



2013 | Annual ABP Conference

3rd-5th October 2013 ■ Wokefield Park, Reading

Conference programme

Connect ■ Collaborate ■ Contribute



Doing **more** with less

Thursday

Parallel speaker streams

- Stream 1: Stayin' alive: **reacting & responding to the economic crisis**
- Stream 2: Under pressure: **living in an age of austerity**
- Stream 3: We can work it out: **strategies for the future**
- Stream 4: Break on through: **new ways of working**

Time	THURSDAY 3 rd October			
	Stayin' alive	Under pressure	We can work it out	Break on through
12:00	Registration opens. Lunch available			
14:00	Deans welcome			
14:15	Keynote: Ivan Robertson , Robertson Cooper Doing more with less: <i>Resilience & positive psychological well-being</i>			
15:15	Break			
15:45	Steve Whidett & Mike Gibney WHE-UK & NHS "Change in the NHS: evidence based treatment"	Shay McConnon An Even Better Place to Work Employee engagement: the tools of engagement	Jo Maddocks JCA What can we learn from a decade of emotional intelligence research?	Stefan Cantore University of Southampton Doing more effective change with less pain! Getting to grips with Dialogic Organisation Development
16:35	Short Break			
16:50	Anna Meller BPS DOP Working Group on Work-Life Balance Supporting work-life balance: improving productivity	Geoff Trickey, PCL The nature of resilience: understanding the links between personality, resilience, risk & more	William Fear Cardiff University Qualitative research & business psychology: science in practice & the practice of science	Madeline Paterson Symmetry Coaching It's all about you now
17:40	Short break			
18:00	Chairperson's address			

Friday

Time	FRIDAY 4 th			
	Stayin' alive	Under pressure	We can work it out	Break on through
09:15	Laura Bache & Sam Walsham Arup The organisational design & operation of a brand new organisation: an Olympic challenge	Tom Evans Tmesis Ltd Slowing down is the new speeding up	Nicola Strong Strong Enterprises Ltd Digital native vs digital immigrant: who is the more efficient virtual leader?	Wendy Kier The Queen of Twitter Have you been sucked into Twitter's vortex?
10:15	Short break			
10:30	An Copens Balanced Exec A media example of doing more with less: cost control & stress	Alan Redman Criterion Partnership Needles, haystacks, & tornados: How you can work with high volume recruiters to find the best performers for less	Gonzalo Shoobridge & Lein Hoogboom Towers Watson Using engagement surveys to align corporate strategy & improve overall business performance	Paul Brewerton & James Brook Strengths Partnership Enhancing leadership effectiveness: challenge your leaders to push boundaries
11:30	Break			
12:00	Keynote: Matthew Syed , Bounce: The Myth of Talent			
13:00	Lunch			
14:15	Jeremy Holt & Katie Clinton Centre for Team Excellence & Defence Academy Keeping the ships afloat: delivering change in the MOD	Tim Lambert Kay-Lambert Associates Ltd Leaning towards lean: it's more or less a no-brainer!	Andy Janning NO NET Solutions Training tips from finseltown: learning lessons from Hollywood legends	Justin Wise Thirdspace Coaching Conversations for action - a powerful way of speaking, listening and making things happen
15:15	Short break			
15:30	Keynote: Nicola Barker-King , Capita. When "doing more with less" goes wrong: "We're a Mid-Staffs waiting to happen....."			
16:30	Break			
17:00	Vicky Ellam-Dyson City University Removing the shackles of perfectionism: empowering leaders & the people they lead	Mark Buckle Journey Group Effectiveness first: delivering value by engaging staff in 'the customer'	Nick Ingram & Danni Chambers Saville Consulting & Direct Line Group The value of values in assessment: contact centre recruitment	Peter Hamill Uncommon Leaders Ltd Embodied Leadership: the somatic approach to leadership development

