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| Time | Activity | Parallel Activity |
| 9:00-10:00 | Keynote: The Future of Work – Power and Possibility – Delroy Beverley, Room 003 | |
| 10:15-10:30 | Welcome from Northumbria Practitioner Day Team, Room 403 | |
| 10:30-11:10 | GETM3 Future of Work Workshop with Alison Pearce (40 mins), Room 410 | |
| 11:10-11:30 | Refreshment break – Inspiration Wall | |
| 11:30-13:00 | Practitioner Case studies/Workshops (30 mins each)  Room 409   * Julia Morrison: Stories and Superpowers as Drivers of Transformation in Rotherham Children’s Services. * Valerie Metcalfe: Integrating strategy and leadership development; a case study of team coaching in South Africa using MBTI. * Cath Brown: Being our best selves - building resilience in individuals and teams. | Room 420   * Beverly Sherratt: Does Your Organisation Culture Embrace The Human Factors of Mental Well-being? * Rob Baker: Crafting Better Work. * Jess Alexander: Scottish Social Services Council: Learning from the development of others and how we can use this to address power imbalance and unleash greater potential |
| 13:00-13:45 | Lunch | |
| 13:45-14:45 | Practitioner Workshops (30 mins each)  Room 409   * Nina Miljus: Bring out your creative genius * Tom Boden & Bruce Durham: #connectMORE Organisation Wide Coaching to catalyse Social Learning | Room 420   * Iman Sarhan: Reducing Anxiety for Enhanced Performance * Rubina Malik: Accelerating Your Academic Career: The Power of Career Sponsorship |
| 14:45-15:15 | Ernst & Young Future of Work Workshop with Helen Kelly (40 mins), Room 410 | |
| 15:15-15:35 | Refreshment break – Inspiration Wall | |
| 15:35-16:30 | Developing Talent for Future Work: Panel Discussion Room 403–Dr Jenny Davidson, MBA Director, Newcastle Business School (Chair), Michaela Reaney, Managing Director, Gradvert, Dr Brenda Stalker, Director of Degree Apprenticeships, Newcastle Business School. | |
| 16:30-17:00 | Closing address: Delroy Beverley, Chair CMI North East, Yorkshire & Humberside | |

**Keynote Speaker Biography**

**Delroy Beverley**, *CCMI, Executive Director, Nottingham City Homes*: It’s fair to say Delroy is a trailblazer. In 2014, he was appointed the first ever BME Chairman of an European International Business School; in 2015 became the first person from social housing to be named the Institute of Directors’ Director of the Year; and he’s the first male BME member of the UK Government’s Office of Qualifications and Examinations Regulation (Ofqual) Board. That’s all in addition to his executive role at Nottingham City Homes where he’s instituted transformational changes which have contributed to record customer satisfaction levels, and the company winning the coveted Landlord of the Year 2018. He also serves on the Board of The British Library, and in May 2018 was voted the most influential BME Leader within the housing sector. A committed champion of women and BME employees throughout his career, Delroy works to create opportunities for under-represented groups, and many organisations seek his advice on how best to reshape their development and recruitment programmes. Delroy quotes Martin Luther King - "*You cannot teach people anything, you can only help them discover it within themselves*”.

**Jess Alexander,** *Learning and Development Manager (Policy Implementation – Leadership), Scottish Social Services Council**(SSSC):*Jess has worked with the SSSC since 2007 and currently leads on quality improvement and the SSSC’s contribution to the implementation of the leadership strategy for social services in Scotland. This has recently included the Leadership for Integration project, delivered in partnership by the SSSC, NHS Education for Scotland and the Royal College for General Practitioners in Scotland.

**Rob Baker, Founder & Director, Tailored Thinking** I’m at my best when working with people to thrive, particularly at work. To deliver performance when it matters. Finding meaning, engagement and happiness in what we do. I have been exploring these topics all my life through:  my hands-on work with executives, managers and their teams as an HR leader; my study and research in the fields of positive psychology, behavioural and wellbeing science; and as a former international athlete and coach. I am a chartered fellow of both the CIPD and the Australian HR Institute, and have a first class Masters in Applied Positive Psychology from the University of Melbourne .

**Tom Boden, Bruce Durham,** *SGRE Renewables***:** Tom is a champion for organisational change by helping people connect with each other physically and digitally. A social media pioneer who is tackling engrained corporate cultures through the power of open and transparent communication.

