



CONFERENCE OVERVIEW



THE LEARNING, DEVELOPMENT & TALENT MANAGEMENT FORUM is now celebrating its fifth 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 2015: The 2015 programme will focus upon the areas of *leading and managing change*. 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, 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

07:45-08:45	Registration & networking breakfast
08:50-09:40	Opening address: Managing Change, Stephen Carver
09:45-13:00	Conference sessions or pre-scheduled one-to-one supplier meetings
13:15-14:15	Networking lunch
14:30-16:30	Conference sessions or pre-scheduled one-to-one supplier meetings
16:30 onwards	Networking drinks reception

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



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KEYNOTE ADDRESS



MANAGING CHANGE - Stephen Carver, Lecturer in Project & Programme Management, Cranfield University School of Management

In this interactive, fast moving session, Stephen will look at how complex change is managed in organisations. According to management studies most change initiatives fail to deliver their intended benefits and often do more harm than good. Using the latest business school research and observations of major change projects, we will explore the reasons for success or failure, how success can be measured and what should be done to maximise the chances of a positive outcome. Topics covered include:

- Types of Change
- Reasons for Failure
- Complicated vs. Complex
- Change Leaders
- Uncertainty and pace
- Stakeholders perceptions
- Power and politics

Stephen Carver is rated as one of the top 3 lecturers at one of Europe's top MBA Business Schools. He has a reputation of taking complex management concepts such as Project, Programme Change and Crisis Management and being able to distil them down, into highly informative and fun lectures - often using "storytelling" techniques. His attitude is "if you haven't done it - you shouldn't be teaching it!" Unusually, for an academic, he has actually spent most of his working life in real business and still runs his own, highly successful, Project Management Company. Stephen is an unusual blend of Academic, Businessman and Teller of Tales. He has lectured Worldwide from the Royal Albert Hall to Boardrooms in Hong Kong. An outstanding speaker.

INDUSTRY FOCUSED SESSIONS

APPLYING RESILIENCE WITHIN YOUR ORGANISATION - Stephen Carver, Lecturer in Project & Programme Management, Cranfield University School of Management

In this workshop Stephen will look at how change can be better managed. Using the latest university research he will lead a highly interactive session that will identify types of complexity and resilience to see how they can be applied within your organisation.



ACHIEVING MARKETING & COMMERCIAL EXCELLENCE

Mohsin Ghafoor, Head of Commercial Learning, Vodafone

Customers are ever more demanding. They have less time and want solutions that make their lives easy, quick and simple. Do our marketing teams have the right skills to deliver to an ever more demanding consumer in a crowded marketplace? If not, what can we do to make a transformational shift that ensures the customer is at the heart of what we do without damaging commercial outcomes? This session will focus on the role L&D departments can play in developing marketing employees to establish a razor sharp focus on the customer, as well as driving the best possible commercial outcomes.





Mohsin Ghafoor is Head of Commercial Learning at Vodafone Group with a remit to develop marketing and commercial skills across Vodafone's 24 global markets both for the general commercial population and future senior leaders. Prior to this, Mohsin was a Senior Manager in Accenture's Talent and Organisation Performance practice delivering global change management and learning and development programmes for clients such as BT and Royal Dutch Shell.



CASE-STUDY: BUILDING OUR BANK.... LIKE BUILDING A PLANE WHILST FLYING! - Dave Buglass, Head of Organisational Capability & Development, Tesco Bank

After 20 years in HR and Banking, Dave will share in this session his experiences of leading the development of the learning strategies deployed to support the growth in number of colleagues from 200 to over 4000 in just 5 years, all whilst building from scratch one of the UK's new challenger retail banks. His session will cover learnings in the following areas:

- Keeping the regulators at bay day one.
- Changing the banking leadership culture and mind-set when becoming part of a retailer.
- Moving the mindset of learning in the classroom to learning in the workflow.
- Developing an agile approach to the deployment of learning and talent.
- Deploying the latest thinking with youth entry initiatives.
- The move to 'learners/colleagues as consumers'.
- The end of learning and development as we know it.

Dave Buglass is the Head of Organisational Capability & Development at Tesco Bank based in Edinburgh, a role he has held for 5 years with accountability for learning, talent, employee engagement and resourcing. Prior to this he spent 19 years in RBS in similar roles working on projects in the UK, Europe and the USA. Over the course of 2014, much like Tom Cruise's Jerry Maguire character, Dave has had that epiphany moment and started to see the world of people in a very different way, so much so challenging the traditional HR models and approaches which are cumbersome and opposite to the world we live in today. Dave was named L&D Professional of the Year (November 2014) by the HR Network Scotland and UK L&D Professional of the Year at Personnel Today, Training Journal and HR Distinction Awards (November 2014). Honest, energetic and authentic Dave will share the high and the lows.