Saturday

Time	SATURDAY 5 th			
	Stayin' alive	Under pressure	We can work it out	Break on through
9:30	<p>Steve Chapman Change & Creativity Working live: life & leadership lessons from the world of performance improvisation</p>	<p>Peter Clough Hull University & AQR Mental toughness and MTQ48: developing individuals and organisations</p>	<p>Kirsty Nolan TMP Worldwide Situational judgement tests: adding value through innovation</p>	<p>Mark McCartney To Focus The future of workplace productivity in our Digital Age</p>
10:15	Short break			
10:30	<p>Phil Wilson Civil Service Fast Stream Achieving efficiencies and enhancements within the talent management cycle</p>	<p>Paul Aitken Mastering Leadership Agility Ltd Mastering leadership agility for challenging times of change</p>	<p>David MacLeod Crystal Ball Projects 'More for less': no pressure then...?</p>	<p>Marina Grazier & Mark Leonard The Mindfulness Exchange Ltd Managing your productivity. In an age of attention overload, how doing less is the new doing more.</p>
11:15	Break			
11:45	Francis Butler Memorial Lecture: James Scouler. Doing More with Less: When Leaders Let Go of Unhelpful Beliefs			
12:45	Dean's close			
13:00	Lunch			

Thursday 15:45

Stayin' Alive

Change in the NHS: Evidence based treatment

Steve Whiddett & Mike Gibney, WHE UK Ltd

'Doing more with less' was not an option. Changes to the NHS dictated it - reduce costs and staff numbers while increasing productivity. This major change initially focused on what people do and evolved into developing a high performance culture.

This case study, presented by the client and the consultant, will challenge some preconceptions about change, share a flexible proven approach and provide useful examples to improve the change experiences of stakeholders, including clients and consultants.

Steve Whiddett founded WHE UK and is former chair of the ABP. Steve's extensive experience, conference presentations and publications span 30 years and he has a unique and very practical, holistic way to examine and help organisations.

Mike Gibney is Head of Organisational Development at NHS Merseyside and is a regular speaker at both national and international conferences, including keynote addresses.

Under pressure

Employee engagement: the tools of engagement

Shay McConnon, An Even Better Place to Work

Shay McConnon has developed a model of engagement that is friendly, practical and for everyone. **It is transforming rather than informing.**

- It works from the inside out
- It grows internal ownership, creates systemised and sustained engagement
- It has achieved dramatic results

His solution is driven by individuals, not management. It will equip people to manage their working relationships, make their place of work **an even better and more engaged place to work**. Shay gives you not only the **Why** and the **What**, but the **How to** for creating the engaged workplace.

Shay McConnon is an author and the founder of People First an International Training & Consultancy group that specialises in creating winning relationships in the workplace. He is the creator of **An Even Better Place to Work**, which is an online, self-managed employee engagement solution and has recently been awarded top speaker by the Academy of Chief Executives and best new speaker by Vistage.

What can we learn from a decade of emotional intelligence research?

Jo Maddocks, JCA

Despite much research on Emotional Intelligence little of this has been longitudinal. This paper discusses what can be learnt from 10 years of EI research on the EIP and helps inform decision makers on where to get maximum return from their L&D investment.

For example;

- Why the greatest gains can be made in the lower job levels not just in top leaders
- Why men and women may benefit from different types of personal development
- Why age is an asset in decision making
- Why the greatest talent lies in the self-employed sector
- Why boring leaders may be better than charismatic leaders
- What human factors contributed to the economic recession & will also help us get out of it

Jo Maddocks is the products director at JCA. He is the author of several highly influential and widely used products and programmes including the MAPS indicator (for developing motivation and self-esteem) and the Emotional Intelligence Profile (used globally for creating exceptional leadership performance).

Doing more effective organisational change with less pain! Getting to grips with Dialogic Organisation Development

Stefan Cantore, University of Southampton

The way we understand how change happens in organisations is changing. The old familiar *Diagnostic* approaches to Organisation Development are giving way to *Dialogic* approaches which have conversation between people as a core change process.

