

**Round pegs in round holes:
Aligning roles to organisational strategy**

AGENDA

9.45 Registration

10.00 Introduction – Nicholas Johnson, ECC

10.15 Professor Rama Thirunamachandran, VC and Principal, Canterbury Christ Church University

Broader sector issues possibly political or other trends. A flavour of what is keeping VCs and HRDs awake at night. Why the conference theme matters.

11.00 Coffee

11.15 Workshops session 1

Workshop 1 – From management information to management action.

Data, reporting and analytics. How can HERA support your management information. Examples from ECC Online of info extracted and overlaid with other data. Strategic use of ECC online, e.g. restructuring, pay modelling, HESA data.

Workshop 2 – Linking performance and reward for senior staff.

Your most senior staff will play a prime role in the growth, direction and overall success of your organisation. Could a well-structured performance based reward system ensure that these staff are acknowledged, rewarded and supported to deliver improved business success?

Workshop 3 – Using competency frameworks to deliver organisational performance

This workshop aims to:

- Examine the drivers for change;
- Explore the culture change required;
- Discuss the process for implementation;
- Highlight the benefits.

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- 12.15 Lunch
- 13.15 AGM
- 13.30 Workshops session 2
A re-run of the above workshops.
- 14.30 Eira Hammond, Chair and Ros Hendren, Director of the Institute of Payroll Professionals.

The importance of role design to achieving your strategic aims.

Supported by case study material demonstrating best practice across sectors including retail food.
- 15.15 Closing remarks, Julie Lloyd, Chair ECC
- 15.30 Close