

HR Futures

The Russell Hotel, London

Tuesday 12th September 2006

FULL PROGRAMME

In association with



8.30 **Registration & Welcome Coffee**

9.20 **WELCOME & INTRODUCTIONS**

Conference Chair: Angela O'Connor, HR Director, Crown Prosecution Service (CPS)

Including a quick introduction to the innovative SpotMe networking system being used throughout the event

OPENING KEYNOTE

Successful Change Management: Employee Engagement is the Key

• **Sir Archie Norman (ASDA, Woolworths, Energis and ex-MP)**

Sir Archie Norman is one of the UK's most respected businessmen, responsible for turning around major organisations such as Asda, Woolworths and Energis - and a firm believer that sustainable change can only be achieved through a strong commitment to effective employee engagement.

For his first nine months as CEO of Asda, Sir Archie spent 75% of his time as HR Director for the troubled retailer, viewing this as a pivotal role for reversing the company's declining performance. He introduced new incentive systems that reinforced his commitment to change and encouraged experimentation through the creation of three "risk-free" stores, where employees could try new ideas and fail without penalty.

In this opening keynote session, Sir Archie will draw on his thirty years of experience to provide a unique insight into using employee empowerment and clear communications to drive large-scale transformation projects and build vibrant, successful organisations.



10.30 **Coffee & Networking Break**

11.10 **INTERACTIVE WORKSHOPS** - Choice of three focused sessions

A1 How to enhance your reputation through e-HR

hosted by Diagonal Consulting

As e-HR continues its transition from a panacea designed to allow HR to 'become a true business partner', learn how HR directors can get through the full implementation process with benefits delivered and sustained, and their personal reputations enhanced.

A2 Agile Working: Are you meeting the Challenge?

hosted by BT

Delivering the challenges and benefits of agile working and mobilising working practices. Understanding how IT acts as an enabler and developing the discussion that HR must lead the way in going beyond implementing policies and practices to drive cultural change.

A3 Family Friendly Law in the Workplace:

What are the benefits? What are the legal implications? And what are the Pitfalls?

hosted by FSS

Join the legal experts for an interactive, participative session where real cases are discussed, resulting in a greater understanding of how your HR department can make your whole company a better and more productive place to work

12.20 **THE BIG DEBATE**

Mind The Gap - Reinventing HR for the iGeneration

A lively panel discussion and interactive debate around the HR challenges raised by the polarisation of the UK's workforce over the next decade - brought about by the twin forces of the ageing population and the changing work/life aspirations of younger generations.

Chaired by **Angela O'Connor, HR Director, Crown Prosecution Service**
with key contributions from a panel of outspoken industry figures



1.20 LUNCH

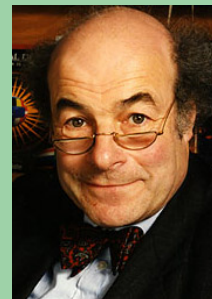
Three-course lunch on sponsor-hosted tables, plus guest speaker

SPECIAL GUEST SPEAKER

Vitamin R - Injecting Risk back into the Workplace

- **Professor Heinz Wolff (Scientist, Inventor & Broadcaster)**

Remember how exciting business used to be before risk management and the compliance police came along? Get your brain in gear for this entertaining and thought-provoking session about cultivating new ideas and using experimentation to put fun back into the mix - from scientist, inventor & legendary broadcaster, Professor Heinz Wolff. Expect some extremes of temperature!



2.40 INTERACTIVE WORKSHOPS - Choice of three focused sessions

B1 Human Capital Technology: Creating Value through better People Management

hosted by Northgate HR

Human Capital Management (HCM) is changing the way organisations think about creating value through people. Although many organisations have introduced e-HR for administrative processes, few have truly exploited the strategic benefits of technology. This session explores how HCM and technology strategies can lead to better people management.

B2 The Psychology & Language of Customer Service

hosted by Mary Gober International

The 'Gober Method'TM explained and how it instills in managers and frontline staff the heightened motivation, skills and strategies to develop unprecedented and award-winning levels of internal and external customer satisfaction.

B3 The Business Case for Diversity - Fact or Fiction?

hosted by DLA Piper

Diversity is based on valuing difference. It's supporters claim that a diverse culture results in enhanced contributions from employees which work to the organisation's advantage. But many business leaders remain unconvinced. This workshop explores how cost/benefit models can be developed to show how diversity really can be good for business.

3.50 Coffee & Networking Break

4.30 CLOSING KEYNOTE

2020 Vision: HR Challenges for the 21st Century

- **Dr James Bellini (Economist & Futurologist)**

Dr James Bellini is one of Europe's leading futurologists, with an enviable reputation for identifying, forecasting and assessing long-term business trends. These trends will have a direct impact on the way that HR professionals need to think and act in order to add strategic value in the 21st Century.

In this fascinating closing session, James will present a unique vision of the business landscape for the next decade and beyond, explaining the likely impact on the HR function of major developments such as the emerging economies of India and China, the ageing populations of Western Europe, the evolution of the Information Society and the inexorable rise of knowledge-based organisations.



5.30 POST-CONFERENCE DRINKS RECEPTION

Informal networking & drinks, plus access to sponsor meeting areas

7.00 OFFICIAL CLOSE OF EVENT

Followed by unofficial drinks in the King's Bar at the hotel

Overview

HR Futures 2006 is an exclusive one-day forum in London, bringing together over 200 strategic thinkers for a single day to discuss key HR issues for the next decade.

Places at HR Futures are free of charge for heads of HR in large and very fast-growing organisations.

The event has been made possible by a small number of enlightened sponsors who are keen to push forward the strategic HR agenda by facilitating such a forum.



Format

All delegates will benefit from a thought-provoking programme of inspirational keynotes, focused workshops & interactive debates.

In addition, the event will employ an innovative networking & messaging system, using wireless handheld devices to connect delegates and speakers throughout the day.

This unique facility will enable you to learn more about other participants (via a searchable database) locate attendees you would like to meet, send messages to anyone at anytime during the event, arrange an informal meeting, exchange electronic business cards and vote interactively during sessions.



Venue

The Russell Hotel, Russell Square, London WC1B 5BE
Tel: 020 7837 6470

Located halfway between the City and West End, The Russell Hotel is easily accessible from Euston, King's Cross / St Pancras, Waterloo and Charing Cross mainline stations.

The nearest Underground stations are Russell Square (1 minute) and Holborn (5-8 minutes).

Preferential room rates are available to HR Futures delegates quoting "Revolution Events".

Contact Information

HR Futures 2006 is organised by
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