This session looks at what changes have been happening to our theories of organisational change and introduces some of the newer techniques that are increasingly popular amongst practitioners and organisational leaders looking for quick and cost effective results. Real life case studies illustrate the practical implications for change practitioners and organisations who choose to work with Dialogic approaches. There will, of course, be a chance to enjoy some helpful facilitated conversations with colleagues to build learning.

Stefan Cantore is a Senior Teaching Fellow at the University of Southampton Management School where he lectures in OD & Organisational Behaviour. He is also active as a Dialogic OD consultant and executive coach. His most recent book, 'Top Business Psychology Models' was published by Kogan Page in 2012

Thursday 16:50

Stayin' Alive

Supporting work-life balance: improving productivity

Anna Meller, BPS DOP Working Group on Work-Life Balance

Mounting research evidence confirms that good Work-Life Balance is linked with better physical and mental health, employee engagement and productivity. Supporting and improving Work-Life Balance at the individual and organisational level is often about minor changes to working practices involving little or no extra cost.

Drawing on research evidence, this highly participative session will consider how a better understanding of individual balancing preferences can be linked to organisational and coaching strategies.

Anna Meller has been making Work-Life Balance her business for over 20 years, providing consultancy support to a wide range of employers, conducting ground breaking research and writing extensively on the topic. Anna was an accredited consultant to the Work-Life Balance Challenge Fund; and trustee of two charities pioneering Work-Life Balance practices.

Under pressure

The nature of resilience: understanding the links between personality, resilience, risk & more

Geoff Trickey, PCL

Employees are expected to do more with less and deal with extensive change in the workplace – some are able to deal with this uncertainty and change more than others. Why?

Geoff will 're-engineer' the familiar territory of personality against the backdrop of recent PCL research; exploring Risk Type and its relationship to resilience and our capacity to cope. With attendees having completed their own Risk Type Compass® assessment data gathered from this exercise will be aggregated to provide reference points for discussion including how to weave these into a wide range of consultative, training, team building and coaching option

Geoff Trickey is a Chartered Psychologist with a BSc in Psychology and an MSc in Educational Psychology from UCL. Geoff set up PCL in 1992 and has overseen its continuous growth to establish its current global presence. He is a Fellow of the Royal Society of Arts and an Associate Fellow of the British Psychological Society.

Qualitative approaches: do they offer more for less?

William James Fear, Cardiff Business School / William James Consulting

Qualitative approaches offer rich insights into behaviour. If we take a qualitative approach we see narratives and stories are deeply embedded in day-to-day organizational functioning and these narratives and stories provide both a means of diagnosing problems and a means of addressing problems. There is huge scope of psychologists to exploit the appropriate methods and offer our clients more for less.

William Fear is a Chartered Psychologist with extensive experience in applied and academic research and evaluation in the public, private and voluntary sectors. He is a strong advocate of the scientist-practitioner model and bringing practical, evidence based, solutions to work and business problems.

We can work it out

It's all about you now

Madeline Paterson, Symmetry Coaching

Advertising is dead. It's all about you now. Yes, we can do more with less. We can build credibility, connections and clients in old ways (career networking) and in new ways (online identity). We can boost our career and develop our business using our self and technology. We can cultivate openness to opportunity, manage our online presence and interleave work and private time sensibly.

| Presentation | Discussions | Takeaway Tips | **#Itsallaboutyounow**

Madeline Paterson has worked in e-learning and talent development in media businesses, UCL, the Open University and the University of Southampton. Symmetry Coaching helps clients to spot opportunities, boost profile and find satisfying professional work. "By reaching out (and by embracing 'digital too) we open up our future".

"Incredibly supportive and non-judgmental." @madelinep

Break on through

Friday 09:15

Stayin' Alive

The organisational design & operation of a brand new organisation: an Olympic challenge

Laura Bache & Samantha Walsham, Arup

During London 2012, UK transport faced a challenge to coordinate all transport information, and provide a joined up response to incidents. This afforded us the opportunity of applying occupational psychology techniques to a new transport organisation, from conception to evaluation.

