



2025

PROGRAMME



2025 Programme

We are pleased to present CRF's 2025 programme of research and events.

With organisations facing a rapidly changing external environment, our programme has three key forward-looking themes:

- 1 > Strategies for preparing you, your function and the organisation as a whole for future success
- 2 >> Creating a culture of innovation, inclusivity and growth
- 3 >>> Driving organisational productivity through better understanding of workplace psychology and technology



Already a CRF member?

...and have a question on how to further optimise the value of your membership, please email memberrequests@crforum.co.uk

Not yet a CRF member?

...and interested in your organisation joining our growing global network, please email jessica@crforum.co.uk

Alongside our programme of research and in-person events, CRF continues to evolve how we deliver value to members. There are a wealth of resources available to you, including:

- A regularly updated multi-media library of **ONLINE CONTENT**
- **WEBINARS** on all topics covered in the core programme
- A diverse **MEMBER NETWORK**, keen to share good practice and fresh ideas
- Four **DIGITAL COMMUNITIES**, with online events enabling peer exchange
- Discounted access to **CRF LEARNING** and our **LEARNING NEEDS TOOL**
- Support from our **MEMBER ADVISORY SERVICE**, using the insights of our network

We look forward to supporting you and your colleagues over the coming year.

Richard Hargreaves, Managing Director & **Gillian Pillans** Research Director

View
**CRF 2025
Programme**



JAN



MASTERCLASS + RESEARCH
**Harnessing HR Technology to
Drive Organisational Productivity**



FEB



TWO-DAY RESIDENTIAL
**Leading Human-Centred
Organisational Change**



WORK PSYCHOLOGY SERIES + BRIEFING PAPER
Motivation and Work Performance



MAR



OPEN PROGRAMME: TWO DAYS
**Business Catalyst:
Reimagining HR Partnering**



MASTERCLASS + RESEARCH
The Changing Role of the HR Leader



RESEARCH BRIEFING
Future-Ready Workforce



APR



OPEN PROGRAMME: THREE HALF-DAYS
Integrated Talent Management



TWO-DAY RESIDENTIAL
**Future Readiness Strategy and
Disruptive Innovation**



MAY	 OPEN PROGRAMME: TWO-DAY RESIDENTIAL Becoming an Effective HRD 	 WORK PSYCHOLOGY SERIES + BRIEFING PAPER Assessing Potential 
	 OPEN PROGRAMME: TWO-DAY RESIDENTIAL PARC Strategic Reward Skills Masterclass 	 OPEN PROGRAMME: PART-TIME OVER TEN-MONTHS International CHRO Leadership Programme 
	 GULF CONFERENCE + RESEARCH HR Leaders' Forum: Driving Change, Accelerating Growth 	 RESEARCH BRIEFING Driving Organisational Performance 
JUN	 MASTERCLASS + BRIEFING PAPER Creating an Inclusive Culture   	 OPEN PROGRAMME: TWO DAYS Mastering Strategic HR: Driving Organisational Performance 
	 OPEN PROGRAMME: TWO DAYS Aspiring Group HR Director: Module 1 	 MASTERCLASS + RESEARCH The New Deal at Work – How is the Psychological Contract Changing?   
SEP	 OPEN PROGRAMME: TWO DAYS Creating a 'Win-Win' Employee Relations Strategy 	
OCT	 INTERNATIONAL CONFERENCE Rethink Work: Evolve or Endure  	 OPEN PROGRAMME: TWO-DAY RESIDENTIAL Business Catalyst: Reimagining HR Partnering 
	 OPEN PROGRAMME: TWO DAYS Aspiring Group HR Director: Module 2 	 WORK PSYCHOLOGY SERIES + BRIEFING PAPER Behaviour Change 
NOV	 MASTERCLASS + RESEARCH Developing Future-Ready Talent    	 OPEN PROGRAMME: THREE HALF-DAYS Integrated Talent Management 
	 MASTERCLASS + RESEARCH Developing Future-Ready Talent in the Gulf 	 OPEN PROGRAMME: TWO DAYS HR Business Partnering Accelerator 
DEC	 END OF YEAR DINNER HR Directors' Dinner 	 OPEN PROGRAMME: TWO DAYS Impact Through People Analytics 



PLUS CRF DIGITAL COMMUNITIES meet throughout the year to address topical issues
HR Directors (by invitation), **Talent, Leadership and Learning**,
HR Business Partnering, **Diversity, Inclusivity and Wellbeing**



JAN
22 JAN
30

Harnessing HR Technology to Drive Organisational Productivity



London, UK | Online

Dr. Nigel Guenole, Goldsmiths, University of London;
Kate Mathias, Clyde & Co; Thomas Otter, Acadian Ventures;
Johannes Sundlo, Avalanche Studios Group

Technology advances have the potential to improve organisational productivity, though this is much harder to achieve than we might expect. Our research will explore the HR technology landscape and consider how we might harness the available technology to solve the productivity puzzle. We will share insights on setting a technology roadmap that delivers your objectives around productivity gains and consider how to maximise value from technology.



