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Holyrood magazine's
**HUMAN RESOURCES
CONFERENCE 2011**

Wednesday 20th April, Edinburgh

Featured speakers include:

Graham White

Director of Human Resources, Westminster City Council

Assistant Chief Constable John Geates

Director, Scottish Police College

Cllr. Graham Houston

Leader, Stirling Council

Linda Urquhart

Chairman, CBI Scotland

Conference chair:

Peter Russian

Chief Executive, Investors in People (Scotland)

AGENDA

Human Resources 2011

Welcome



The public sector is facing up to a period of seismic change. The role of HR will be at the heart of determining how organisations respond

to the unprecedented challenges which we face. HR professionals will be faced with tough decisions, and the responsibility of making the right choices on the basis of the best possible information – with many questions still unanswered.

How do we manage people and plan workforce development in the current climate? How do we motivate and engage employees? What is being done to provide alternatives for public sector workers who may lose their jobs? Are we ready for the effects of large-scale demographic change and older workers and the consequent changes to services? What about sickness and absenteeism, workplace training and development?

How does this all affect our local authorities, NHS, the emergency services, education and the rest of the public sector? How can HR in itself add strategic as well as public value? Why do we need to invest in human capital and what impact does HR have on our organisations?

This conference will examine such issues as how to improve productivity, will look at efficiency, address issues such as flexible working and other innovations, the sensitive issues of redundancies, legal issues, absenteeism and staff motivation and investing in your employees.

Attend the conference and learn from the experts, network and share your own best practice. The function of successful Human Resource management in the public sector has never been more urgent with tight budgets and economic uncertainty. With our public sector facing cuts and reform, improving and innovating in HR is not only useful but essential for survival and growth.

Peter Russian
Conference chair

Holyrood
magazine

One-day conference

Session One

Turning Negatives into Positives

The opening session will look at how HR is central to the wider reform agenda across government, and will hear from senior public sector bosses who have recognised that effective HR policies are essential to the successful reformative work carried out in their organisations.

08:45
Registration and refreshments

09:25
Welcome and introduction from the Chair
Peter Russian
Chief Executive, Investors in People (Scotland)

09:35
The role of HR in driving positive change
Cllr. Graham Houston
Leader, Stirling Council

09:50
Making the people investment in times of change
Kenneth Lawrie
Chief Executive, Midlothian Council

- Developing People Strategy in a period of reduced funding
- Building future capacity
- Empowering frontline staff
- Incentives and performance management

10:05
Unleaded leadership – fuel for the future
Alex Killick
Director for Workforce, NHS Tayside

- Survive on 5 vs Thrive on 95
- Link between staff experience and patient experience
- Developing the new 'fuel formula' – taking the lead out of leadership

10:20
Questions and discussion

10:40
Refreshments

Session Two

Mentoring, Managing and Unlocking Potential

Staff development is essential at all levels. In this session we will hear why it is increasingly essential in these straitened times and why HR professionals must work together to develop leadership skills in each and every public servant.

11:00
How can this period of austerity be used to establish the future of HR?
Graham White
Director of Human Resources, Westminster City Council

- Is HR's future dependent on how well we handle the recession?

11:15
Leadership and management development to meet organisational needs
Alan Boyter
Director of Human Resources, NHS Lothian

- Development that is focused on the needs of the organisation
- Involvement in the leadership agenda
- Personal development needs

11:30
Leadership development
Assistant Chief Constable John Geates
Director, Scottish Police College

How aware are you of:

- Your role
- Your people
- What you could achieve together

11:45
Questions and discussion

12:05
Lunch

"The best HR people are a kind of hybrid: one part pastor, who hears all sins and complaints without recrimination, and one part parent, who loves and nurtures, but gives it to you fast and straight when you're off track."

– Jack Welch –

Session Three Breakouts

Session three will run a series of breakouts. There will be four breakouts, each running twice and for 45 minutes. Delegates will choose to attend two from four.

13:05 First breakouts

13:50 Transition between breakouts

13:55 Second breakouts

14:40 Refreshments

Breakout One:
Harper Macleod
Lesley Murphy
Partner, Harper Macleod

Topics will come from the following:

- Career advisory services
- Lean your HR team
- Coaching
- Benchmarking
- Motivation through incentives, rewards and recognition
- Building positive organisational culture
- Implementing shared services
- Outsourcing your HR function
- Information Technology
- People metrics
- Health and well-being in the workplace
- Organisational productivity
- Tackling absenteeism

Please visit www.holyrood.com/hr for updates

“Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organisational objectives. It is the fuel that allows common people to attain uncommon results.”

– Andrew Carnegie –

Session Four A Vision for HR in 2015

In the final session of the day we look ahead to the Scotland that will emerge in future years and assess what role HR will play in that process.

15:00 Transformation and partnership working

Miles Dibsdall OBE

Principal, Telford College, Edinburgh
Edinburgh's Telford College is an institution that is re-defining not only its role but its soul!

- The “big debate”
- Challenging the status quo
- Creating new flexible work patterns
- Removing hierarchy
- Establishing supported autonomy
- Building a culture of trust, accountability and responsibility
- Creating a college of opportunity seekers

15:15 Mutual mentoring: Public and private sector HR leaders

Linda Urquhart

Chairman, CBI Scotland

- What private and public HR have learnt from each other
- Future of people management in the public sector
- Leaders learning from leaders

15:30 Closing keynote address Speaker to be confirmed

15:45 Questions and discussion

16:05 Summary and conclusions from the Chair

16:10 Close of conference

Keynote speakers



Kenneth Lawrie *Chief Executive, Midlothian Council*

Kenneth entered local government in 1994 with Dartford Borough Council

and was Head of Policy and Economic Development (1997 to 2000) and Cabinet Secretary (2000 to 2005). He took up the position of Head of Business Improvement at Scottish Borders Council in 2005.

Kenneth joined Midlothian Council as Chief Executive in September 2009.



Linda Urquhart *Chairman, CBI Scotland*

Linda Urquhart has led Morton Fraser for nearly 12 years, firstly as Chief Executive and now as

Chairman. She is Chairman of CBI Scotland, a board member of Scottish Enterprise and is a member of the Edinburgh Business Forum. She is also a member of the Prince's Trust Scotland Development Board, an Ambassador for Girlguiding UK and is the co-editor of *Green's Property Law Bulletin*. Linda won The Association of Scottish Businesswomen Outstanding Contribution to Business Award 2009.



Assistant Chief Constable John Geates *Director, Scottish Police College*

Assistant Chief Constable John Geates has overall

responsibility for Scotland's central police training establishment. He was appointed as Deputy Director of the Scottish Police College in June 2006 and then took up the post of Director in August 2007.



Graham White *Director of Human Resources, Westminster City Council*

Westminster City Council employs about 4,900 staff.

Graham is openly anti the business partner model and regularly speaks on the benefits of being in a business not just partnering with it. His breadth of experience in HR covers both public and private sectors with positions in manufacturing, service, banking, policing and across government.

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HUMAN RESOURCES CONFERENCE 2011

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