This project had an immovable end date and fixed budget. Our presentation of this case study will share how we approached this challenge, ensured we got the design right first time and the tools applied to achieve this.

Laura Bache and **Samantha Walsham** are Occupational Psychologists and over the past 5 years have worked with a variety of transport organisations to deliver people based interventions. Both were part of a small team from Arup that helped to ensure the successful delivery of Games-times transport by implementing Occupational Psychology solutions across multiple projects.

Under pressure

Slowing down is the new speeding up

Tom Evans, Tmesis Ltd

In these busy and hectic days, one thing that many people claim they need is more time. The march of time seems relentless and the clock waits for nobody.

In this enlightening talk, you will find out how we are not as ruled by time as we might think. We can all change our relationship with time by changing the way we think and find out how we have at least two minds of time.

Tom Evans is an author, writer's unblocker and creative catalyst. He has written seven books, including *The Art and Science of Light Bulb Moments*. He has also developed a programme called *Bending Time*. By way of example, his latest book, *This We Know* was written and published in 3 weeks.

Digital native vs. digital immigrant: Who is the more efficient virtual leader?

Nicola Strong, Strong Enterprises Ltd

As more of our working day is dependent on technology, does the digital native lead their team more effectively with less? Or will the digital immigrant still have something to say in the Age of Web 3.0? This is an experiential, interactive session looking at bringing together the human and the machine in leading teams at work. There will be an opportunity to share key issues, ideas and solutions in a series of fun exercises.

Nicola Strong is a trainer, facilitator, coach and futurologist looking at how we are *human in digital spaces*. Projects include designing blended, digital learning environments, virtual leadership skills and effective communication tools for distributed teams.

Nicola Strong is Managing Consultant at Strong Enterprises, a Time to Think Coach and Consultant.

We can work it out

Have you been sucked into Twitter's vortex?

Wendy Kier, The Queen of Twitter

Do you find that you are losing time and not generating any results for your business?

Our session will focus on the 3Cs of successful business Tweeting. I am going to share with you a very simple step by step strategy you can put into practice straight away. Helping you to connect with 1,000's of your ideal clients in less time so you can grow business faster.

Wendy Kier works with Change-Makers, Thought Leaders, Expert Entrepreneurs, Coaches, Consultants, and Leadership Organisations Worldwide.

Helping her client's to bring the offline and online world together by developing a digital marketing plan. Using digital and social real-time marketing to reach 1,000's of their ideal clients in less time so they can grow their business faster.

Break on through

Friday 10:30

Stayin' Alive

A media example of doing more with less: cost control and stress

An Coppens, **Balanced Exec**

A case study from the broadcast media industry on the effects of "doing more with less" and the implications of this on the behaviour of team members and managers.

This will be an interactive session and participants will be asked to engage in the case study. Participants will learn how an industry experiencing massive change handles doing more with less, they will have an understanding of the pro's and cons of cost control cultures as well as the strain on people as a result.

An Coppens is a learning and development professional, executive coach and author of the book "Leading the boss in the mirror - smart and practical ways to decrease your stress levels". One of her favourite hobby topics is leadership. She has worked with high achievers in the professional services industries, media and finance.

She was awarded the European Coaching Achievement Award in 2006 and equally won internal awards for her training. She founded Balanced Exec Ltd to assist achievers in developing a sustainable leadership style.

Under pressure

Needles, haystacks & tornados: how you can work with high volume recruiters to find the best performers for less

Alan Redman, Criterion Partnership

How can you work with shrinking budgets to attract, identify, and develop the most talented performers for your clients (or your own organisation)? How can fewer resources achieve greater success?

This session is structured around case studies, workshop exercises (and jokes) to explore the cocktail of science, technology, and commercial savvy that enables you to do more for less when striving to meet the challenges of the modern employment market.

Alan Redman specialises in the application of technology and psychology. Alan has developed online systems for ASDA, Centrica, Wetherspoon, Phones 4u, and the Co-operative.