FEB
10-11 FEB
11

Leading Human-Centred Organisational Change



Home Counties, UK | Online

Justin Ferrell, Institute of Design at Stanford University

Change is no longer a one-off event – it is a constant for individuals and organisations everywhere. It is also hard, but by giving our colleagues a sense of optimism and possibility we can help them chart a path through uncertainty and increase our chances of success. This two-day hands-on workshop will explore how the principles of design thinking can be deployed to manage change more effectively. We will utilise several human-centred change frameworks to address your organisational challenges.

NEW FOR 2025

Work Psychology Series: Theory, Evidence and Application

An important purpose of HR is to design and implement practices which shape employee behaviour in ways that help the business achieve its goals. Work psychology is a critical part of this process as it underpins the link between HR practices and employee behaviour. Every aspect of HR practice requires a sound understanding of the underlying principles that drive the behaviours we aim to shape.

Our new Work Psychology series explores both the classic foundations of work psychology and the latest theories and evidence in a number of key areas directly relevant to HR activities. For this reason, this series will be of particular interest to those senior HR professionals responsible for the design and delivery of HR practices and policies.

For each event in the series, we will provide senior HR professionals with:

1. A solid grounding in the scientific theory and evidence around each work psychology topic.
2. Opportunities to discuss how this body of theory and evidence can be applied to HR practices in general and to HR practices in their own contexts.
3. An understanding of how applying work psychology theory and evidence can make HR more effective.

The sessions will combine expert input with discussion and knowledge sharing by practitioners. Attendees will be expected to come prepared to share examples and experiences from their practice.

BRIEFING PAPER



FEB
25

Motivation and Work Performance



London, UK

Prof. Rob Briner, CRF and Queen Mary University of London

Explaining what drives behaviour and what sustains it is one of the oldest topics in work psychology, particularly as it applies to understanding work performance. Attendees will:

- Learn how the theory of motivation has developed over time.
- Identify the latest theories about motivation at work.
- Appreciate the links between motivation theories and performance.
- Share their experiences and learn from others, discussing how the theories can be applied to manage performance in their own contexts.



**FEB
25**

**FEB
28**

Harnessing AI and HR Technology to Enable Business Success

Riyadh, Saudi Arabia | Abu Dhabi, UAE

Reem Algasim, Signify; Jason Averbook, Mercer; Dr. Belisa Marochi, Hult International Business School; Jyoti Nair, SAP; Kristofer Swanson, DAMAC Group; John Whelan, CRF

Technology advances have the potential to improve organisational productivity, though this is much harder to achieve than we might expect. Our research will explore the HR technology landscape in the Gulf region and consider how we might harness the available technology to solve the productivity puzzle. We will share insights on setting a technology roadmap that delivers your objectives around productivity gains and consider how to maximise value from technology.



**MAR
10-11**

**OCT
13-14**

Business Catalyst: Reimagining HR Business Partnering

Online

£1,650 CRF members
£3,300 Non-members

In-Person Residential

£2,250 CRF members
£4,500 Non-members

CRF's research identified the six critical capabilities required for future effectiveness for HR Business Partners: strategic thinking, change management skills, data orientation, agility, commercial acumen and digital enablement. This programme is designed to develop skills and evolve mindsets, shifting the focus from bureaucratic HR towards delivering business impact, building organisational capability and creating sustainable value. With an emphasis on practical implementation, it has been designed to increase the effectiveness of HR Business Partners, specialists moving into the role or HR Managers preparing for a more strategic position.