CONNECTIONS ACROSS BORDERS – THE POWER OF SOCIAL MEDIA AS AN INTERNAL TOOL OF ENGAGEMENT - Mariano Tufro, Director, Leadership Minds

Social Media can be invaluable during periods of change, when communication is one of the most important tools leaders have at their disposal. Unfortunately, seldom is it leveraged to its true potential. Both external and internal social media have been used by global organisations to connect with employees across borders, and there are valuable lessons we can learn. In this interactive workshop, which will include real life examples, Mariano will look at the following areas:

- How to leverage social media during periods of change, including some of the science behind its effectiveness.
- Differences between external and internal social media.





- Examples of guidance provided by multinational organisations to employees to minimise exposure to unnecessary reputational risk.
- What you can do right away to make the most of social media in your organisation – key takeaways.

Mariano Tufro is a global specialist in Senior Leadership Development, Talent Management, Executive Coaching and High Performing Leadership Teams. With more than 21 years of experience in a number of blue-chip companies, including General Electric, Citi, Barclays and Deutsche Bank, his passion is applying the latest findings in neuroscience and technology to developing leaders at all levels. He combines his global experience and solid academic background with accelerated learning principles, social learning, mindfulness and the performing arts. As a result, his solutions, workshops, coaching sessions, team development interventions and keynote speeches are rigorous, engaging, fun and immediately applicable.

As a guest lecturer on Executive Coaching at Birkbeck College, University of London, and through various speaking engagements, Mariano disseminates the application of neuroscience and technology to leading self and others. He's an experienced public speaker, having delivered keynotes to audiences of 200 Senior Leaders in topics ranging from Leadership Development to Talent Management and Diversity.

THE SEARCH FOR MEANING - A NEW PARADIGM FOR DEVELOPMENT AND HOW THIS CAN ATTRACT, RETAIN AND DEVELOP COMMITTED EMPLOYEES - Rob Cross, Group Talent & Development Director, SIG plc



Since the early 80's the psychological contract between organisations and their employees has been in a state of constant flux. Although many of the 'trappings' of corporate life – salary, title, security – are still influencers of our behaviour, there is a strong emerging trend amongst today's employees. This trend, often starting as an unconscious yearning, is our desire for something more than just doing a job! Especially for the new generations entering the workforce, the search for meaning, or the search to contribute something more positive to society, is becoming a key driver for individual career choices. The organisations that acknowledge this, will attract, retain and grow individuals who are more deeply committed to the success of their enterprise.

However, implementing such a strategy need not become a burden. This interactive session will provide first hand examples and learning on how a company can introduce a new paradigm for developing your people including:

- Where to start, defining meaning and the start of the engagement message - the Lexis Nexis Journey.
- How to blend conventional and post-conventional methods of development.
- How to help employees define their purpose and find meaning by connecting this with the contribution of your organisation to society.

Rob Cross is an HR professional with over 15 years experience working in both public and private sector organisations across the globe. Rob's passion and life focus is helping businesses succeed while unlocking the true potential of their people. He has recently joined SIG plc as Group Talent & Development Director. Prior to this Rob was Global Head of Organisational Effectiveness for LexisNexis, a part of Reed Elsevier PLC where he focused on introducing new approaches to the people agenda, including implementing a new paradigm for learning - The Search for Meaning.





SCENARIO TRAINING AND IT'S ADVANTAGES AS AN EXPERIENTIAL LEARNING ENVIRONMENT & TOOL - Colonel Tim Sandiford OBE, President, Army Officer Selection Board, The British Army



Scenario based experiential learning is central to the Army's improvement of individual and collective performance. The spotlight tends to fall upon the virtual and live simulation systems that enable such activity, but they are only successful because the Army has embraced the experiential approach. During his service, Colonel Sandiford has watched the shift from directed learning to their current approach and been part of the journey, both as a training deliverer and as a training recipient. In his discussion, he hopes to illustrate how such a learning atmosphere can be developed, some of the challenges that might be faced and just how far it can take you.