Alan spends a significant proportion of his time on his bikes, which has given him a thousand-yard-stare, a determined set to his jaw, and oily fingernails

Using **engagement surveys** to align corporate strategy & improve overall business performance

Lein Hoogeboom & Gonzalo Shoobridge, Towers Watson

This session demonstrates the strong link between employee engagement and business performance. Increasing employee engagement and aligning organizational culture to the wider business strategy helps your organization work more efficiently which will have a positive impact on profitability. The session will demonstrate how few changes on the way you manage your workforce will have a great impact on the organization's performance.

Dr Shoobridge lectured international business strategy at Bradford University for 5 years. Now, working as a Senior Business Consultant at Towers Watson he formulates and facilitates HR related workshops to multinational clients, presenting to the highest levels in the organization (e.g. Boards of Directors / Executive teams).

Lein Hoogeboom joined Towers Watson as an Employee Survey Analyst after writing an award winning theses on Coaching Psychologists' self-reflection, whilst studying at the Free University of Amsterdam.

Enhancing leadership effectiveness: challenge your leaders to push boundaries

Paul Brewerton & James Brook, Strengths Partnership

Helping leaders stretch and adapt strengths in a positive way at all levels in the organisation (self, teams and the organisation) ensures effective leadership in today's fast changing, unpredictable environment.

This session will uncover the difference between positive and negative stretch/challenge and the implications for performance, engagement and wellbeing. In addition, it will identify productive strategies and techniques for creating a culture of positive stretch/challenge and how to move people outside their comfort zone into the zone of positive stretch and optimal performance.

James Brook and **Dr Paul Brewerton** are co-founders and Directors of Strengths Partnership, a HR consulting firm providing strengths-based leadership development, coaching and talent management solutions.

Jointly responsible for designing the Strengthscope assessment suite they are both committed to helping organisations translate a strengths-focused approach to bottom line business performance.

Friday 14:15

Stayin' Alive

Keeping the ships afloat: delivering change in the MOD

Jeremy Holt & Katie Clinton, Centre for Team Excellence & Defence Academy

DE&S Ships Operating Centre is responsible for all procurement associated with the building and maintenance of the Royal Navy and Naval Auxiliary fleets. Over the last few years it faced criticism for cost overruns, delays and cancellations, which consequently led to the organisation undertaking a strategic review and implementing a new matrix organisation structure and substantial cost reductions.

This case study session shares the details of challenges faced by the business in implementing these changes and the interventions used to help it achieve clear and measurable outcomes.

Jeremy Holt is Managing Director at Centre for Team Excellence and a Chartered Occupational Psychologist specialising in team performance.

Katie Clinton is a Senior Psychologist at the Centre for Defence Leadership & Management, Defence Academy of the UK and provides internal consultancy to support organisational and individual development of senior leaders in Defence and across the MoD.

Under pressure

Leaning towards lean: it's more or less a no-brainer!

Tim Lambert, Kay-Lambert Associates Ltd

Without learning, we're destined to repeat past mistakes: we do more but get less! When we learn through proper evaluation of an experience we can reduce chaos, risk, effort, time, cost, and angst whilst increasing quality and productivity. The aim is to get more of the good stuff by doing less of the bad stuff.

This practical and lively session draws upon simple approaches borrowed from manufacturing which can be applied in any non-manufacturing context.

Tim Lambert is a founding director of Kay-Lambert Associates which serves to help individuals and companies maximise their potential and work towards growth. Formerly an actor, he now facilitates a range of dynamic development and improvement programmes, and provides coaching to senior executives and teams across all business sectors.

Training tips from tinseltown: learning lessons from Hollywood legends

Andy Janning, NO NET Solutions

In an uncertain economy, businesses regard employee development as inefficient and impractical. We, however, can take inspiration from memorable movie characters throughout history, whose training and leadership techniques are as much a part of our culture as the exploits of the heroes they forged.

In this nationally acclaimed program, see how they did more with less, made a difference...and how we can follow their lead to create heroes who change the world.