**MAR
18**

**MAR
25**

The Changing Role of the HR Leader

London, UK | Online

Maria Antoniou, Morgan Advanced Materials; Jonathan Crookall, Costa Coffee; Dr. Daniel Franklin, The Economist; Dr. Margaret Heffernan, Author and Speaker; Nick Holley, CRF Learning; Nigel Miller, Edelman; Gillian Pillars, CRF

As the business context has become more complex, so too has the role of the HR leader. As well as fulfilling HR's 'traditional' role and purpose (such as talent management and performance improvement), HR must also respond to an increasingly employee-centric social agenda. This includes a greater focus on new working models and practices, inclusivity, employee wellbeing and sustainability. This research and associated events will explore this evolution and consider what it means for the development of the function.



**MAR
25**

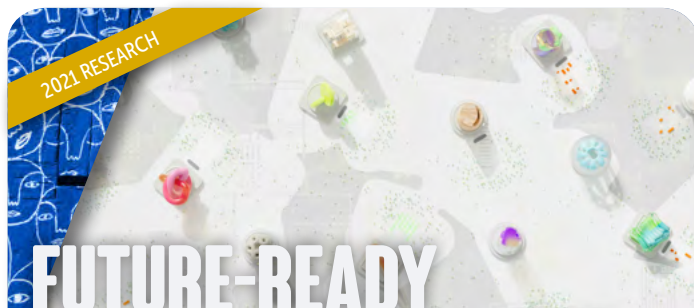
**MAR
26**

**APR
1**

HR Leaders' Briefings: The Changing Role of the HR Leader

Geneva, Switzerland
Zurich, Switzerland
Stockholm, Sweden
Amsterdam, The Netherlands

These invitation-only briefings for senior HR leaders in Switzerland and Stockholm will feature a presentation of the *The Changing Role of the HR Leader* research project, as well as the opportunity to network and discuss the research and other current issues over lunch or dinner.



MAR 27 HR Leaders' Briefing: Future-Ready Workforce



Amsterdam, The Netherlands

John Whelan, CRF

Join us for this workshop where you'll learn how to better align your workforce strategy with your long-term business objectives. This briefing will offer valuable feedback on your organisation's current workforce planning capabilities and provide practical techniques for improvement. You'll be guided through methods to identify and address limitations in your approach to job and organisational segmentation and hear from industry experts who have successfully implemented strategic workforce planning in their own organisations.



APR 14-16 NOV 19-21 Integrated Talent Management



Online

£1,650 CRF members

£3,300 Non-members

Talent continues to be vital to current and future business performance. Yet research and experience consistently suggest that talent management approaches are not delivering the desired business outcomes, in the timescales needed and at an affordable cost. This programme is about building a sense of co-ownership between HR and the rest of the business. It equips Heads of Talent, Talent Partners/Consultants, senior HRBPs and HR generalists with up-to-date knowledge of talent trends to build a framework which will help develop more business-focused talent thinking.



APR 28-29 Future Readiness Strategy and Disruptive Innovation



IMD Business School Lausanne, Switzerland

Prof. Howard Yu, Prof. Zhike Lei, Prof. Tania Lennon, IMD

At this event, HR Directors and C-level Executives will learn valuable strategies for driving transformation and disruptive innovation while maintaining high performance. The event will focus on fostering a culture of change and navigating unprecedented shifts in technology, society and the environment. It will also cover essential leadership and team behaviours necessary for future readiness, including mutual trust, psychological safety and diversity of thought. Attendees will discuss the benefits of curiosity and empowerment in modern leadership and how to embrace experimentation to accelerate innovation.



MAY 12-13 & JUN 26 Becoming an Effective HRD



London, UK

£3,250 CRF members

£6,500 Non-members

The purpose of HR is not simply to 'do HR' but to build the capability of the organisation to deliver its strategy and create value. Building this capability as an HRD requires a blend of technical HR, business and interpersonal skills. This programme, designed for new HRDs, Heads of HR Centres of Excellence/Expertise, Heads of HR Shared Services or Senior HR Business Partners, takes a business-centric approach to enhance understanding of how HR delivers value. It will improve capability in planning, implementing and evaluating HR initiatives whilst managing key organisational relationships and increasing personal impact as part of the leadership team.

BRIEFING PAPER

WORK PSYCHOLOGY

MAY 20 **Assessing Potential**

London, UK



Prof. Rob Briner, CRF and Queen Mary University of London

The idea that we can assess characteristics of employees or job candidates to accurately predict future performance is a very appealing one, and has been studied in work psychology for well over a century. This session will explore:

- What exactly do we mean by potential and high potential?
- What are the theoretical mechanisms and processes involved in predicting potential?
- What does the best available scientific evidence suggest about how potential can be identified and what predicts future performance?
- How could you use this understanding to better identify potential?