Colonel Tim Sandiford served with the Staffordshire Regiment - 1 STAFFORDS – from 1985 and rose to become its commanding officer from 2005 – 2007. He has served in England, Canada, Germany, Zimbabwe, Kenya, Iraq and Northern Ireland and when not serving with 1 STAFFORDS has generally been in training appointments where he has been responsible for the personal and professional development of others. He was awarded the OBE on his regiment's return from their tour in Iraq in 2007. He currently serves as the President of the Army Officer Selection Board, a role he has been in since July 2012. Outside of work, he is committed to the development of others through sporting academies and a regeneration and lifelong learning charity based in Stoke on Trent.

BUSINESS THE NEW WAY: HEAD & HEART - MAXIMISING BOTH FOR SUCCESS



Liz Villani, Founder, Courageous Success

Everyone can change their work place. In this interactive, practical and high energy session Liz Villani will explore the growing unconscious business need of humanisation in the workplace, especially during times of change. The world's traditional HR and L&D approach traps the workforce into believing the need to conform to an 'ideal', fuelling stress, pretence, overwhelm, conformity, and a false work environment.

Using case-study and scientific evidence Courageous Success will share how clean, real, heart and head focused LCL (Life Changing Learning) allows individuals and teams to discard unbeneficial habits and strategies and take action to hold self-imposed strength, perspective and have the power to create a thriving, transformed workplace. In this session:

- Learn how the beliefs we hold in our heads prevent the powerful influence of our hearts and stop us fulfilling our full potential.
- Explore the science behind the benefit of head and heart thinking.
- Identify the difference between head and heart behaviour and how this influences us all - our behaviour, confidence and interactions with others.
- Unlock personal empowering beliefs for yourself and others to increase self-confidence, motivation, engagement and success.
- Understand how every individual can use all of the above to change their workplace.





Liz Villani is the Founder of Courageous Success, an international company changing the workplace through people development with extraordinary impact. A non-conformist with an extensive business background, Liz is a global leader in change, performance and authenticity, and is passionate about revealing the successful person inside every one of us.

For over ten years she has worked with Board level and Senior Executives to transform businesses and lives for the better. A published author, contributor to the media and speaker, Liz's style is energetic, inspirational, challenging and rebellious.

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.

LEADERSHIP IN A VUCA WORLD - Bjorn T. Atterstam, Leadership Strategy Specialist & Futurist



This interactive discussion group will focus upon leadership in a "Volatile, Uncertain, Complex & Ambiguous" (VUCA) environment. The group will look at:

- What are new demands on the capabilities of both leaders and followers in a world that is ever increasingly volatile, uncertain, complex and ambiguous?
- How can we effectively develop leaders and top talents to succeed in a VUCA world?
- What are implications of a VUCA world on talent, development and HR professionals?

Session Moderator: Bjorn Thomas Atterstam is a positive psychologist, speaker and avant-garde consultant. He is a pioneer in people innovation, personal development and new organisational practices for a VUCA (Volatile, Uncertain, Ambiguous, Complex) world. He is the founder and Managing Partner of Boomtags, a global think tank, advisory firm and innovation incubator dedicated to conducting experiments that further the potential of the world. Before this, Björn was Group Head of Talent & Leadership Development - globally responsible for developing talent, leadership and culture at Prudential plc, an international financial services group. In his role he designed and led organisation wide initiatives involving both high-potentials and senior executives. A native of Sweden, Björn is based in London and New York. He holds a Master of Applied Positive Psychology from Wharton/University of Pennsylvania and an MBA from Columbia Business School. He prides himself of being a global citizen and has travelled extensively and lived and worked in several countries.





SOCIAL MEDIA - THE CURRICULUM OF CHAOS - LIBERATING CONTENT TO CREATE LEARNING SUCCESS - Perry Timms, Founder & Director, People & Transformational HR

The constructs of professional learning as we know them are shifting from programmes and packages to a curriculum of a more chaotic and unstructured sense. Time pressures, challenges to the orthodoxy of learning and digital content are causing this disturbance and as learning professionals we ought to swim with this tide. Come talk and share with Perry Timms and find out how to capitalise and deploy a more chaotic form of learning that generates high quality impact and complements other more traditional formats of learning. From this session we will learn about

1. The best learning tools, platforms and people to be connected to.
2. Managing content; creating great posts and becoming part of a vibrant learning network.
3. Deploying and measuring the impact of social learning.

