

PUBLIC SECTOR HR SCOTLAND 2019



Supporting your people
through modern challenges

Published on *Public Sector HR* (<http://publicsectorhr.holyrood.com>)

[Home](#) > 2019 Agenda

Agenda

Public Sector HR Scotland 2019

08:45 Registration, Exhibition and Networking

09:30

Welcome and Introduction from Chair

Lee Ann Panglea, Head of CIPD Scotland and Northern Ireland

HR Leading the Modern Workplace

The world is changing fast and HR is the driving force behind creating a responsive workforce that responds well to change and will equip the public sector to thrive. In this session, we will examine the place of HR in Scotland's evolving labour market, the current challenges facing the public sector and an array of potential solutions.

Session 1:

- Current HR landscape
- Solutions to persistent challenges
- Opportunities to use digital to improve practices and procedures - how to get your workforce to work 'smarter'.
- Brexit - issues for employability in Scotland and the workforce

09:40

Building Capability To Deliver Transformation | Working with Complexity

- How embedding HR functions can enable transformation across organisations
- How the Scottish Digital Academy is building capability and enabling organisations to recognise and work effectively with complexity

Yorath Turner, Head of Digital Talent & Development, Scottish Government

| | |
|-------------------|--|
| 08:45 | Registration, Exhibition and Networking |
| 10:00 | Building a Culture of Continuous Improvement The Broken Windows Theory Paul Reid , CEO and Founder, Trickle |
| 10:20 | Digital - Outcomes Not Process <ul style="list-style-type: none"> • How Digital can change how people 'do their jobs' • How Digital delivers insights and perspective. • How Digital and automation should be an enabler for greater job satisfaction and not a threat Christopher Wroath , Head of Digital, NHS Education for Scotland |
| 10:40 | Questions and Discussion |
| 11:00 | Exhibition, Networking and Refreshments |
| Session 2: | Breakouts - Employee Engagement and Digitisation In this session, delegates will choose from a range of interactive breakout options. |
| 11:30 | Breakout A: Getting Started with HR/People Analytics During this session the participants will hear about the types of questions that can be answered using existing and future employee data. Examples from many different organisations will be shared as well as a road map to thinking more analytically around HR issues. Participants will have an opportunity to share some of their successes in this area, and highlight remaining barriers to implementing these practices. Prof. Susan Murphy , Chair in Leadership Development, Co-Director Centre for Strategic Leadership, University of Edinburgh Business School |
| 11:30 | Breakout B: Developing Your Culture for Digital and Smart Working <ul style="list-style-type: none"> • Find out how the Staffordshire County Councils 'Smart Working' approach has transformed the way its staff work • Understand how this has built a workforce that is agile, smart and much more confident to use digital solutions - providing quicker and more effective services for Staffordshire people • Learn about the impact including increased workforce satisfaction with less cost to the taxpayer Pamela Moffat , Senior OD Partner, Staffordshire County Council |
| 12:10 | Meet the Exhibitors - Networking Lunch in the Exhibitor Area |
| Session 3: | Themed Panel Discussions Delegates have the choice of which session to attend. In advance of the conference you will register for your preferred session and have the chance to contribute to the agenda to ensure the themes align with the key issues that you want answers to. Our 2019 themed panel discussions will revolve around the following topics: <ul style="list-style-type: none"> • How to improve employee engagement through improving your organisational culture, processes and environment. • Improving your organisations approach to inclusion and diversity |
| 13:10 | Panel A: How To Improve Employee Engagement Through Improving Your Organisational Culture, Processes and Environment Confirmed panellists <ul style="list-style-type: none"> • Michael Hughes, Regional Ambassador (Scotland), Engage for Success • Mark Terry, Talkfreely • Paul Reid, CEO and Founder, Trickle |

| | |
|-------------------|---|
| 08:45 | Registration, Exhibition and Networking |
| 13:10 | <p>Panel B: Improving Your Organisations Approach To Inclusion and Diversity Confirmed panellists:</p> <ul style="list-style-type: none"> • Victoria Beattie, Head of Fair Work and Workforce Equality Unit, Scottish Government • Nikki Slowey, Programme Director, Family Friendly Working Scotland • Aneela McKenna, Manager - Diversity and Inclusion, Scottish Parliament |
| 14:00 | Exhibition, Networking and Refreshments |
| Session 4: | <p>Modernising HR - Using Innovative Solutions In this final session we will bring together good practice examples from across the public and private sector. We will be showcasing organisations who have had significant success in HR and will provide you with the tools to take back to your own organisation through a variety of case studies.</p> |
| 14:20 | <p>Improving Performance and Outcomes Through Life-Friendly Working</p> <ul style="list-style-type: none"> • Background about ILF Scotland • How did ILF Scotland embed life-friendly working into the organisation from start up. • Positives culture and positive outcomes <p>Harvey Tilley, Chief Operating Officer, Independent Living Fund Scotland Aileen McNiven, Executive Business Manager, Independent Living Fund Scotland</p> |
| 14:40 | <p>Implementing Fair and Inclusive Workplace Practices Victoria Beattie, Head of Fair Work and Workforce Equality Unit, Scottish Government</p> |
| 15:00 | <p>Looking Forward: How Can the HR Profession Drive Good Work in the Public Sector Dr John McGurk, Head of Policy and Insights - UK Nations and Regions, CIPD</p> |
| 15:20 | Questions and Discussion |
| 15:40 | <p>Closing Remarks Lee Ann Panglea, Head of CIPD Scotland and Northern Ireland</p> |
| 15:45 | Close of Conference |

Source URL: <http://publicsectorhr.holyrood.com/agenda>