

UTILITY WEEK HR FORUM 2014

25TH JUNE | HOLIDAY INN BIRMINGHAM CITY CENTRE

EXPERT SPEAKERS INCLUDE



Neil Robertson
Chief Executive,
Energy & Utility
Skills Group



Linda Williams
Director of HR,
Dŵr Cymru Welsh
Water



Dr. Jill Miller
Research Adviser,
CIPD



Penny Tamkin
Associate
Director,
Institute for
Employment
Studies



Fiona Jackson
Head of Strategic
Resourcing and
Employer
Branding, EDF



Glen Tymon
Group Training
Manager,
Morrison Utility
Services



Louise Beardmore
Head of
Organisational
Development
& HR Operations,
United Utilities

CHAIR

The **2nd Annual Utility Week HR Forum** will again bring together *Training, Recruitment and People Development* experts to examine the unique challenges utilities and contractors face and share strategies for success.

Attend this one-day CPD-certified forum to:

- Hear and debate the impact of recent and forthcoming HR-related legislation
- Explore new approaches to tailor benefits and reward schemes to your employees' needs
- Understand how HR can drive innovation across the business
- Analyse the changing nature of work, the workforce and workplace
- Learn how to develop talent and leadership succession depth
- Gain insights on the benefits of investing in training programmes to provide employees with future skills
- Discover how to enhance performance through employee engagement
- Find out how to address sickness absence and involve employees in health and wellbeing strategies



Media Partners



BOOK BEFORE 25th April to SAVE £80 at www.UW-hr.net

UTILITY WEEK HR FORUM 2014

25TH JUNE | HOLIDAY INN BIRMINGHAM CITY CENTRE

Supported by



Institute
of Water



As utilities face unprecedented challenges, their people have never been more important. New skills are urgently required to transform energy, gas and water providers into the utilities of the future.

The utility sector faces multiple workforce challenges in the UK. Changing regulatory priorities and more informed, demanding consumers have put pressure on businesses to attract new people from diverse backgrounds into the utility industry. The sector also needs new skills to adapt to emerging technologies and changing environmental requirements.

Additionally, HR professionals play an important role in supporting the business strategy, and the HR function must continually find new ways to engage employees by developing flexible working, pension schemes, training, employee development, and benefits policies, job satisfaction drives performance, and successful utilities cannot afford to ignore the latest developments in HR.

The 2nd Annual **Utility Week HR Forum** will again bring together senior HR, Training, Recruitment and People Development professionals from a wide range of utilities and contractors to find out how they can shape their role to prepare their business for the future.

Ellen Bennett, Editor, *Utility Week*

SPONSORSHIP OPPORTUNITIES

Share your expertise, secure new business and develop your workforce development contacts by aligning your organisation with the **Utility Week HR Forum**. Opportunities can be tailored to meet your business objectives, so contact us today to discuss your requirements.

For more information, please contact **Reza Zaman** on **+44 (0) 1342 332044** or email reza.zaman@fav-house.com

UtilityWeek

Utility Week has been in existence for over 20 years and is the preferred choice for the utility industry. As the market's only weekly publication, we are able to accurately reflect and report on industry changes as they occur. **Utility Week** doesn't just report the news, it helps shape it. **Utility Week** brings readers the latest news on regulation, mergers and acquisitions, people, customer service, finance and legislation, plus exclusive interviews, profiles and in-depth features on key issues. And with a news section dedicated to European news, the growing impact of developments in Europe on UK utilities is covered in full. www.utilityweek.co.uk

BOOK BEFORE 25th April to save £80
www.uw-hr.net

WHO SHOULD ATTEND

The **Utility Week HR Forum** is a must attend event for senior workforce development professionals from UK water, gas and electricity utilities and contractors. It will be of particular interest to directors, managers and heads of:

- Corporate and/or Group HR
- HR Operations
- Resourcing
- Employee Development
- Employee Communications & Engagement
- Organisational Development
- Talent Management
- Training
- Learning
- Strategy
- Recruitment
- People Development
- Employee Relations
- Reward & Pensions
- Workforce Planning

2013 ATTENDEE FEEDBACK

"A great way to get an overview of who is who in utilities and what they are all up to, in an informal environment."
Group HR Director, **Northumbrian Water**

"Very well organised. We need more of such events in the future."
Senior Manager, **Enzen Global Ltd**

"Excellent. Great speakers. Some provocative topics. Very topical and challenging issues covered."
Operations Director, **British Water**

"Well organised, good first event that will hopefully evolve and grow."
Resourcing Lead Consultant, **Scottish Power**

08:45 **Registration, refreshments and exhibition**

09:20 **Welcome and introduction from forum chair**

Penny Tamkin, Associate Director,
Institute for Employment Studies

SESSION ONE

HR strategy

09:25 **How HR can drive innovation in the business**

Neil Robertson, Chief Executive,
Energy & Utility Skills

09:45 **Attracting and recruiting new people from diverse backgrounds**

Fiona Jackson, Head of Strategic Resourcing, EDF

10:05 **The changing nature of work, the workforce and workplace**

Dr. Jill Miller, Research Adviser, CIPD

10:25 **Question and answers**

10:45 **Refreshments, networking and exhibition**

SESSION TWO

Employee engagement and wellbeing

11:15 **Involving employees in health and wellbeing strategies and addressing sickness absence**

Susan Gee, Employee Health & Wellbeing Manager,
Yorkshire Water

11:35 **Creating and maintaining organisational culture – employment engagement and values**

Stuart Harland, HR Manager, Haven Power

11:55 **Enhancing performance through employee engagement**

Louise Beardmore, Head of Organisational
Development & HR Operations, United Utilities

12:15 **Question and answers**

12:35 **Buffet lunch, networking and exhibition**

SESSION THREE

Benefits, rewards and pension scheme

13:35 **Best approaches to tailor benefits and rewards schemes to your employees' needs**

Gillian Thomson, Head of Reward, Scottish Power

13:55 **Check www.uw-hr.net for speakers details**

14:10 **How to better design a flexible benefits plan to keep your employees motivated**

Renu Birla, Benefits Manager, Severn Trent Water

14:30 **Question and answers**

14:50 **Refreshments, networking and exhibition**

SESSION FOUR

Developing and maintaining talent

15:20 **Developing talent and leadership succession depth**
Linda Williams, Director of HR,
Dŵr Cymru Welsh Water

15:40 **Investing in training programmes to provide employees with future skills**

Glen Tymon, Group Training Manager,
Morrison Utility Services

16:00 **Building capability to enhance business performance**

Sarah Stanton, Global Academy Manager,
National Grid

16:20 **Question and answers**

16:40 **Close of forum**

UTILITY WEEK HR FORUM 2014

25TH JUNE | HOLIDAY INN BIRMINGHAM CITY CENTRE

EASY WAYS TO BOOK

Please photocopy this booking form for additional delegates. Complete all relevant sections of this form and either:

Fax: +44(0) 1342 332001 **Online:** www.uw-hr.net

Post: Events, Faversham House Ltd, Windsor Court, Wood Street, East Grinstead, West Sussex, RH19 1UZ

Alternatively: call Jessica Demos on +44(0) 1342 332016 or email jessica.demos@fav-house.com

Delegate details (please use BLOCK CAPITALS)

Correspondence

Organisation _____

Correspondence address _____

_____ Postcode _____

First delegate

Surname _____ Title _____

Forename _____

Job title _____

Organisation _____

Department _____

E-mail _____

Phone _____

Dietary / Access requirements _____

Second delegate

Surname _____ Title _____

Forename _____

Job title _____

Organisation _____

Department _____

E-mail _____

Phone _____

Dietary / Access requirements _____

Third delegate – 50% discount off full rate

Surname _____ Title _____

Forename _____

Job title _____

Organisation _____

Department _____

E-mail _____

Phone _____

Dietary / Access requirements _____

Terms and Conditions

Faversham House Limited ("we") accepts bookings from delegates ("you") for places at the Events on the following terms and conditions.

