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HR Leadership

Masterclass with Linda Holbeche

25 June 2010



BOOK NOW!

To book or for more information:

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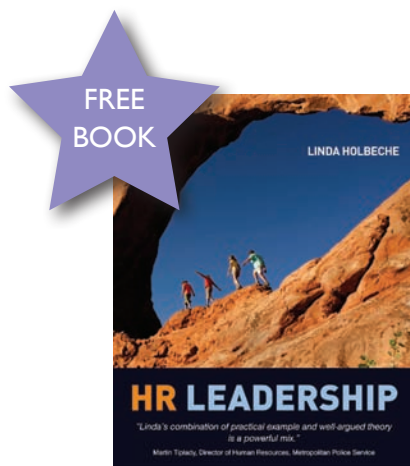

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enlightening people

HR Leadership

- what is it and how can it be developed?

The HR profession is in a state of rapid evolution and where it develops next is up for grabs. Linda Holbeche argues that the lengthy economic crisis has highlighted the critical need for HR to exercise leadership if we are to avoid some of the traps of the past. Sensitive issues such as executive compensation and organisational restructuring for instance need to be addressed from a leadership perspective.

So if HR leadership is needed, what is it and how can it be developed? What distinguishes HR leaders from worthy HR functional heads, or how are the 'best' different from the 'rest'? Based on research for Linda's latest book - HR Leadership – (Butterworth-Heinemann), this masterclass is about the 'who' of HR strategy and will draw on interviews with a variety of HR leaders who have openly shared their experience, challenges and learning on what it means to be an HR leader.



Linda will outline the key areas of focus that form part of the HR leadership agenda and use real-life examples to illustrate these. She will argue that HR leadership is not restricted to the top, nor exclusively to HR. But that anyone who wants to create a healthy work context and make a difference to their organisation's success can be an HR leader.

All participants will receive a free copy of the latest book by Linda Holbeche worth £25

Morning sessions

Cost: £415 + VAT

Bring your colleagues for a group booking discount (3+ people):
£375 + VAT

Education and charity:
£330 + VAT

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1 What is HR Leadership and why is it needed?

The landscape of business, work and employment is changing fast and people are at the centre of all these changes. More than ever organisations need HR leaders with the vision and the deep capability to build organisational cultures and business leadership which are fit for both the present and future.

HR Leadership is about identifying and building the people and organisational capabilities required for sustainable success, it requires more than conventional business partnering.

2 What is different about HR Leaders?

Linda will draw on her own and other research to outline what HR leadership looks like in practice using real life examples. She will look at how the HR leaders in her study developed the skills and capabilities required for the job; their early motivations and career journeys; and their HR leader competencies. Linda will describe how the leaders she has studied develop and deploy their ability to influence stakeholders.

Participants will share their views on what distinguishes an 'HR leader' from a 'worthy HR citizen'. They will then compare and contrast this with Linda's proposal.

25 June 2010, 9am - 4.30pm

What you can expect

In this fast-paced, interactive and inspirational day you will discover:

- What is HR leadership and why is it needed?
- What is different about HR leaders?
- What is the HR agenda?
- How to develop HR leader capability.

The interactive sessions throughout the day will enable you to explore Linda's thinking with your peers.

Who is it for?

This masterclass is ideal for anyone with an interest in the future of HR and for those committed to creating HR leaders that will build organisations fit now and for the future.

Anyone looking to build their career as an HR leader should not miss this unique opportunity to spend a day working with Linda.

Linda Holbeche



Linda is co-Director of the Holbeche Partnership, a research based development consultancy specialising in leadership, high performance, strategic change and HR development. She was until recently Research and Policy Director at the Chartered Institute of Personnel and Development (CIPD). Linda joined the CIPD in July 2007 following her role as Director of Leadership and Consultancy at The Work Foundation and previous roles include Director of Research and Strategy at Roffey Park Management Institute, Management Development manager for American Express, various senior teaching positions and a spell in publishing.

Linda has a strong interest in helping organisations and individuals achieve sustainable high performance. Her career history combines extensive experience and expertise in management and organisational development with a strong track record in leading-edge research. Linda specialises in leadership development, the development of human resources professionals, organisational development/change management and executive coaching.

Linda is author of over 40 research reports. Linda is a member of several advisory boards, a Chartered Fellow of CIPD and a Fellow of both the RSA and the Institute of Leadership and Management (ILM).

Afternoon sessions

3 The HR leadership agenda

An HR Leader is only as effective as her/his team and here we will discuss the 'zone of inconvenient truth' i.e. have we got the right calibre and capabilities within HR teams?

Linda will briefly return to the key elements of an HR Leader's agenda:

- Leading for strategic and operational excellence
- Leading the talent agenda
- Building leadership capability
- Leading change
- Building healthy and ethical organisations

In group discussions there will be the opportunity to share ideas and insights about your own and others' HR leadership challenges and opportunities.

4 Developing HR Leader capability

Today's more complex HR career paths can be challenging for people who want to pursue a conventional HR career path. In this session, Linda will share her thinking about the future of HR and outline some of the ways HR leadership careers can be developed.

In a final group discussion, there will be the chance to share ideas about how to develop your HR team and your own career as an HR Leader.

About Roffey Park

Who we are

Founded in 1946, Roffey Park is a charitable trust, internationally recognised for developing innovative learning approaches that enable individuals to achieve their full potential both at work and in their wider lives.

Our purpose

Our purpose is to reveal to organisations and their people the benefits of a more enlightened way of working by shedding light on organisational issues, clarifying confusion, promoting creative business and awakening the potential of working people.

The Roffey Park environment

Ours is no anonymous conference hotel, but a unique learning environment:

- conducive to absorbing new ideas and achieving learning goals in a relaxed but focused atmosphere
- set in 40 beautiful acres of St Leonard's Forest
- with conference rooms that all use natural light and offer direct access to our grounds
- providing practical and interactive events designed to allow time for lively discussion and debate, whilst offering practical tips and tools to take away with you.

Conveniently located

Roffey Park is just 20 minutes from Gatwick, and is ideally located close to major rail and road links and just 5 minutes from the M23.



Future events

30 September 2010
OD Masterclass with
Dr Mee-Yan Cheung-Judge

Each year we aim to bring together an exciting mix of topics and expert speakers to share our research findings along with a wealth of practitioner experience. We also offer the chance to hear from some of the world's leading thinkers and showcase best-practice organisational case studies, and this year is no exception. If you have an innovative case study you would like to present at one of our events, or you would like to suggest topics for events at Roffey Park, please email the details to events@roffeypark.com

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RH12 4TB, United Kingdom

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