

HR Symposium 2021: Employee Engagement in a Hybrid World – Long Programme

9.15	<p>Get to Know Us: Familiarise yourself with the functions of our online event platform to ensure you maximise return on your investment. Scott Alexander, Head of Learning & Development, Legal Island.</p>	
9.30	<p>Meet the Chairs and Partners - Louisa Meehan, Director Woodview HRM and President of Network Ireland; Becky Jones, In-House Global Employment Counsel at Citco; and Joanne Hyde, Partner and Head of Employment, Eversheds Sutherland.</p>	
9.40	<p>Morning Keynote Presentation: Culture Change: How do you gain high trust in a low touch environment? Hybrid working at the very least is here to stay for many employees – it’s the least that is expected nowadays. Top talent is discerning and mobile in today’s market, regardless of C-19 and any recession. But there are leadership challenges, and team rituals that remote workers miss out on, rituals that build reassurance and trust, and encourage discretionary effort from employees. Caroline Hughes, Global Leadership & Talent Executive, discusses what is next for leadership development and how the current required leadership standards need to be aligned for a long-term culture change, if you want to be an employer of choice this decade. Where should the evolving roles of Chief People Officer, the HR profession – and jobs in general – develop as we move deeper into this decade?</p> <p>NOTE: we won’t be taking questions for Caroline directly after this session. Rather, we ask delegates to use this session to inform your outlook in other sessions throughout the day.</p>	
10.05	<p>Time to Choose: Delegates now have a choice of employment law updates from our partners at Eversheds Sutherland. Stream one features a round-up of recent employment law changes affecting employers based in the Republic of Ireland. Stream two features a round-up of recent employment law changes affecting employers based in Northern Ireland</p>	
10.10	<p>In Brief: Eversheds Sutherland’s Annual Review of Employment Law Refresher Session: Republic of Ireland Developments with Partner Julie Galbraith</p> <p>In this session, Julie will discuss:</p> <ul style="list-style-type: none"> National Strategy on Remote Working, the EU Flexible Working Directive and the Right to Disconnect 	<p>In Brief: Eversheds Sutherland’s Annual Review of Employment Law Refresher Session: Northern Ireland Developments with Partner Lisa Bryson</p> <p>In this session, Lisa will discuss:</p> <ul style="list-style-type: none"> Immigration and the Right to Work Post-Brexit Early Conciliation and the Impact of the Tribunal Backlog Health and Safety Dismissals and Covid-19

HR Symposium 2021: Employee Engagement in a Hybrid World – Long Programme

	<ul style="list-style-type: none"> Recent Covid-19 and Vaccination Issues for Employers The Unified Code on Bullying and What Constitutes Good Management Brexit, Immigration and Free Movement of Non-Irish and Non-UK Citizens Equality and the Need for D&I Training <p>Takeaway: Comprehensive notes and key points on the big employment law developments you need to know for employers in the Republic of Ireland. NOTE: Delegates may choose their preferred jurisdiction live on the day and will receive a link to videos for both sessions after the event.</p>	<ul style="list-style-type: none"> Case Law and Holiday Pay <p>Takeaway: Comprehensive notes and key points on the big employment law developments you need to know for employers in Northern Ireland. NOTE: Delegates may choose their preferred jurisdiction live on the day and will receive a link to videos for both sessions after the event.</p>
10.50	Q&A	Q&A
11.00	What's coming up after the break	What's coming up after the break
11.05	Break and Networking	
	<p>A Choice of Topics: We welcome delegates back for a choice of two streams. Stream One focuses on Engagement and Remote Working. Stream Two considers Practical Policies of Remote Working. Each stream features three short presentations from guest speakers, followed by a roundtable discussion with those guest speakers. Delegates will receive a link to videos for both streams after the event.</p>	
	Stream One	Stream Two
11.40	<p>HR Quick Wins 1: Maintaining Connections and Building Goodwill – How to maximise the benefits of employee alumni groups in the age of WFH and remote working. We set out what you need to create a successful network of former employees. Rishi Chopra, Alumni Manager at Eversheds Sutherland explains.</p>	<p>HR Quick Wins 1: Ready to Resume Programme: Insurance giant Allstate has difficulty recruiting Software Developers. So, pre-lockdown, Allstate embarked on a trial process to recruit mainly female former programmers who had left the employment market. Jim Norris, Senior HRM Allstate NI, sets out their initial objectives, successful and less successful outcomes, and why he</p>

