

# Improve your strategic HR fitness in a day

An invitation to a one day event to share the learning from  
our HR consortium *Fit for Business*

Wednesday 10th October 2007



Venue: The Pitch View Room at the New Wembley Stadium, London

Special Guest Speaker

**Roger Black**

*World Champion & Olympic  
Medalist*



## A message for all strategic HR professionals and those aspiring to take on this role

Would you like to

- Hear from inspiring speakers?
- Learn how the organisations that took part in the second *Fit for Business* consortium improved their HR function?
- Take part in practical sessions designed to help you and your HR function improve strategic 'fitness'?
- Network with HR colleagues from different organisations?
- Improve the way your HR function works with the business to deliver results

**YES?** So why not take part in our one day event to launch the latest findings from our innovative action learning programme on the really practical ways HR can be more strategic and fit for business?

**Our theme for the day will be developing strategic HR 'fitness'. We aim to make the day both practical and fun and we want you to go away feeling energised and ready to tackle your strategic HR issues from a fresh perspective.**

### What is Fit for Business?

Following the success of our first action learning consortium in 2004-5 and the subsequent CIPD report *Fit for Business – Building a strategic HR function in the public sector* (reprinted three times since publication) The Development Partnership established a second consortium in 2006.

Nine organisations came together to develop a more strategic approach to HR and tackle practical issues facing their HR function. The project had the support of CIPD, the IDeA and PPMA and offered a unique and innovative approach of value to both the organisations and individuals involved.

This second consortium is now complete and our new research report *Fit for Business – Strategic Human Resources in Action*, to be launched at the event, describes the experience and learning of the participating organisations. There were seven key themes from the report (*see right*).

The central and local government organisations involved were: British Transport Police, the Crown Office and Procurator Fiscal Service, the Department for Work and Pensions, the Food Standards Agency, the Health and Safety Executive, HM Revenue and Customs, Leeds City Council, National Audit Office and the Royal Borough of Kingston. Many of these organisations will be contributing in this one day event.

### 'Fit for Business' themes

#### Goals

What needs to be in place for strategic HR to become a reality?

#### Results

How do we demonstrate the value that HR is adding to the business?

#### Performance

How do we ensure that effective people management practice is enacted through the line?

#### Technique

What should HR be doing to add real value?

#### Teamwork

How should HR best engage with the business and work in partnership?

#### Fitness

How can we build the competence and confidence of the HR function?

#### Physique

How can we best embed HR operating models and processes?

## HR 'Fitness' Programme - 10th October 2007

- 10.15 Registration and Refreshments
- 10.30 Warm up – Introduction  
Linda Holbeche, Research & Policy Director, CIPD
- 10.40 The essentials of core HR fitness  
Presenting key consortium findings  
David Vere, The Development Partnership
- 11.00 Training to win  
Coach: Roger Black  
Developing the best fitness regime to get results
- 11.45 HR Workout Session 1  
Sharing learning and applying practical HR fitness techniques
- 12.45 Refuelling and hydration - Buffet Lunch
- 13.40 Energiser  
Warm up with all delegates to prepare for the afternoon
- 13.45 HR Workout Session 2  
As for session one but delegates choose a second topic
- 14.45 Comfort break
- 15.00 On the podium  
Coach: Martin Tiplady, HR Director, Metropolitan Police Service  
How your HR function can make a difference and get results
- 15.45 Cool down  
What have we learnt? Feedback on the fitness programme
- 16.00 Building your future fitness  
An opportunity to join our next *Fit for Business* consortium
- 16.15 Tour of the new Wembley Stadium
- 17.00 Estimated time of tour completion

### Special Guest Speaker Roger Black



Roger Black represented Great Britain at the highest level in the world of athletics, both as an individual 400 metres runner and as a member of the 4x400 metres relay team.

He won fifteen major Championship medals including European, Commonwealth, and World Championship Gold medals. His greatest achievement was winning the Olympic 400 metres Silver medal in 1996.

His session is designed to motivate you to become more successful as an individual and as a member of a team.

Delegates can choose **two** of the following HR 'workouts' to attend as part of the event programme:

#### **Workout A: Building the right physique**

Deciding on the right delivery model for you  
John McCann, *HR Director, National Audit Office*  
Lorraine Hallam, *Chief Officer, HR, Leeds City Council*

#### **Workout B: Improving personal fitness and capability**

Building a sustainable HR team  
Mark Willis, *Head of HR Professional Development, Department for Work and Pensions*

#### **Workout C: Achieving high performance**

How managers deliver people results  
Christine Forde, *Head of Learning & Development, Food Standards Agency*. Martin Warlow, *Strategy & Policy Team, HM Revenue and Customs*

#### **Workout D: Measuring your fitness**

Measuring how HR can make a difference  
Sarah Hartland, *Strategic Planning Centre of Excellence, Department for Work and Pensions*

#### **Workout E: Developing future talent**

Developing our female talent for senior roles  
Marie Gadsden, *HR Manager - Specialist Services, Royal Borough of Kingston upon Thames*

#### **Workout F: Building the HR: business team**

Establishing a business partner team  
Les Common, *HR Director, Crown Office & Procurator Fiscal Service*



Participants in the second Fit for Business Consortium said:

*A safe haven of practical and strategic support on issues affecting HR in government*

*The consortium enabled me to develop a new perspective on the challenges faced by DWP as a result of our capability review and change programme*

*It has given me more breadth on subjects, issues and ideas and expanded my understanding, particularly in relation to new approaches and lessons learnt*

## **Booking Information**

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### **Improve your strategic HR fitness in a day**

Date: Wednesday 10 October 2007

Time: 10:15 - 17:00

Venue: The Pitch View Room, Wembley Stadium,  
Wembley, London HA8 0WS

For Directions and travel information  
[www.wembleystadium.com](http://www.wembleystadium.com)

### **Price**

£350 per delegate

£310 for organisations booking more than one delegate

Plus VAT

### **This all inclusive price includes:**

- ◆ Lunch
- ◆ Copy of the CIPD report *Fit for Business - Strategic HR in Action*
- ◆ Tour of the stunning new Wembley Stadium

Places are limited so please book as soon as you can

## **Contact**

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Please call or email for a booking form

Booking forms also available to download online:

[www.the-dp.co.uk/conference.htm](http://www.the-dp.co.uk/conference.htm)