OPEN PROGRAMME

REWARD

MAY 20-21

PARC Strategic Reward Skills Masterclass

London, UK



£3,500 CRF members
£5,500 Non-members

This masterclass provides a strong foundation for a senior role in Group HR or Reward Management. Aimed at prime succession candidates to current Heads of Reward and newly promoted or aspiring Group HR Directors who are seeking to develop a more strategically focused set of reward skills – whether in listed or private companies. The content is founded on those areas most frequently reported by RemCo Chairs as ‘essential’ to effective performance as the Reward lead in major companies.

OPEN PROGRAMME

CHRO

begins MAY 20
ends FEB 26

By Invitation Only:
International CHRO Leadership Programme

Including: IMD’s Orchestrating Winning Performance

120,000 AED CRF members
145,000 AED Non-members

In today’s rapidly changing world, the role of the CHRO is crucial in enabling the sustained growth of organisations, especially as they expand beyond their domestic market. This programme is uniquely designed to build the skills of current and aspiring CHROs in the Gulf, to effectively navigate technological disruption, drive organisational performance and develop an effective people plan to ensure the organisation thrives now and into the future.

REGIONAL RESEARCH

GROWTH

MAY 22-23

GULF CONFERENCE:
Driving Change and Accelerating Growth

Abu Dhabi, UAE



Dr. Martyn Davies, Royal Commission for Riyadh City; Dr. Belisa Marochi, Hult International Business School; Adib Mattar, Mubadala; Capital Clare Stafford Taylaur, Conscious Consulting; John Whelan, CRF

Explore how organisational resilience and growth interconnect in the Gulf region. In an era of rapid change and global opportunity, this event will provide a forum for HR leaders to explore strategies to adapt, evolve and thrive amidst complexity. From harnessing ambition to delivering regional and global growth, attendees will gain insights into building organisational capability, developing future talent, leading changing and fostering agility in a competitive market.



MAY 28 **HR Leaders' Briefing: Driving Organisational Performance**



Stockholm, Sweden

Prof. Rob Briner, CRF and Queen Mary University of London

Business performance has to be delivered at the organisational, business unit, team and individual level. Management and HR often focus on the individual, spending too much time and money designing the appraisal process, which in reality has little impact on overall performance. Considering the organisation as a whole, explore what HR should focus on to actually shift the needle on business performance. Attendees will leave with a clear idea of what is meant by performance and the levers that HR can use to drive superior performance for the organisation.



JUN 10 JUN 17 **Creating an Inclusive Culture**



London, UK | Online

Wanda Wallace, Leadership Forum

While creating a diverse and inclusive workforce is as important as ever, the bigger task is developing and embedding an inclusive culture that both delivers high performance and enables people to feel they belong, regardless of how you define diversity. This event will explore what inclusivity means in today's context, what distinguishes inclusive teams from others, what we know about building inclusive cultures in practice and what has and hasn't worked.



JUN 17-18 & JUL 14 **Mastering Strategic HR: Driving Organisational Performance**



London, UK

£2,995 CRF members
£5,990 Non-members

The business landscape is evolving rapidly and the expectation for HR to deliver measurable business outcomes has never been higher. This immersive two-day programme goes beyond personal development to redefine HR's contribution to organisational success – equipping Business Partners and leaders with tools and frameworks to elevate their function's impact on business performance. It focuses on the collective and systemic influence of HR on organisational goals – not enhancing individual capabilities; but empowering HR teams to align strategically.



JUL 1 **HR Leaders' Briefing: Creating an Inclusive Culture**



Amsterdam, The Netherlands

Wanda Wallace, Leadership Forum

This invitation-only briefing for senior HR leaders in Amsterdam will feature a presentation of the *Creating an Inclusive* research project, as well as the opportunity to network and discuss the research and other current issues over lunch.

OPEN PROGRAMME

CHRD

SEP 8-9 & **NOV 3-4** & **JAN 26 12-13** **Aspiring Group HRD**
London, UK
£9,500 CRF members
£19,000 Non-members

CEOs expect HR leaders to have functional expertise, but also require their HRD to be a commercially-focused business leader. Incorporating the insights of current board-level HRD's, CRF's flagship programme is tailored to provide the tools, skills, and approaches needed to become an effective business leader in stepping up to the top role in HR. Across the six days (3 x two-days) the sessions introduce guest speakers, such as FTSE 250 HRDs, presenting how they approached a particular strategic problem such as how to run a RemCo, or what they wish they'd known prior to stepping up.

