



# INTRODUCING OUR 2018 PRE-CONFERENCE MASTERCLASSES

We are delighted to supplement our conference with seven masterclass sessions led by experts in their respective fields. These sessions will be highly interactive with a strong focus on recommendations, offering attendees practical takeaways to help drive business performance.

Starting at 16:30 on Monday 1 October, and lasting 90 minutes, we highly recommend you register for one of these masterclasses to ensure you optimise your time with us in Lisbon.



## **Fostering energy and creativity in high-performing teams through diversity**

This workshop will explore how diversity helps foster energy and creativity in high-performing teams. It will address questions on how to fully engage all team members and have them contribute to team success. It will further stretch the importance on raising the team awareness to be able to leverage the competencies of individuals in order to form a high-performing team.



## **The power of mindset – looking beyond just the skills of high-achieving teams**

High-performing teams achieve outstanding results in all walks of life. But what makes the difference between good and great teams? This experiential workshop will look at the psychological dimensions of high-performing teams focussing on the mindset required to collaborate. Attendees should expect to be active in learning about teams that make a difference to business performance.



## **High-performing teams – creating trust**

Top performing teams usually share many of the same traits. They have clarity of vision, an ability to execute with excellence, a balanced approach to work and, above all, a culture of trust. How does your own team shape up? During this session, KPMG will share their insights and first-hand examples about how you can assess the effectiveness of your own executive team; identify the unique needs of leadership groups; and learn ways to build an interconnected web of high-performing teams across your organisation.



## **World-class teaming – from forming to performing**

The ability to come together and collaborate quickly is critical in today's complex business environment. "Teamwork on the fly", as Harvard's Amy Edmondson called it at last year's CRF conference, is hard and requires a different approach. This experiential laser shooting session will give attendees a taste of one of the five activities which make up the Modern Pentathlon. Combining this activity with Lane4's *High Performing Teams Model*, the session will explore the drivers which enable effective team-working in a thought provoking and interactive way.



## **Moneyball: how to apply data-science to your talent**

Mercer will focus on translating the analytical methods behind the sabermetric revolution in Baseball to talent management. Attendees will learn how to use advanced workforce analytics to identify who are the top contributing leaders and employees, before discussing how advanced analytical methods can be used to test these hypotheses and identify the most significant drivers.



## **Design and monitor high-performance teams: the data-driven way**

Named the 'oil of the digital era' by *The Economist*, the abundance of data is fundamentally changing the nature of business including how we design, manage and monitor teams for high performance. This session will explore how data can be used to align teams to corporate objectives and reveal opportunities to rework for better performance.



## **Total Performance: how the best teams can get the edge**

Creating high-performing teams is not a new topic and organisations are paying serious attention to physical energy management, resilience, health and wellbeing to ensure their teams achieve optimal performance. Join RHR to learn how their *Total Performance* model helps organisations successfully sustain performance over long periods of time.