



HR Network Event

Annual Conference: Organisational Development

Date: Thursday 1 October 2015

Venue: Ambassadors Bloomsbury, 12 Upper Woburn Place, London, WC1H 0HX

Chair: David Smith, IES Board Member

Programme

09.30 Registration and refreshments

09.45 Welcome and introductions
David Smith, IES Board Member

10.00 How OD can help organisations adapt in a complex fast moving world?
Linda Holbeche, Director, Holbeche Partnership, *Mee-Yan Cheung-Judge*, Director, Quality & Equality

'The future of organisation'. Delegates will be taken through the evolution of the organisation and the characteristics of those organisations that will be 'fit' and 'future-ready' enough to continue to survive and thrive. She will also explore the type of implications for both OD practices and the practitioners, with particular focus on the need to develop leaders and managers to be primary practitioners in such time.

'The agility topic'. The rapidly changing business landscape means that the new ways of working and organisation – and the nature of work itself- are emerging at pace. We will consider the future of organisation and how OD can play into that, in particular we shall drill down into the pursuit of organisational agility and how OD can enable the mind-sets, practices and structures that help organisations to succeed in this fast-changing context.

11.15 Coffee break

11.30 UK Visas and Immigration: Facing into Change
Valerie Garrow, Principal Associate, IES, *Val Woodcock*, Organisational Development Consultant, *Nicole Veash*, Organisational Development Consultant
The facilitators will be discussing:

- Political and organisation context
- Leadership energy – and the messiness of this and going with the energy
- People leading real local change
- Importance of evaluation

-
- 12.45 *Lunch*
- 13.30 Breakout sessions
- Alison Carter and Mary Wayne Bush*, Principal Associates, IES
- ‘Coaching for Change: Change in organisations is the ‘new normal’**. With continued innovations in technology, increasing global business strategies and demographic changes in the workforce, organisational change is here to stay. Leaders and HR specialists alike need to utilise all the tools possible to effectively manage change. Leveraging coaching is a way to significantly increase engagement, improve communication, and ensure better outcomes from organisational change. This interactive workshop will provide a model for using coaching to promote success in organisational change projects. Based on the recent book, *Coaching for Change*, by IES Associates John Bennett and Mary Wayne Bush (Routledge, 2014), the session will provide participants with the methods and tools needed to leverage coaching for change.
- Sharon Varney*, Principal Associate, IES
- ‘Managing the Energy of change’**: At times of change emotions often run high, but the energy created is not always productive. This workshop will explain why and how you can pay attention to changing patterns of energy. You will assess your own organisation's energy profile and consider what strategies you might use to build productive energy for change.
- 15.00 *Tea break*
- 15.15 Achieving gender balance at the top – a case study from BIS
- Rachel Evans*, Director of Corporate Effectiveness, Department for Business, Innovation and Skills (BIS)
- Rachel* will talk about the steps taken by the Department for Business, Innovation and Skills that helped them to achieve gender balance at the Executive Board and at all levels of the senior leadership team.
- 15.45 Summing up from the Chair
- David Smith*, IES Board Member
- 16.00 *Depart*