RESEARCH

PSYCHOLOGICAL CONTRACT

SEP 16 **SEP 23** **NOV 6** **The New Deal at Work – How is the Psychological Contract Changing?**
London, UK | Online | Amsterdam, The Netherlands
Rob Baker, Tailored Thinking; Philippa Bonay, ONS;
Prof. Rob Briner, CRF and Queen Mary University of
London; Olga Martens-Stuurman, HP; Emma Parry, Cranfield University

The psychological contract is the – usually implicit – 'deal' between the employee and employer. It sets out what each party is prepared to give and what they expect in return. There has been much discussion whether broader changes in society such as ageing, generational differences and post-Covid-19 working arrangements have brought about a fundamental shift in the psychological contract. But, has the psychological contract really changed? And, if it has, what can and should HR be doing to manage these dynamic shifts?

OPEN PROGRAMME

EMPLOYEE RELATIONS

SEP 17-18 **Creating a 'Win-Win' Employee Relations Strategy**
London, UK
£2,250 CRF members
£4,500 Non-members

The landscape for employee relations in the UK is changing. Challenges include implementing anticipated legislative changes, pay pressures, modernisation and the impact of AI. These issues are creating tensions within the workplace and an increasing demand on HR professionals operating in the Employee Relations and Industrial Relations space. This programme is designed to ensure senior HR generalists and Employee Relations professionals have the skills necessary to navigate this complex arena to create and implement a 'win-win' strategy where employees feel valued and the organisation is able to deliver its strategic aims.

BRIEFING PAPER

WORK PSYCHOLOGY

NOV 5 **Behaviour Change**
London, UK
Prof. Rob Briner, CRF and Queen Mary University of London

The HR function implements policies and practices, from reward to training, with the intention of shaping or changing employee behaviour. This session will explore:

- What specific behaviours are required (and why)?
- Can such behaviours be changed in principle and what are the major psychological theories?
- What is the evidence for interventions aimed at changing behaviour?
- Does changing attitudes change behaviour?
- How does this psychological research apply to the work of your HR function?



INT. CONFERENCE

EVOLUTION OF WORK

OCT
6-8

OCT
7

INTERNATIONAL CONFERENCE: **Rethink Work: Evolve or Endure**

Lisbon, Portugal | Online



Céline Abecassis-Moedas, Universidade Católica Portuguesa; Prof. Ian Goldin, University of Oxford; Gina Jardine, Partner Jardine Oates; Deborah Perry Piscione, Work3 Institute; Andy Spence, Workforce Futurist; Kristofor Swanson, GCC; Sarah Toms, IMD

Organisations are confronting unprecedented challenges driven by geopolitical instability, economic shifts, technological advancements and evolving social norms. The problem is not just the scale of these changes but their pace, reshaping everything from supply chains to workforce dynamics. Climate change, resource scarcity and disruptive technologies are impacting industries, while demographic shifts and changing employee expectations challenge traditional work models. Organisations must rethink their business strategies, focusing on risk management and the critical skills needed for future success.

HR's role is pivotal. HR leaders must guide their organisations through this upheaval by redesigning jobs, fostering new skills, and preparing employees to adapt. They must also address the human impact of these transitions, ensuring that technology enhances rather than distances the workforce. Rethink Work: Evolve or Endure, will provide the insights and strategies HR and business leaders need to navigate this complex landscape and lead their organisations into a rapidly changing future.



RESEARCH

TALENT

NOV
11

NOV
19

Developing Future-Ready Talent

London, UK | Online



Carl Clarke, Southern Water; Morag Lynagh; Gillian Pillans, CRF; Matt Sigelman, The Burning Glass Institute; Meredith Wellard, theSpark

Changes to the workforce, demographic pressures, new business strategies, emerging technologies and the shift towards 'skills-based' talent strategies, among other factors, are leading many organisations to rethink their approaches to talent management. This event and associated research will take stock of the major developments in this field and consider how organisations can update their talent strategies to achieve better business outcomes.



RESEARCH

TALENT

NOV
18

NOV
19

NOV
20

HR Leaders' Briefing: Developing Future-Ready Talent

Zurich, Switzerland
Geneva, Switzerland
Stockholm, Sweden



This invitation-only briefing for senior HR leaders in Switzerland and Sweden will feature a presentation of the *Developing Future-ready Talent* research project, as well as the opportunity to network and discuss the research and other current issues over lunch or dinner.