Andy Janning is an 8-time state and national award winner for excellence in organizational development and former financial services executive.

The founder of NO NET Solutions, he helps clients across US become better leaders, mentors, and parents. Find out more at AndyJanning.com.

We can work it out

Conversations for action: a powerful way of speaking, listening & making things happen

Justin Wise, thirdspace coaching

Most of us could do much more, with much less, if we could coordinate our actions effectively with others and avoid the duplicated effort, work that nobody asked for and broken that are so often a feature of contemporary organisations.

In this session Justin will draw on case studies and the work of philosophers of language Searle and Austin, to show how changing the way we make requests and promises can lead to a huge increase in organisational effectiveness.

Justin Wise is co-founder of thirdspace, an OD and coaching practice that applies developmental theory to help organisations mature in a profound and lasting way. He is faculty on the prestigious New Ventures West Professional Coaching Course, and on the MSc in People and Organisation Development at Roffey Park.

Break on through

Friday 17:00

Stayin' Alive

Removing the shackles of perfectionism: empowering leaders & the people they lead

Vicky Ellam-Dyson, City University

Perfectionist beliefs can cause performance hindering behaviours in leaders; including avoiding decision making, failure to delegate, and risk aversion. Working with perfectionist beliefs can enable leaders to be more transformational and get more and better from their employees.

Evidence from research and case studies will be presented. The session introduces delegates to psychological approaches for identifying and adapting perfectionist beliefs that are interfering with performance, in order to help leaders develop sustainable performance enhancing behaviours.

Vicky Ellam is a coaching psychologist working with leaders to help them with sustained positive behaviour change and success for themselves and their organisations. Her work is informed by her doctoral research, looking at the psychological precursors to typical derailment behaviours. She is a visiting academic at City University and Goldsmiths University.

Under pressure

Effectiveness first: delivering value by engaging staff in 'the customer'

Mark Buckle, Journey Group

By gaining a greater understanding of 'what matters most' to customers - and identifying where service gaps exist between customer expectations and experience - staff can be motivated by and engaged in delivering an optimum service experience.

Drawing on case studies, Mark will highlight that focusing on service quality - as defined by the customer - also delivers significant productivity gains - via the principle of 'getting it right first time, every time' in the eyes of the customer.

Mark Buckle is a director of JOURNEY, a specialist consultancy that provides expertise to commercial and public sector organisations on customer-driven change management, providing a fresh new perspective on organisational effectiveness. Mark has gained extensive experience in change management, working with organisations as diverse as the NHS and News International.

The value of values in assessment: contact centre recruitment

Nicholas Ingram & Danni Chambers, Direct Line Group & Saville Consulting

Following Direct Line Group's successful separation from RBS Group, Direct Line has recently constructed and embedded a new Leadership Framework and corporate Values.

This session will explain how we have devised and implemented this new framework across the business. We will also discuss how we have embedded this into our recruitment process for call centre staff, using Values based assessments and a short behavioural screening questionnaire to maximise efficiency.

Nicholas Ingram is a Talent Assessment Consultant at Direct Line Group, responsible for working with the Recruitment & Talent Management teams to select and assess talent.

Danni Chambers is a Consultant at Saville Consulting, working with International and UK clients on a range of recruitment, development and talent management projects.

We can work it out

Embodied Leadership: the somatic approach to leadership development

Pete Hamill, Uncommon Leaders Ltd

If we are to do 'more with less' we don't need leaders who know about leadership – we need leaders who embody the capacity to lead in the midst of ambiguity and complexity.

The concept of embodied leadership is derived from somatic coaching, a unique approach that brings the body forward in change and transformation. This session will explore the neuroscience, philosophies and research that sit behind such an approach, and may include a few exercises.

Pete Hamill is a consultant, facilitator and coach who has been working with Embodied Leadership for over 10 years. He is a founder of Uncommon Leader and is author of *Embodied Leadership: The Somatic Approach to Developing Your Leadership*, which is available June 2013.