HR Symposium 2021: Employee Engagement in a Hybrid World – Long Programme

		thinks it's an experiment worth pursuing a second time, with appropriate tweaks to maximise success, especially in a WFH environment.
11.55	<p>HR Quick Wins 2: Future-Proofing Your Workforce: Optimising Performance Management in Distributed Teams: Ideas, tips, tools and techniques to help optimise the agility and performance of individuals and teams in our future workplaces. Speaker: Aldagh McDonogh Co-Founder of Frankli</p>	<p>HR Quick Wins 2: A New Reward Model for the Changing World of Work - A recent survey, conducted by Willis Towers Watson, found more than half of employers did not believe their current rewards strategy was fit for a more remote workforce. And despite many organisations expecting high levels of remote working to continue in the future, fewer than half (45 per cent) thought their current job architecture was suitable for a flexible workforce. So, what does a reward strategy that's fit for remote workers actually contain? Kevin Empey, future of work expert and Founder of WorkMatters explains.</p>
12.10	<p>HR Quick Wins 3: Discover the Secrets of How to Remotely Connect with and Recruit the New Wave of Employees: Takeaway: Identify what Millennials and Generation Z are seeking and discover how to create communications that makes employees feel valued, informed and well connected in the new reality. Speaker: Marie Toft, CEO and Founder of emotionise and former RTÉ and BBC senior executive.</p>	<p>HR Quick Wins 3: NET Better Off: NET Better Off is a groundbreaking new model that has been identified by Accenture that outlines six human needs which, if met, unlock the full potential of workers. These six Dimensions are: Emotional & Mental, Relational, Physical, Purposeful, Employable, and Financial.</p> <p>The research found that 64% of a person's potential was influenced by their perception of satisfaction across the 6 dimensions. The research also highlights the importance of the role of leadership and planning now for the next evolution of work. Audrey O'Mahony, Managing Director,</p>

HR Symposium 2021: Employee Engagement in a Hybrid World – Long Programme

		Talent & Organisation Consulting, Accenture Ireland , leads the session.
12.25	Comfort Break – final chance to send in questions before discussion	Comfort Break – final chance to send in questions before discussion
12.30	Roundtable Discussion: Join our Chair and three speakers as they discuss your thoughts on engagement and remote working.	Roundtable Discussion: Join our Chair and three speakers as they discuss your thoughts on engagement and remote working.
1.00	Lunch and Networking	
2.00	<p>Five Courageous Wellbeing Conversations You Need to Have Now: The HR profession (and employers in general) has been faced with huge change and uncertainty since lockdown emerged a year ago. Some of us have had to make do. All of us have, we think, done our best to cope with that need for change and it's probably not going too far to say that HR has been the glue that has held employers and employees together through WFH and the fears of working when there is a deadly virus about. Now is the time to take stock, make more permanent changes and have five courageous wellbeing conversations. Speaker: Alan Lyons, Partner and Business Psychologist, KinchLyons</p>	
2.30	Q&A	
2.45	Break and Networking	
3.00	<p>What is the Culture in the Room after Lockdown? Takeaway: What is the Culture in the Room after Lockdown? TTI Success Insights Ireland have offered every delegate a <u>strictly confidential</u>, free personal TriMetrixDNA profile outlining your Behavioural Style (DISC, the How you like to do things); your Motivators (Driving Forces, the Why that initiates your behaviours); and your skills (Competencies, the What that modifies your behaviours). CEO Padraig Berry will take all of the completed profiles, anonymise the results and compile an amalgamated profile of all participants - the Culture in the room. So, what are the top behaviours, competencies and driving forces of HR Symposium delegates? What might these findings tell us about HR professionals in Ireland? How might your individual profile compare to the group average? And how do you leverage your and your team's styles for superior performance now that many of us are working away from the office? Find out live on the day.</p>	

HR Symposium 2021: Employee Engagement in a Hybrid World – Long Programme

	Takeaway: All delegates are offered a free TriMetrixDNA profile report (value €400) and can compare their individual profile with the average scores for peers in order to help them plan their career.
3.30	Q&A
3.40	Comfort Break
3.45	Afternoon Keynote Presentation: People Profession 2030: A Collective View of Future Trends: Over eight days in August 2020, people professionals from across the world came together for the CIPD's hackathon to answer the question – what will the people profession look like in 2030? Mary Connaughton, Director, CIPD Ireland explains the findings, which coalesce around five key areas: <ul style="list-style-type: none">• Internal change• Technological and digital transformation• Changing demographics and D&I strategies• Diversity of employment relationships• Sustainability, purpose and responsible business Takeaway: A summary of key findings to help you plan your HR strategy for the next decade.
4.15	Q&A, Takeaways and Closing Remarks
4.30	Close