NOV 28 Developing Future-Ready Talent in the Gulf

Dubai, UAE



Dua Al Toobi, The Futureproof Advisory; Andy Hill, Alghanim Industries; Lisa Lyons, Mercer; John Whelan, CRF

Shifts in workforce dynamics, demographic pressures, nationalisation initiatives such as Emiratisation and Saudisation, new business strategies, emerging technologies, and the global move towards 'skills-based' talent strategies are driving organisations to rethink how they approach talent management. Against the backdrop of ambitious national transformation agendas such as Saudi Vision 2030 and UAE 2031 Vision, this event and associated research will review the key developments shaping talent management in the region. We will explore how organisations can adapt their strategies to align with national priorities, build sustainable talent pipelines, and achieve stronger business outcomes.



NOV 26-27 HR Business Partnering Accelerator

Abu Dhabi, UAE



25,000 AED CRF members
30,000 AED Non-members

Across the GCC, HR needs to support and enable the development of national talent in order to support the national economic and social development goals. This unique programme supports the development of emerging HR professionals by offering the skills and career boost needed to fast-track into senior HR roles. Based on CRF's extensive research in HR and people management, the two-day, in-person programme will build key skills by conducting individual learning needs analysis, providing experiential, practitioner-based learning and delivering practical outcomes for the organisation.



DEC 2 HR Directors' End of Year Dinner

London, UK



Our annual invitation-only HR Directors' dinner is an opportunity for members to network with fellow senior practitioners as the year comes to a close. We will give an update on CRF's plans and progress, before exchanging on current issues over dinner.



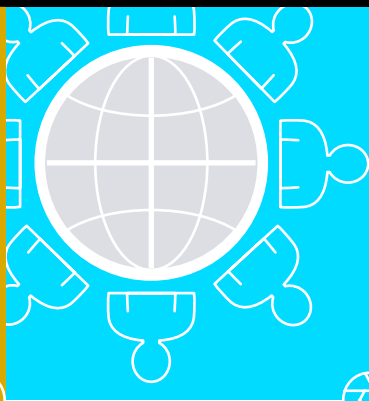
DEC 8-9 Impact Through People Analytics

Online

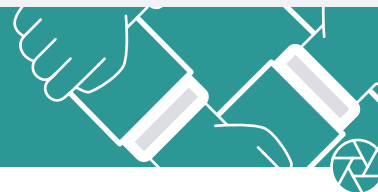


£1,650 CRF members
£3,300 Non-members

Taking an analytical approach and using evidence, rather than relying on gut instinct, provides a massive opportunity for HR to demonstrate business impact. Using HR data can help build the credibility of the function and improve the quality of decision making, enable employees to be more engaged and optimise the impact of business and people-based processes. This programme aims to take a commercial, HR-centric view of data and analytics and is designed to assist practitioners to leverage data and AI and provide more persuasive analytics.



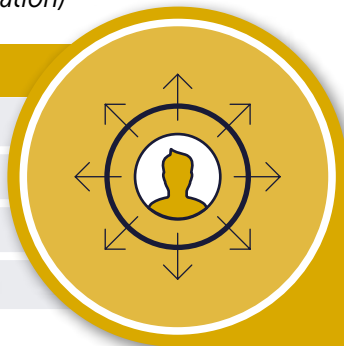
Learn more
about **Digital
Communities**



HR Directors (by invitation)

2025

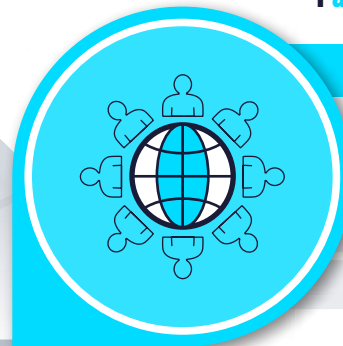
APR
JUL
OCT
DEC



HR Business Partnering

2025

FEB
MAY
OCT
DEC



DIGITAL COMMUNITIES

Join our **Digital Communities** to connect with practitioners, academics and experts in focused research and discussions and engage with peers on member-led topics throughout the year. Each community meets regularly to tackle current issues, staying connected through lively WhatsApp groups, regular updates and networking opportunities. Members also have access to curated content via a dedicated webpage.