Break on through

Saturday 09:30

Stayin' Alive

Working live: improvising on the edge of the unknown (doing more with less)

Steve Chapman, Steve Chapman Change & Creativity

Never before has trying to predict the future been such an impossible task. Volatile economic, social, environmental and technological trends mean that it is not those who are resource rich and good at predicting that will thrive in the future but those who are masterful at adapting and improvising with the resources they already have.

Bringing a mixture of stories, theories, curious questions and exercises, Steve will lead participants through a highly participative experience of what it is like to truly work on the edge of the unknown in a way that is more innovative, resourceful and creative. Through exploring the collaborative conditions required to work in this way participants will get a greater understanding of where their own anxieties and habitual needs for control and order may get in the way of them doing more with less, leaving with ideas and experiments both for themselves and the organisations they work with.

Steve Chapman is a change, creativity and innovation consultant. With 20 years of experience in the corporate world as a senior director and now as an independent consultant he brings a mixture of experience and experimentation to his work. He consults with a variety of organisations and is visiting faculty at Ashridge Business School.

Under pressure

Mental toughness and the MTQ48: Developing individuals & organisations

Peter Clough, Hull University & AQR

In these challenging economic times many staff feel under pressure whether it be because of more demanding targets, their own job maybe under threat or generally being asked to do more with less.

Mental Toughness is the ability of an individual to deal with increasing pressure and demands of organisational life in these turbulent times. Developed by Dr Peter, the Mental Toughness concept offers individuals and their organisations a powerful development tool which enhances workplace resilience.

Dr Peter Clough is a Chartered Sport and Exercise psychologist and a Chartered Occupational psychologist. He is a senior lecturer at the University of Hull.

Peter's main research interests are in performance in high pressure environments. He is co-developer, with Keith Earle, of the mental toughness model and of the MTQ48 the mental toughness questionnaire.

Situational judgement tests: adding value through innovation

Kirsty Nolan, TMP Worldwide

This session will look at achieving 'more with less' through the use of innovation & technology. In particular we'll be outlining how Situational Judgement Tests (SJTs) can help you achieve efficiencies in your recruitment process, whilst exploring emerging trends in the use of this tool. We will also be talking about how SJTs can be used to build on employer brand and differentiate from the competition.

Kirsty Nolan is a Chartered Occupational Psychologist with 15 years experience in assessment for selection. As Head of Assessment at TMP, she works within a wider Resourcing Solutions remit to conceptualise, design and implement resourcing solutions with tangible business benefits. Kirsty and her team support clients in designing, implementing and evaluating selection solutions.

We can work it out

The future of **workplace productivity** in our digital age

Mark McCartney, To Focus

Workplaces and near constant connectivity are undermining our brains capacity to work at its best. Fundamental changes will take place in the workplace in order to create environments in which individuals, teams and companies can be fully productive and hence successful. Learn how you can change your working patterns to unlock massive productivity gains by understanding more about how your brain works.

Mark McCartney is a qualified International Executive Coach with a specialism in Productivity for a Digital Age. Executive coach at Säid Business School (University of Oxford) and previously Head of Executive Development Marketing, Cranfield School of Management. Over 13 years' consultancy experience with clients including British Gas, Masterfoods, Grayling (Head of L&D for three years).

Break on through

Saturday 10:30

Stayin' Alive

Achieving efficiencies and enhancements within the **talent management** cycle

Phil Wilson, Civil Service Fast Steam

The session addresses how 'more for less' is embraced through the Civil Service reform agenda, for enhanced corporate functioning alongside proficient use of resources.

Within this context, the talent management cycle is outlined in terms of how attraction, recruitment and development have been revised towards improved business achievement and increased efficiency. This will include real life examples and an invitation also for audience-led innovations around talent management within the context of constrained resourcing.

Phil Wilson focuses on the design and evaluation of Fast Stream - the graduate talent management programme for the Civil Service - including overseeing the award winning Summer Diversity Internship Programme and Coaching Programme. He was also Head of Occupational Psychology at the London Fire Service and Acting Head at Greater Manchester Police.