Bruce likes to try different ways of approaching things that may be steeped in ‘corporate conditioning’ around evocative areas such as safety and culture.

**Cath Brown,** *CBC***:** Executive Coach, Team Coach, Supervisor, Trainer, Facilitator and OD/HR Consultant working with a variety of NHS, public, private and charitable organisations.  Works with individuals, teams and whole organisations to support change and embed effective leadership, management and coaching practice at all levels utilising a range interventions including coaching, supervision, action learning and accredited ILM qualifications up to Level 7.

**Dr. Rubina F. Malik** *CEO, RFM Global Enterprises & Assistant Professor of Marketing and Management, Morehouse College:*

An Assistant Professor and Strategic Advisor helping organizations and individuals successfully navigate the marketplace of performance. A scholar practitioner with a professional background in human resources, training and professional development, coupled with ten years of research, coaching and teaching experience. She combines proven techniques in leadership development with a unique and powerful approach known as Career Sponsorship.

**Valerie Metcalfe,** *VSM Consulting:* Valerie supports clients in building strategic vision, talent and personal empowerment through individual and team leadership coaching linked to organisational success. Her recent work of reviewing a triple star business school and designing coaching and quality improvement programmes in South Africa, has provided a rich source of learning over the last 6 years. Prior to setting up her own business in 2012, she was director of 2 university careers and employability departments in London and Hull. For over 2 decades she has campaigned for equality and diversity, via research and training delivered across Europe and America.

**Nina Miljus***, I am circle***:** Nina is a freelance Creative and Coach who has an intrinsic passion for following our curiosity to bring out our innate creativity in order to discover more about ourselves, our intuition and our purpose. Nina believes that PLAY is one way towards inner freedom and letting go of perceptions of how we "should" be in society. I am circle the concept she shares towards freer living and shaping our own way in society.

**Julia Morrison,** *Director, Morrison & Mann*: Julia is a leadership coach, trainer, change management and public sector specialist, with corporate leadership team experience. With more than 30 years of Children’s Services based public sector experience latterly as Corporate Director of Children’s Services, Julia now runs her own leadership coaching business, with a wide portfolio of clients from private sector organisations, local authorities, Academy Trusts, the NHS and Public Health.

**Dr Alison Pearce,** *Senior Lecturer, Newcastle Business School, Northumbria University****:*** Alisonjoined NBS in 2005 after a 15 year international expatriate career in various blue-chip companies in the UK, Europe, Asia and the US. She leads **Global Entrepreneurial Talent Management 3 (GETM3)**, an international, interdisciplinary research and innovation project funded by the EU's Horizon 2020 stream to the tune of 1m euros over four years. The overarching aim of the research project is to improve employability and future global talent management to support economic development. The research project will identify and address the talent management issues of the future by working with, and in, three stakeholder groups: **students and graduates** (the future generations), **employers** (wealth-creators of the future), and **higher education institutions** (educators of the future).

**Michaela Reaney,** *Founder of Gradvert***:** Michaela provides strategic direction and commercial focus while maintaining a strong relationship with our clients and universities. Michaela has a decade of experience in global talent management and recruitment with FTSE 100 organisations and is an authoritative figure in the news on education, employability and policies affecting young people. Michaela drives growth and ensures that Gradvert delivers on its mission to improve business performance by improving people.”

**Iman Sarhan, *Founder of Leaders Globe (NC) & Founding VP of Gordon Training ( Egypt):*** Iman has 15+ years of work experience in multinationals (Vodafone, Kantar TNS, etc.); and NGOs through training healthcare professionals & parents under the Baby Friendly Hospital Initiative with UNICEF. She is passionate about improving employees' well-being, motivation, and productivity. She is doing her MSc in Organizational Psychology (Heriot Watt University).

**Beverly Sherratt,** *Founding Director, The LaunchPad Academy CIC:* With over 20 years HR experience and an award winning HR Leader in Best Company Awards 2010, Beverly has significant experience in not-for-profit, criminal justice, education, and marketing sectors as an organisation development and design specialist. A research project into the impact of organisation culture on mental health and well-being led by Beverly underpins her work as a specialist with a passion for organisation culture, behaviour and design. She qualified in 1997 with CIPD – MA HRM at Sunderland University, and trained in coaching via Institute of Leadership and Management and The Coaching Academy, and Neuro-Linguistic-Programming (NLP). Her professional bodies are CIPD and Association for NL