Talent, Leadership & Learning

2025

MAR
JUN
SEP
NOV



Diversity, Inclusivity & Wellbeing

2025

JAN
MAY
SEP
NOV



LAUNCHING 2025

crflearning

Building on CRF's research, **Reimagining HR Business Partnering**, this suite of on demand courses delivers learning on each of the six critical capabilities HR professionals need to be highly-impactful in business partnering.

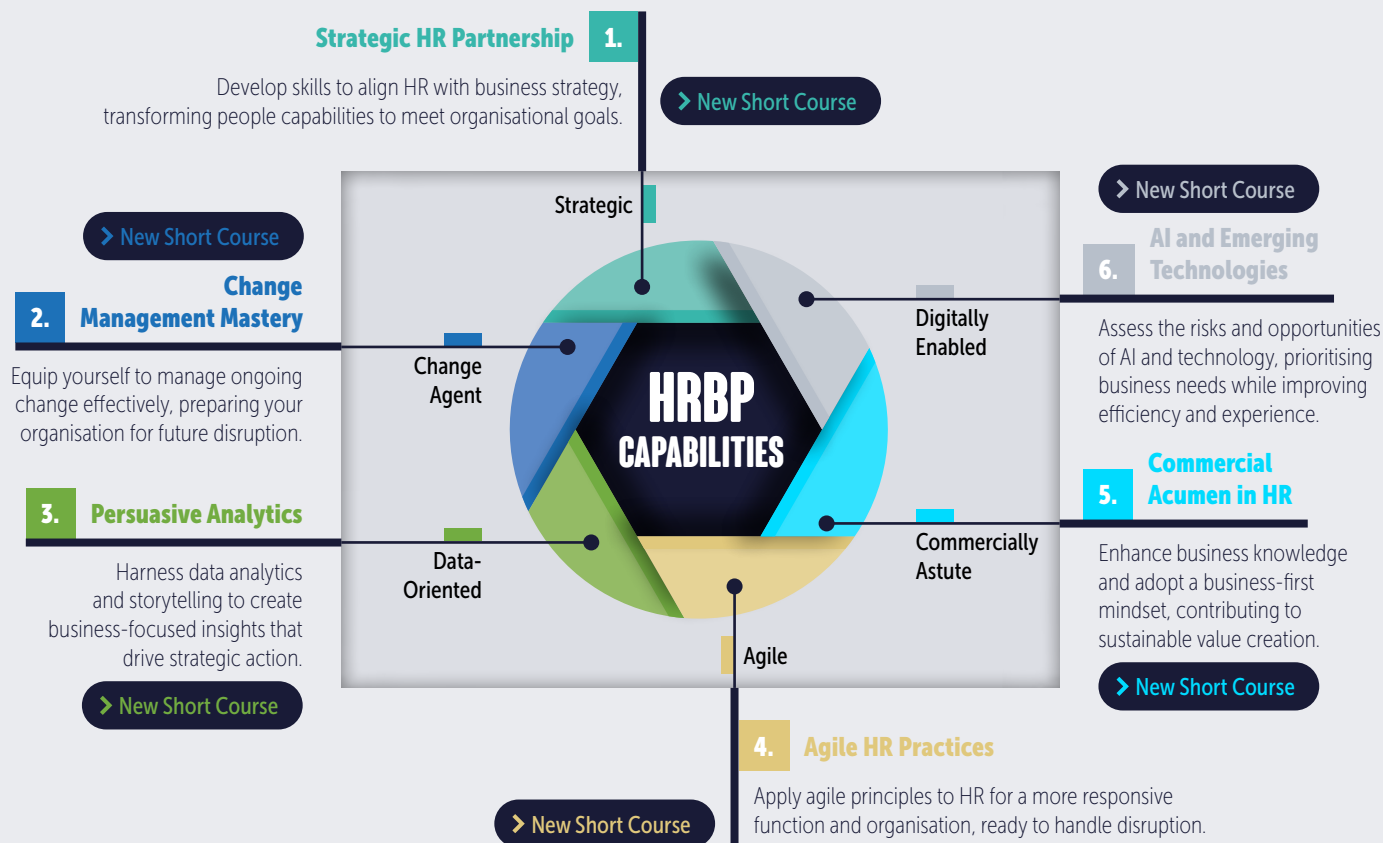
Learn more
about the
**On Demand
curriculum**



NEW ON DEMAND SUITE EFFECTIVE BUSINESS PARTNERING >>>

Each course, to be taken individually or as a comprehensive programme, develops the skills to be applied in day-to-day work in order to build careers, increase credibility and impact and – most importantly – make a difference to the performance of the organisation. As a result, participants will develop skills in the below areas.