Under pressure

Mastering **leadership agility** for challenging times of change

Paul Aitken, Mastering Leadership Agility Ltd

Lurching backwards and forwards between times of plenty and austerity places demands on leadership to create the developmental conditions necessary for switching rapidly between renewal, survival and thriving strategies. But what leadership practices enable this agility?

Drawing on case studies, research and relevant diagnostics, Paul will present insights into the 12 leadership agility practices which sustain people and organisations as they navigate difficult transitions; including how to develop some of the practices.

Dr Paul Aitken is Founder- CEO of Mastering Leadership Agility Ltd., established to grow leadership which creates sustainable organisations and communities. With over 25 years management, consulting and teaching experience, Paul is first author of 'Developing Change Leaders' and holds Visiting Faculty roles at Business Schools in the UK, Singapore, Ireland and Australia.

“More for less”: no pressure then ...?

David MacLeod, Crystal Ball Projects Ltd

Project managers and change managers in all industries are being asked to deliver more for less. The mantra may be admirable, but the unintended consequences destroy both organisational capability and individual motivation. The presentation dispels the myth of motivation by deadline.

This session will enable delegates to recognise the impact of 'pressure' words on behaviour, learn why deadlines are DUDs that do not achieve the desired results, and understand why the delivery of 'more for less' requires trust and honesty. In this interactive presentation, David will discuss example projects in the public domain, refer to newspaper articles and use a video clip or two to illustrate his theme.

David MacLeod has his own company, Crystal Ball Projects Limited, which provides education and training in the art and science of project and change management. He has long experience in a wide variety of industries and is a founder member of the Professional Speaking Association. His talks engage and entertain.

Managing your productivity. In an age of attention overload, how doing less is the new doing more

Marina Grazier & Mark Leonard, The Mindfulness Exchange Ltd

How mindfulness workplace training can increase task focus, improve wellbeing & enhance performance. Starting with a short introduction to mindfulness, participants will learn how Mindfulness Based Cognitive Therapy (MBCT) and Acceptance and Commitment Therapy (ACT) is being adapted for the workplace to increase task focus, improve wellbeing and enhance productivity - enabling people in organisations to do more with less.

The session will be run as an experiential workshop enabling participants to apply mindfulness techniques to their own lives, enabling them to do more with less.

Marina Grazier and **Mark Leonard** set up TME as a spin off from Oxford University's, Oxford Mindfulness Centre (OMC) to provide mindfulness training for the workplace. Marina and Mark are leaders in the field of adapting scientifically validated mindfulness teaching, into best practice training formats designed for the workplace.

Our venue

DeVere Venues Wokefield Park blends the traditional with the modern to offer a choice of accommodation, superb leisure facilities and 250 acres of beautiful landscaped grounds.

The main Conference activities will take place within the spacious, ultra-modern Executive Centre, which includes The Street exhibition area. The Friday night gala dinner will be held at the Mansion House, a magnificent stately home, also within the grounds of the venue.



Facilities

- 54 flexible meeting and training rooms for up to 500 delegates
- 376 bedrooms with the latest mod cons
- Free Wi-Fi and wired internet access throughout
- LCD, plasma and audio visual equipment available with trained experts to hand
- Energy stations with free flowing tea, coffee, cappuccinos, lattes, mineral water, biscuits, fresh fruit, porridge and popcorn
- Award winning Steam, Bake and Grill restaurant, bar and Verve Deli room service
- Plenty of space and fresh air
- Indoor pool, mini gym, spa, fishing, Nintendo lounge, ropes course and 18 hole championship golf course with driving range
- Free easy parking – 350 spaces
- Dedicated Events Team looking after our every need

The sponsors

“Sponsoring the ABP has resulted in an increased brand awareness & a five times return on our investment. The sponsorship model is refreshing as funds are used to create a great conference experience for the delegates. That’s why we were sponsors three years running”

Steve Apps, Persona Partnership

2013 sponsors

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