

Strategic People Conference

2020

Success through a fair
and equal culture



Prices from
£185+VAT
Early Bird offer until
21 February 2020
Discounts for multiple
delegates



Thursday 12 March 2020
America Square Conference Centre, London, EC3N 2LB
Keynote Speaker
Karl Wilding – Chief Executive, NCVO

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#StrategicPeople

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Welcome to **Strategic People 2020:** **Success through a fair and equal Culture.**

2019 has been a turbulent year politically and socially, and continuing uncertainty around Brexit and the economy weighs heavily on everyone. Recruitment and retention is a concern for many and it is up to employers to foster an inclusive and supportive culture in which people want to work and volunteer.

As our workforce spans multiple generations, and works with such diverse communities, we need to actively embrace equality, diversity and inclusion, if we are to attract the right people, and remain relevant to those we seek to support.

This year's programme builds on last year's theme of 'thoughtful leadership for a healthy culture'. It explores how organisations need to both encourage and reflect disparate workforces and their needs, and provide opportunities for all, regardless of age, gender, ethnicity, and background.

Keynote Speaker

Karl Wilding, CEO of NCVO, believes that voluntary organisations and their people make a positive difference to the world. He leads a group of talented, committed people that create robust, innovative policy and research, advice and support, and campaigns for the long term.



Karl speaks and writes widely on the big issues facing the voluntary sector, such as transparency and accountability, funding and finance, and the relationship between digital technology and social action. He is an active contributor to NCVO's foresight programme and is a trustee of Creating the Future, trustee of Communities 1st, as well as an Honorary Visiting Fellow at Cass Business School's Centre for Charity Effectiveness. He was also a non-exec director of Charity Bank from 2014 – 2016, and a member of the Charity Bank Credit Committee from 2017 – 2019.

 *It's important that we get the right policies in place now to ensure that the senior leaders of the future are drawn from the whole breadth of backgrounds among our employees [volunteers], not just a section of them."*



Susan Cordingley, Director of Strategy and Operations, NCVO

Prices

MEMBER PRICES UNTIL 21.02.20

1 delegate	£185.12
2 delegates	£340.62
3 delegates	£499.82

NON-MEMBER PRICES UNTIL 21.02.20

1 delegate	£208.00
2 delegates	£382.72
3 delegates	£561.60

STANDARD PRICES FROM 24.02.20

1 delegate	£242.00
2 delegates	£445.28
3 delegates	£653.40

- All prices are subject to VAT
- Member prices apply to organisations that are members of our partners: AMHP, AVM, CHRN, CharityComms, Hospice UK, HVG, NUS, VODG
- Early bird prices expire on Friday 21 February 2020

Book online: www.agendaconsulting.co.uk/strategicpeople

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Confirmed Workshops Details of further workshops to follow

Understanding the link between motivation and performance

Kate Turner, Founder and Director of Motivational Leadership

Enabling people to gain a better understanding of what drives them allows them to take responsibility for, and ultimately increase, their own level of motivation, engagement and performance. If you get motivation right, not only will you drive up performance, productivity and return on investment, but you will also drive up well-being, happiness, and positively impact the human experience.

In this interactive workshop, Kate will introduce people to her CREATE model; a model aimed at harnessing motivation, honing skills and combining these to inspire people to step up to the unique and best version of themselves.

Going beyond a 'one size fits all' approach – supporting equality through internal comms

Sarah Browning BA (Hons) CIIC, Culture and Communication Specialist, Browning York Ltd, plus representatives from the sector

The way we communicate can open up or close down opportunities to attract, engage and retain staff and volunteers. Considered and inclusive comms enable people to feel part of the bigger picture. If we accept that diversity is a driver of success, we need to reflect differences in our comms. This panel discussion will be chaired by Sarah Browning, Culture and Communications Specialist, and will include case studies from the sector with discussions and a Q&A.

Realising career potential on returning to work – creating an environment to enable it to happen

Jo Mosley, HR Director, Salvation Army
Verena Hefti, Founder, Leaders Plus

Why do careers stall after having children? Research carried out by the Fawcett Society found that four in ten people believe that women aren't committed to their careers after having children. Even in organisations that are striving to tackle such biases, conscious and unconscious, stumbling blocks to career progression remain, from lack of dialogue with employees to needlessly inflexible working practices. This workshop looks at work being done in the Salvation Army to mentor people on their return to work, enabling them to realise their potential.

Inclusive volunteer engagement: myth or reality?

Dr Helen Timbrell, representatives from Citizens Advice, Macmillan Cancer Support, English Heritage and Team London

This session shares the results of research exploring the experiences of BAME volunteers in four charities: Citizens Advice, Macmillan Cancer Support, English Heritage and Team London. Using in-depth interviews to explore experiences of each stage of the volunteer journey the research explores key areas where change is needed, if charities are serious about providing inclusive experiences. Research results will be presented by Helen Timbrell, People and OD Consultant and the researcher on this project, with representatives from each of the participating charities sharing their response to the findings.

Diversity: Is age the protected characteristic that people forget about?

Emma Burrows, Trowers Hamlin

This session discusses how each generation is shaped and influenced by slightly different cultures and events. As it is important for workforces to work together and engage, it is important that each generation understands each other. We also look at some common legal pitfalls regarding age discrimination and how to minimise the risk to your organisation.

HR Transformation – becoming more customer-centric, more efficient and digital

Karen James, Head of Reward and Projects, Mencap

Mencap are on a digital transformation journey to enable us to be more efficient, cost effective and provide a better quality of service to the people we support and our colleagues. Our HR team has been reviewing and adapting the way we work, to not only respond to this but also to lead on some of these changes. We strive to ensure that all organisational development at Mencap has an EDI lense and our digital transformation has to reflect that. We will provide an overview of the drivers towards digital and will share some of the challenges we have faced. We'll highlight the successes and talk about the benefits of harnessing the power of data to inform our work. Delegates will leave with some practical tips on what can work well and what potential pitfalls to avoid.



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About Us

Agenda Consulting is a research consultancy helping not-for-profit organisations develop and sustain the highest levels of employee and volunteer engagement.

We offer

Engagement Surveys:

- Employee and Volunteer Engagement Surveys
- Respectful Workplace Survey
- Pulse, On-boarding and Exit Surveys
- Action Planning and Developing Engagement Strategies
- Engagement Research

Benchmarking Studies:

- People Count – HR and Workforce
- Volunteers Count – Volunteer Management
- Social Care Reward: Pay, Terms and Conditions
- Third Sector Annual Pay Award

Events:

- People Count Results Webinar (September)
- Volunteers Count Results Webinar (October)
- Strategic People Conference (March)

Terms and Conditions

When booking onto an event with Agenda Consulting you are agreeing to these terms and conditions. You will receive an automated email to confirm your booking and, if you choose to pay online, a confirmation of your payment. If you elect to pay by invoice, it will be emailed to you.

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these incur the same cost for Agenda Consulting and prevent the place being offered to other participants.

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Condition of Attendance: It may be necessary, for reasons beyond the control of Agenda Consulting, to change the content and timing of the programme, the date, the venue or the speakers.

Privacy: Agenda will produce a delegate list which will be shared with all attending delegates. It will contain the contact's name, job title, organisation, and workshop numbers. Please view the Agenda Consulting [Privacy Policy](#) for details on how we process your data.



We are a research consultancy helping not-for-profit organisations achieve the highest levels of employee and volunteer engagement.