Session Moderator: Energy, passion and insight around people development are Perry's trademarks. A Chartered CIPD Member; facilitator & coach, Perry has led business change for 20 years as a corporate Head of Learning, Talent & OD. Perry's own enterprise - PTHR - is now delivering his aim to *change the world of work; one conversation at a time* for a range of clients in all sectors. Perry is Vice Chair of his local (Northants) CIPD Branch and a Visiting Fellow at Sheffield Hallam University. Perry is a regular speaker on HR and the future of work across Europe and writes for a number of journals and publications. Perry is a social HR Practitioner; voted 7th in People Management magazine's 2012 Top 20 HR tweeters and 2013s Top 10 Bloggers, Perry is Adviser to the CIPD on Social Media & Engagement and a Guide for the CIPD's "Hackathon" – an open-source platform creating innovative ways to "do" HR. A tenacious reader; enthused networker and voracious learner, Perry describes himself as a lifeaholic.

FUTURE FOCUSED TALENT MANAGEMENT AND SUCCESSION PLANNING - Danny Kalman, Talent Management Professional

This interactive discussion group will offer the chance to debate the following:

1. Inclusive not exclusive talent management strategies as the key to successful and effective companies - benchmarking your organisation.
2. Inside-out or outside-in: do your key talents feel part of a community or an audience?
3. The talent pool is a global open market....
4. How important are, and how strong are, your employer brand, employee value proposition, talent attraction, engagement, development and retention policies?
5. Flexibility and adaptability to meet people requirements – a necessary tool to be successful and survive? How and why?



MANDATORY LEARNING – INSPIRING, RATHER THAN ENFORCING, EMPLOYEES TO LEARN - Danny Kalman, Talent Management Professional

Across most business streams the drive for legislation and regulation has increased the requirement for an employer to prove that their employees understand and act within policies and guidelines. There has been a push to use cost-effective methods such as e-learning, but do companies ever stop to think about just how much they are inspiring rather than enforcing this mandatory learning? This interactive discussion group will focus upon:





- How to inspire employees to want to learn this subject matter without using the word "mandatory".
- Linking cost-effectiveness and inspirational methods.

Session Moderator: Danny Kalman's career began in Retail, first as a Department Manager at Marks and Spencer followed by a Marketing role for a high street food chain. Danny then joined a Construction company as HR Manager, working with the Executive and Management teams. He quickly recognised that he had a natural ability to motivate people to achieve their career potential. Danny joined Panasonic in 1992. He took on a number of HR roles including HR Director for Panasonic's European Operations. His interest in Management and Executive Development led to him being appointed as the first Director of Global Talent in 2008. Working closely with his international colleagues, he was responsible for leading a more systematic approach to identifying and developing Panasonic's Executives. Danny was featured in People Management Magazine talking about his Global Talent Management role in November 2011. Danny left Panasonic (after 21 years) in April 2013 and established his own talent management consultancy. He has since become an accredited executive coach and his first book on talent management will be published globally by Wiley's in October 2014.

PROFESSIONAL & PERSONAL DEVELOPMENT

PUSHING YOUR BOUNDARIES - Leon Taylor, Olympic Silver Medallist, Mentor and Performance Coach



This session will look at:

- What attitudes behaviours and beliefs do you need to embrace as an individual, team or organisation to achieve elite performance?
- How our mindset shapes our progress especially in the face of adversity.
- High performing teams have a culture of feedback ingrained with in them. How can we move away from defensive responses that can end up sabotaging performance?
- What does it really take to do something that hasn't been done before or seems impossible.

Leon Taylor was a hyperactive child and his parents were advised by doctors to channel his energy and enthusiasm into sport. As a result, he was introduced to swimming and gymnastics from the age of two and started diving as "just another sport" when he was eight. Three years later, Leon was the under 12s national champion. Throughout a 16-year career representing GB, Leon won medals at all major diving championships. He recovered from two separate shoulder surgeries to win a silver medal at the 2002 Commonwealth Games and later fulfilled a life-time ambition with his 2004 Olympic Silver medal in Athens, securing Britain's first medal in the sport for 44 years. Leon is acknowledged within the sport for pushing the boundaries of what's possible, for example in 1998 he invented 'the worlds most difficult dive', a legacy that continues to live long after Leon's competitive days. Retiring from diving in May 2008, Leon is now an integral part of the BBC Sports Olympic coverage, a judge on ITV's Saturday night show Splash! and has also mentored many athletes including diving sensation Tom Daley. In addition, he is a much sought after speaker and conference host, a Brand Ambassador for BMW, BT, Lloyds Bank and SSE.





*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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