

PROGRAMME LEADER

Nick Holley, Director of CRF Learning

MODULE 1 26 June 2018

MODULE 2 16 July 2018

MODULE 3 25 September 2018

MODULE 4 29 October 2018

MODULE 5 16 November 2018

MODULE 6 3 December 2018

LOCATION

Bird & Bird LLP, 12 New Fetter Lane
London, EC4A 1JP

ABOUT THIS PROGRAMME

Through CRF and our sister organisation Strategic Dimensions, we have been listening to both HRDs and CEOs for 20+ years about what they want from an effective HR leader and their function. This gives us a unique insight into the role of a 'board-level HRD' and what differentiates the great from the average.

Building on CRF's exclusive research and experience, this programme delivers a highly-tailored learning experience; very different to the usual "here's what we're going to teach you" programme.

We aim to help participants understand what it means to make the next step in their careers. Participants in the programme can look to the curriculum to upskill, or to help explore whether becoming a Group HRD is the right choice for them. This leads to a highly-personalised and individual programme as participants shape the content of the course.

BENEFITS OF ATTENDING

The programme will share the insights of existing board-level HRD's and business leaders to create a tailored programme, to develop capability in the areas participants most require.

What CEOs require most from their HR function is the capability to enable the business strategy by building the people and organisational capability to deliver it. Like any leader, they expect functional expertise. Beyond this, they also require their HRD to be a commercially-focused business leader.

Book your place on this programme and benefit from:

- Support in making the transition into a board or executive team HRD role, within a FTSE listed or similar size organisation.
- The tools and skills to move beyond your core HR role and become a holistic business leader.
- An alumni network of peers and experts to support you through your career.
- Deliver external business insights to ensure you become an effective HRD.
- Sustain your development through a 9-month programme of blended learning, implementation, reflection and analysis.

WHO SHOULD ATTEND?

Senior, in-house HR professionals who know about HR and their business but are looking to progress to Group HRD. They are likely to already be the HRD of a business unit, function or a Centre of Excellence Leader (CoE).

In 2017 two newly-appointed Group HRDs, three HRDs and two CoE Heads attended the programme. There are limited enrolment slots in order to facilitate building a community that will establish trust and develop mutual support.

ABOUT CRF LEARNING

Building on CRF's 20+ years of unparalleled experience in the research, discussion and practical application of contemporary topics, arising from people strategy, learning and organisational development, CRF Learning delivers a suite of development programmes aimed at enhancing the capability of the HR function and the individuals within it.

Impact not input

CRF Learning programmes focus on making a difference to the performance of organisations by building the skills and capability that underpins it.

Custom programmes

CRF Learning also engages with organisations on a bespoke basis, developing custom solutions tailored to the specific requirements and context of your organisation.

THE PROGRAMME IN DETAIL

MODULE 1 SETTING THE SCENE

As Bismarck said *"some people like to learn from experience, I prefer to learn from the experience of others."*

A number of experienced executives with decades in senior leadership roles will have conversations (as opposed to delivering presentations) with participants to draw out the realities of what being a Group HRD is really all about.

- Setting the scene: a manifesto for business-focused HR
- The CEO's view: "What I want from my HRD"
- The view from FTSE Group HRDs: "What I wish I'd known"
- The executive search view: "What have we seen that's worked and what hasn't?"
- Governance and the RemCo view: the control and risk elements of the role
- External environment: the business, economic and technological context and the implications for HR.

MODULE 2 CREATING THE AGENDA

- Reflection and individual presentations based on a personal 360 and the inputs from day one: "What does it mean for me? Where are my gaps?"
- Synthesis of common and individual learning themes
- Planning the way forward as a team
- Individual commitments.

MODULES 3-6 AND FOLLOW UP LEARNING

- Four one-day tailored modules, based on the common themes identified in module one, delivered by senior practice area experts from our network of associates.
- An individual mentor – the Group HRD of one of our member companies.
- Two networking dinners with guest speakers.
- There will be an additional option to benefit from an executive coach to work on the unique issues identified in module 1, but we recognise many delegates operating at this level will already have one.



PROGRAMME LEADER

NICK HOLLEY

Nick Holley, Director of CRF Learning will lead the programme. He has carried out extensive research on what CEOs and businesses look for from their HRDs. After 25 years working in large organisations including Merrill Lynch, Prudential, Arthur Andersen and Vodafone, he has worked for the last ten years as an advisor and personal coach to business and HR leadership teams in over 80 global businesses in more than 30 countries. This commercial experience combines theory with a deep practical understanding of what actually makes a difference.

The programme will include inputs from an unrivalled panel of senior practitioners and experts who have been there and done it in the real world. This will include business and HR leaders, headhunters (who have a unique perspective on what works and what doesn't), governance experts and futurologists.

LOCATION AND COST

The programme will be held at:

Bird & Bird LLP
12 New Fetter Lane
London
EC4A 1JP

The cost of the programme is £8,000 (+VAT) for CRF members and £15,000 (+VAT) for non-members.

To register for this programme, please contact Harry Cloke at harry@crforum.co.uk or on +44 (0) 20 3457 2640.

TESTIMONIALS

"The programme has been an invaluable part of my transition from functional HRD to Chief People Officer – it's challenged me to think and operate more strategically, whilst giving me access to thought leaders and to new tools and frameworks. The opportunity to debate key issues with the other participants has also been highly valuable."

Mark Dickinson
TalkTalk, Chief People Officer