



# PILAT WORKSHOPS



## Exclusive for CIPD Branch Network Meetings

Pilat HR Solutions is delighted to offer **seven free interactive workshops** on key areas of HR practice, exclusively for CIPD Branch Networks. Each session has been designed to run from just 45 minutes or can be extended to a full half day with the introduction of more research, activities or by combining the different subject areas. Many of the workshops will also introduce latest research and provide practical toolkits, questionnaires etc. to help HR professionals to assess their own and their organisations current effectiveness.

To find out more or to discuss your requirements, contact Julien Tyler by email at [jtyler@pilat.com](mailto:jtyler@pilat.com) or by phone at 07939 514351.

### CIPD BRANCH MEETING TOPICS



#### Enhancing the reputation of HR

These are very difficult times for the managers and employees for whom we provide HR services. The demands on us as HR professionals are clear and we need to take action to maximise our contribution to our respective organisations. For years, there has been a cry from HR to be at the 'top table' of the business team, even though a few organisations have embraced HR as a strategic business partner in strategic leadership. This session explores the research and possible reasons for the apparent acceptance and struggle and identify what can be done to raise HR's game.

The session will include tools to help HR Practitioners identify the key factors that will affect HR current processes (including access to a HR Audit) and determine a focus for future strategy and positive impact for their business.



#### Fit and agile

The economic recession and general employment uncertainty has sharpened our minds. The advent of new communication technologies, Gen Y thinking, and ever changing social demands have forced many organisations to take actions with unprecedented speed. The need for AGILITY has been forced upon us. In this interactive session, we will introduce participants to the characteristics of individual and organisational agility, what triggered a need for unexpectedly rapid response and where these triggers may come from in the future.

Finally in a networking session, small groups of participants explore one or more of their own issues and how these might be addressed. Post the session, an on-line agility survey can be undertaken by attendees at the forum.



#### Top down or bottom up; which is better?

With the changing economic environment, many organisations are asking, 'do we have the right talent?' and 'what is the pipeline of talent looking like?' These are useful questions, even if a little impersonal.

Recent research has shown organisations are rejuvenating and bolstering their talent management processes. For some, this has meant identifying successors and talent pools, while for others, it has been more about helping individuals take control and develop their own career path. Each process, 'succession planning' and 'career management', has some unique processes, considerations and challenges; and in essence, they have more in common than separates them. After all, Succession Management (usually a top down approach), done well, can create career paths and patterns for individuals. Career Management (the bottom up approach) equally can answer the succession and pipeline questions.

In this session, we look at the critical ingredients and processes on succession, career and talent pool management, including emerging trends and technology that supports these processes. In syndicate, work we will look at some of the thorny issues around transparency and HR policies that can potentially conflict with the implementation of talent strategies.



## Latest thinking on 'Potential' and objectively measuring it

Many organisations openly admit that their managers are not able to produce valid and reliable assessments of on-job performance which they frequently observe. Many use forced ranking, calibration meetings, capped compensation models, etc. to counteract the adverse effects. Yet, those same organisations happily ask those same managers to "assess" potential, promotability, and/or readiness on simple Likert-type scales. If a manager cannot assess performance that they see frequently, how can they assess, using a similar process and scale, for assessing potential for fulfilling something undefined in the future? (rhetorical)?

This session looks at some of the latest thinking in defining a model for potential and thereafter a look at what different companies are doing in measuring it and some of the technologies that are being used.



## How can HR capitalise on the changing face of technology

There are a multitude of challenges facing HR to ensure that HR processes deliver real added value to the business. The historic approach of automating paper based processes fails many times in achieving real advantage and engaging employees and managers in the process. Many HR departments have been pressurised to simplify processes to achieve greater acceptance by the business, but in doing so, has in some cases, lost the objectivity and usefulness of data. Add to this some of the latest thinking of technology providers for 'gamification' of HR processes and the challenges that social media is playing HR Practitioners have a major challenge to ensure the appropriateness, robustness and objectivity of HR processes and still achieve added value for the organisation.

In this session, participants will learn:

- Some of the latest thinking coming from different technology providers
- How to set parameters for success for a technology solution
- How to select a software vendor, including a check list of questions.

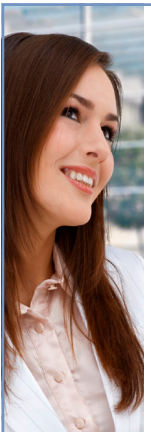


## Engagement – One to One and quantifying the bottom line impact

Mckinsey, Towers Watson, the Centre for Talent & Retention and many others have all produced good evidence that engagement has a direct effect on business bottom line performance. Many organisations still focus engagement activities through surveys and corporate initiatives, which while demonstrating real improvement, have in many cases clearly identified that engagement really begins at local level. Equality and diversity strategies have also broadened the age and gender demographics which again requires an approach that helps engage each individual based on their personal motivations.

This interactive session:

- Looks at the correlation of engagement and bottom line performance including tools for calculating and influencing managers
- Looks at the importance defining at individual level what is critical to an environment for high performance and a place where people want to stay
- Identifies for attendees what is most critical to motivating them
- Creating manager toolkits to support attendees in lifting engagement and thereby bottom line performance.



## Career transition

With traditional hierarchical career paths disappearing (or at least becoming more restricted and competitive) and with organisations deliberately seeking to break down vertical boundaries by rotating staff around the business, how do you help employees manage their own careers? In this interactive session, Pilat with its Strategic partner, HDA, will take us through methodologies and case studies of how organisations are enabling employees to be instrumental in managing their own careers.

This will be a practical session and we will be discussing HR profession career trends (professional alignment with business drivers, business partnership careers, HRO careers, interim careers, international careers, etc.); which will help each participant to review and possibly enhance the management of their own careers. At the same time, we are keen for participants to 'experience' some of the latest tools to support career planning and development. We are therefore going to provide each participant with 6 months' complimentary private access to the Pilat (branded) Online Career Transition Planner.

[WWW.PILAT.COM](http://WWW.PILAT.COM)

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