



Lincolnshire Branch Forthcoming Event:

TOPIC: Talent Management Strategy into Practice 21st September 2011

PRESENTED BY: Ian Wilson, BSC. MA. ChFCIPD

In 1997, the McKinsey Corporation coined the phrase “the war for talent.” They said, “In today’s knowledge economy, the calibre of an organisation’s talent increasingly determines success.” In 2011, they reported that the challenge was getting worse, not better.

- The scale of the problems suggests that anyone involved in the field of human resources should now be in the business of talent management.
- What is talent management?
- What does it involve?
- Where does succession planning fit?
- What are the implications for HR?
- How do we translate talent management into practice?

This interactive workshop will explore:

- What we mean by the term talent management.
- What are the implications for HR?
- Practical ideas towards achieving a talent management approach.

Reference will be made to some of the latest research on the topic and to case studies of best practice.

About Ian...

Ian Wilson is the Director of Fusion Leadership Limited. Fusion has worked with leaders in the public, financial services and retail sectors. The focus has been to match leadership and HR capacity to organisational objectives. Clients have included organisations throughout the UK, in the USA, Sri Lanka, Dubai and Poland.

VENUE: The Conference Room, Constance Stewart Hall, Bishop Grosseteste University College, Lincoln LN1 3DY

TIME: 6.45 for 7.00 p.m. – A facilitated speed networking session is included with this event.

PRICE: Members £5.00 – non-members £15.00 Please pay by cash/cheque on the door

TO BOOK EMAIL: cipdlincs@gmail.com

THIS EVENT COUNTS TOWARDS YOUR CPD

Lincolnshire Branch will be sending details of events and local news out via the new Branch e-mail system. In order to receive these e-mails you will need to sign up on the following link: http://www.cipd.co.uk/branches/_sign-up-complete otherwise you will miss out.

Special interest groups in the Lincolnshire Branch:

COACHING:

Contact: Rachel White • rachel.white@noms.gsi.gov.uk

MENTORING:

Contact: Michelle Tranter • michelle@fieldsofchange.co.uk
Are you interested in being a mentor?

If you would like to get involved with your committee or offer your services as a speaker then please get in touch



Lincolnshire Branch Programme 2011/12

Most of our events qualify towards CPD • Collect your certificate on arrival

DATE: 16th November 2011

DATE: 15th February 2012

EVENT: The Recruiting Illusion

EVENT: Employment Tribunals – the view from the other side

SPEAKER: **Dr Pete Jones, a Chartered Psychologist and Chartered Scientist**

We all like to see ourselves as fair and tolerant people who when making our people decisions have carefully weighed up all the evidence and excluded any irrelevant facts. However, there is a growing body of scientific evidence that this may be an illusion and that much of what we see as logical thinking is in fact simply rationalising our unconscious biases and anxieties. In this session Dr Pete Jones reviews the hard evidence for how and why our biases may impact who we decide to employ, and outlines simple methods of reducing their impact.

SPEAKER: **Mike Butler, Geldards, Nottingham**

Originally due to give his presentation last year, Mike will join us this February to give our members an insight into how an Employment Tribunal looks from the point of view of the judge.

VENUE: **The Robert Hardy Lecture Theatre, Bishop Grosseteste University College, Lincoln, LNI 3DY**

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All our events will include a facilitated networking session and these will develop throughout the year. Please bring business cards with you to exchange on the evening.

This year we have introduced a nominal charge to cover the basic costs of holding events, thus allowing the branch to use its budget to enhance the CPD of its members by running the coaching, mentoring and student groups.

Lincolnshire CIPD is committed to working in partnership to develop knowledge and expertise within the county and the HR profession. By bringing CIPD Branch members, key HR specialists and other professional organisations in Lincolnshire together in Special Interest Groups we aim to boost skills development and networking opportunities. If you would like to join one or more of the SIGs then please get in touch via the website.

Lincolnshire CIPD has been invited to join a group of Lincolnshire business organisations who will be feeding into the Local Enterprise Partnership (LEP). We will keep members up to date with the latest news via the website and e-newsletter. One of the first issues discussed was the implementation of advanced broadband for the Lincolnshire area – a vital service. We hope that this may become a reality in the next couple of years.

TO BOOK YOUR PLACE EMAIL: cipdlincs@gmail.com