The programme is aimed at HR practitioners in business partnering roles, even if they are not called HRBPs. Whether participants are from a centre of excellence, agile team or shared services, the six critical capabilities will enable participants to deepen expertise, organisational impact and build careers.



crflearning

CRF Learning **On Demand** is a library of online courses designed for HR professionals to learn at their own pace, in their own space.

Learn more about the **On Demand** curriculum



ON DEMAND COURSES

TECHNICAL HR	Workforce Analytics and Storytelling	Project Management	Evidence-Based HR	Developing Commercial Acumen
	Artificial Intelligence: Implications and Applications	Organisation Design for Agility	A Strategic Approach to Reward	
CHANGE AND TRANSFORMATION	Building a High-Performance Culture	Innovation and Creativity	Organisation Analysis and Diagnosis	Consulting Skills Part 1
	Developing the OD Practitioner	Change Management: The Essentials	Advanced Practices in Change Management	Consulting Skills Part 2
TALENT	Impactful Employee Experience	Succession Management	Building Effective Teams	Reskilling for Sustainable Growth
	Integrated Talent Management: The Essentials	Coaching: Maximising Business Impact	Strategic Workforce Planning	



FOR INDIVIDUALS

Courses completed at your own pace, in your own space

COURSES: Per participant, per course
from **£199** CRF members
from **£299** Non-members



TEAM SOLUTIONS

Courses completed as part of a cohort, including scheduled webinars and assignments

Contact: learning@crforum.co.uk



BESPOKE SOLUTIONS

Leverage content from On Demand and Open Programmes to develop a bespoke team solution tailored to the specific requirements of your organisation

Contact: rosanna@crforum.co.uk

crflearning

Looking for something more personalised? CRF Learning's **Custom Solutions** provide custom solutions tailored to the specific requirements and context of your organisation.

Learn more
about
Bespoke
solutions



CUSTOM SOLUTIONS

Custom solutions leverage CRF's catalogue of research, models and learning tools to meet the specific needs of your organisation, minimising protracted and costly design phases and offering the greatest return on investment. **Custom solutions** offer an adapted, custom version of existing open programmes alongside additional capability development on a wide range of challenges.

THE TYPICAL CUSTOM SOLUTIONS PROCESS



NEEDS ASSESSMENT

Engage with you to build deep understanding of your challenge, key objectives and how this will drive organisational performance



DEFINE SUCCESS METRICS

Establish clear outcomes and performance indicators with you



CO-CREATION OF SOLUTION

Integrate CRF content to your existing learning offer and context – ensuring a seamless experience for learners



PILOT PROGRAMME

Using design thinking principles, test with a small group to gather insights and refine the solution



FULL PROGRAMME DELIVERY

Execute the programme in collaboration with you, using the full blend of delivery and engagement techniques and channels



FEEDBACK AND CONTINUOUS IMPROVEMENT

Collect insights and data to adapt and enhance the programme for sustained impact



RECENTLY DELIVERED CUSTOM PROGRAMMES

- » Multi-year global online programme **building capability** across 200+ HRBPs for a FTSE 100 energy business.
- » In-person programme developing a **consulting mindset** for HRBPs and COE for a leading international professional services firm.
- » Facilitation of two-day **people strategy planning** workshop for the HR leadership team of an international financial services organisation.
- » **Blended learning programme** (incorporating e-learning) for Heads of, High Potential and OD Partners at one of the UK's leading Universities.
- » Supporting a luxury retailer in reimagining their **people partnering strategy** through a combination of formal and on-the-job learning.
- » Two-day programme mastering **people analytics** to enhance the capability of the data analytics team at a Government research establishment.
- » Individually tailored development programme for HRBPs including **360° and psychometric assessments** for a FTSE 100 telecoms company.



CRF Learning have proved to be an essential partner to me as I look to build the capability of my HR team. They have been a collaborative partner in co-designing a bespoke cost-effective solution which has evolved from face-to-face sessions to a purely digital experience run for nearly 250 participants from Australia to the US in five sessions per week spread over eight weeks. The impact of both has been immense and I look forward to continuing into the next phase of our partnership.

Chief Human Resources Officer, Avanade



crf

CORPORATE RESEARCH FORUM

INCREASING THE
EFFECTIVENESS
OF HR

www.crforum.co.uk

PROGRAMME PARTNERS

With special thanks to CRF Partners

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