

## “Meeting tomorrow’s challenges today”

**Conference sub-group:** Nicholas Johnston, Kiva Falvey, Ian Hodson, Graham Curling

### 1. Date and Venue

- Thursday 23 November 2017
- etc venues Hatton Garden

### 2. Content

The theme is around identifying major areas of change, understand how they impact on the HE /FE sector, and how workforce planning and roles design needs to respond to that.

### 3. Target audience and promotion

We are aiming for 35-50 people to attend, a mixture of HRDs, Reward Managers and lead users.

The event will be promoted via:

- ECC website
- ‘News You Can Use’ member e-bulletin
- specific invitations will be sent to HRDs, HERA lead users, JISCMail list every 2 weeks from the end of September
- invitations to sector partners such as UCEA

### 4. In the delegate pack

- Delegate list
- Relevant ECC literature tbc to include some of the new leaflets (eg. Senior reward, Introducing, Advantages, Networking, Calendar, LMD, consultancy)
- Workshop handouts – takeaway sheet for each workshop listing issues / themes with room for people to add current organisational status and ideas or actions

### 5. Exhibition stands - tbc

Capita? ECC Online demo? Others?

### 6. Outputs

All to be on website and promoted to members:

- Conference report, slides, handouts
- Workshop notes where applicable
- Video interviews with speakers

## 7. Agenda (10.00 – 15.30)

### 9.45 Registration

### 10.00 Introduction – Welcome, agenda, housekeeping

Nicholas Johnston, ECC Chief Executive

### 10.10 Keynote 1: “What’s changing now & in the future: key challenges for HE”

Nick Hillman, Higher Education Policy Institute

### 11.00 Coffee

### 11.10 Keynote 2: “Market pay in a changing context: Current workplace climate and environment; job evaluation, market pay and reward”

Peter Reilly, Institute for Employment Studies

### 11.50 Workshops session 1

a) Talent and recruitment in a post-Brexit world (ECC consultant Sandra Walton ECC Board member tbc)

b) Using Role Analysis to eliminate Unconscious Bias in Recruitment and Reward Processes (ECC consultant Kerry Bullen, ECC Board member Ian Hodson?)

c) Role design and workforce planning for tomorrow (Royal College Art Duncan Paton & ECC consultant Susanne Bradley ECC Board member tbc)

(implications for workforce planning, link with HERA always having had higher weighting on teaching, REF, TEF, digital economy, Apprenticeships, development roles, living wage)

### 12.50 Lunch

### 13.30 AGM (incl member rules update re GDPR)

### 13.40 Workshops session 2

### 14.40 Keynote 3: “Agility in Academe: How can HE tap knowledge expertise and commitment to promote smart effective responses to a fast changing environment through learning and agility”

- The need for change and adaptability
- The role of learning OD and agility
- Seven Steps to transformation

John McGurk, Head of Scotland, CIPD

### 15.20 Closing remarks

Julie Lloyd, ECC Chair

### By 15.30 Close