Accommodation

Accommodation is not included in the delegate fee.

Confirmation

Once we have received confirmation of your booking, we will send you an email confirmation. A VAT invoice will be sent out to you shortly after. We must receive payment prior to the date of the event. If you have not received confirmation of your booking within 14 days of the event, please contact the Event management team as we may not have received your booking. We cannot be held responsible for the non-arrival of information. Whilst in attendance at the event, if we reasonably consider that your behaviour is inappropriate, disruptive, offensive, dangerous or illegal, we may ban you from further participation in the event without a refund.

Liability

Any opinions expressed or statements made by speakers or delegates at the event are in their personal capacities and are not made or expressed on our behalf. Except in the case of death or personal injury caused by our negligence or that of persons for whose acts or omissions we are legally liable, we will not be liable to you for any loss or damage of any kind, whether direct, indirect or consequential, which you may suffer at or in relation to the event, and our aggregate liability to you will in any case be limited to the amount you have paid to us.

Cancellation

Payment for the event must be received before the date of the event. Cancellations must be made in writing to the address above. Cancellations received up to one calendar month prior to the event date will be subject to a handling and administration charge of £75 + VAT per delegate, which will be deducted from any due refund or invoice, whichever is appropriate. The organisers regret that cancellations are not accepted less than one month prior to the date of the event. However, a substitute delegate can be nominated. Substitutions made on the day of the event are at our discretion only. We reserve the right to make changes to the

programme, location and/or speakers without prior notice. We will not offer refunds to delegates due to circumstances affecting the event, or your ability to attend it, which are outside our control (for example, but not limited to, a terrorist alert or incident) unless the event is cancelled or rescheduled for another date, in which case we will retain up to 50% of the delegate fee to cover marketing, administration and delegate registration costs.

Data Protection

We value your privacy and confidentiality. By registering for this event, we can provide you with information relating to your booking and other Faversham House Ltd related products or services via email, direct mail, fax or telephone. We may also make your details available to carefully screened companies who have information that may be of interest to you, subject to the permission you have given on your booking form. If you do not want to receive this information please write to the Event Database Manager at Faversham House Ltd. Your details may also be made available to other carefully selected companies. Please tick here if you do not wish to receive information from third parties.

Payment details

Delegate number

RATE

Standard booking

Early booking rate (until 25th April) = £375 (+VAT = £450)

Full rate = £455 (+VAT = £546)

Public sector / charities / non-profit / academic

Early booking rate (until 25th April) = £295 (+VAT = £354)

Full rate = £375 (+VAT = £450)

Team booking offer

3 delegates or more attending? If so, take advantage of our team booking offer – Register 2 delegates from your team *and any subsequent bookings* will receive 50% off the standard rate.

(Please note this offer may not be used in conjunction with other discounts, *including the early bird booking rate*). For group discounts call **Jessica Demos** on **+44 (0) 1342 332016** or e-mail jessica.demos@fav-house.com for more information.

Total number of delegates Total cost £ _____

Please indicate how you wish to pay

Enclosed is a cheque for £ _____

Cheques made payable to Faversham House Ltd

I wish to be invoiced. Your purchase order/reference number _____

I wish to pay by credit/debit card. Please debit my:

Visa

Amex

Mastercard

Cardholder's name _____

Card No.

Expiry Date / Security Code

Card billing address (if different from above)

Cardholder's signature _____

I have read the terms and conditions and understand the cancellation policy.

Signature required _____

Payment must be received before the event date. Once we have received your booking, we will send you an email confirming your place(s) at the event. A VAT invoice will be sent out to you shortly after.