelligent?

In this interactive workshop Prof. Jonathan Passmore will share secrets on how to make yourself more aware of your own emotions and those of others; as well as, how to make informed choices when selecting which behaviours get the best outcomes. Manipulation... or the art of influencing? Does this matter if it achieves the desired result?

Delegates will leave this session with, and being able to do, the following:

1. An appraisal of latest thinking & research on emotional intelligence and a chance to debate these with your peer group.
2. A greater understanding of, and being able to recognise, the core emotional drivers and emotions for you and those around you.
3. Identify and formulate a plan on how to influence key figures in your own life.

Prof. Jonathan Passmore is an internationally respected chartered psychologist. He has published and presented widely from events at Harvard University to a major book series of work psychology with Wiley-Blackwell. His popular book titles such as *Top Business Psychology Models* have helped translate the world of science for managers and practitioners. Jonathan has held director and chief executive roles and worked for major consulting companies such as PricewaterhouseCoopers and IBM. He now leads Embrion, a psychology performance and safety consultancy.





REIMAGINING BUSINESS: ARE WE IN THE ERA OF THE TECHNOLOGY DREAM OR TECHNOLOGICAL ENSNAREMENT?



Dave Coplin, Chief Envisioning Officer, Microsoft UK

With the ever faster evolution of services and devices transforming the way we live our personal and professional lives and the accelerating trends of mobile, cloud, big data and social platforms revolutionising the IT, business and professional landscape - are we in the era of the technology dream? Or is this utopian vision of technology as the ultimate liberator for the workplace now being exposed as a myth with it ensnaring, rather than liberating, us? Worryingly engagement surveys are highlighting that employees are disengaged as never before, with as low as a third claiming to be actively

engaged in their role - but why?

In this session, Dave Coplin, Chief Envisioning Officer of Microsoft UK will examine the trends of flexible working, social business and how employees and managers need to change the way they operate to take advantage of them. He will provide and examine examples of people working in new ways and how businesses are incorporating social communication platforms to enhance collaboration and introduce agility and adaptability.

Dave believes if we equip people with the right tools and culture of sharing, it puts them in a position to work really differently with the key message being empowerment. If you constrain what people can do, how they work, how they use the tools and how they think about their outcomes, then in effect you constrain your own success.

Reimagining business is about waking up to a new environment, based on collaborative and flexible working, on technology that, used correctly, liberates rather than constrains.

Since joining Microsoft in 2005, Dave Coplin has worked across a wide range of industries and customers, providing strategic advice and guidance around the impact of technology on a modern society both at work and in play. As an established thought leader in the UK and having spent a considerable amount of time in both the public and private sectors providing leadership and guidance around key technology issues like Cloud Computing, Privacy, Big and Open Data, Social Media, Open Government, Advertising and the "consumerisation" of IT. Dave is currently working as the Chief Envisioning Officer for Microsoft UK, helping organisations and individuals envision the full potential that technology offers a modern, digital society and has recently authored "Business Reimagined" a book about the future of work - a new working environment based on collaborative and flexible working and on technology that used correctly, liberates rather than constrains.





PEER TO PEER DISCUSSION GROUPS

These sessions are small, highly interactive, peer-to-peer discussion groups hosted by industry practitioners / moderators. Please note they are not formal presentations given by a speaker. Moderators are matched with the topic areas shortly before the forum.

MODERATORS:

- Becky Craig, Head of Leadership Development, B&Q
- Richard Gregory, Group Head of U+ (Corporate Learning), Rentokil Initial
- Helen Rust, Head of Training & Development, Caffè Nero
- Nick Pope, Global Learning Director, Unilever
- Helen Benson, Senior Director, Talent & Development, Thomson Reuters
- Garcia Williamson, Head of Learning and Development, Cancer Research UK
- Emma Savin, Talent & Organisation Development Director, EMEA, SPX Corporation
- Jo Moxon, Head of Talent and Development, ASOS.com
- Tania Tiipana, Training Business Partner, Parexel International

TOPICS

BUILDING RESILIENCE AS A CORE CAPABILITY WITHIN AN ORGANISATION

The ability to thrive in an ever increasing volatile, complex and ambiguous world has never been more important to managers in an organisation.

This peer-to-peer discussion group will focus on the following areas:

- How to make the case for resilience as a core capability.
- Taking the first steps within the organisation to develop resilience.
- Practical solutions that can work at scale.

This interactive session will be facilitated by Nick Pope, Global Learning Director at Unilever – where resilience training has been built into their core management programme for 15,000 people.

L&D IN THE MODERN ERA: HOW IS L&D KEEPING UP WITH THE TIMES?

Like any business function or business itself, L&D needs to move with the times and that has never been more important than in the current technological age. At the same time it is important for L&D not to forget it's roots.

This interactive peer-to-peer discussion group will provide delegates with a chance to debate, share views and experiences on:

- The future learning environment.
 - Tin can: (the new specification replacing SCORM - shaking up the industry).
 - Mobile learning & gamification.
 - Responsive eLearning design.
 - Adaptive courseware.
- How can L&D best position itself to be of greatest relevance to organisations?





SENIOR LEADER ENGAGEMENT: BEST PRACTICE AND TIPS ON ENGAGING SENIOR LEADERS IN DEVELOPMENT

Engaging senior leaders and gaining their support is key for most development initiatives. How easy is it in practice and are there any methods which can be used to best achieve this? This interactive peer-to-peer discussion group will focus on the following areas:

- What are the biggest challenges in getting senior leaders engaged and sponsoring development initiatives?
- How do you identify who are the critical people?
- When have you really successfully engaged and what effect did it have on the programme?
- What would your top tip on this subject be?

LEARNING AS A SERVICE - BEYOND THE FIGURES

Demonstrating return on investment is key to the majority of business functions; this interactive peer-to-peer discussion group will provide delegates with a chance to debate, share views and experiences on:

- Can an L&D department structure themselves more like an internal business & if so, how?
- Creating an internal market where:
 - buyers and / or the business itself can put a monetary value on what is achieved.
 - comparisons against external organisations / third parties can be made.

NEXT GENERATION TALENT – PREDICTING THE FUTURE

Predicting the future is not the easiest of tasks, especially in a time of economic turmoil. Nonetheless, it is in unpredictable times that this skill becomes most important.

This interactive peer-to-peer discussion group will provide delegates with a chance to debate, share views and experiences on:

- identifying the next generation and getting the best out of them.
- accelerating the development of tomorrow's top talent.
- selecting and developing the right type of talent for an unpredictable future.

Please note the programme is subject to change.



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

For further information please visit www.theldtmforum.com or contact

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