

CIPD IRELAND WESTERN REGION

PROGRAMME  
OF EVENTS  
**2011-2012**



*Transformational*

**HR**

**BUILDING BUSINESS CAPABILITY**

CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT IN IRELAND

# MESSAGE FROM EVENTS LAUNCH SPONSOR



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For further information please call Elaine Kennedy, Manager - Morgan McKinley, Limerick

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**CIPD WESTERN REGION—OUR MISSION**

*Advance continuously the management and development of people to the benefit of individuals, employers and the community at large.*

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## Welcome to our 2011/12 programme of events.

As incoming Chairperson I would like firstly to acknowledge and thank the Western Region Committee who have worked voluntarily and tirelessly to provide the region with excellent events and speakers. At the AGM we were fortunate to enlist new additional members to the committee and coupled with current committee members, this has provided a well-balanced and professional blend of experience, from both the public and private sectors which we hope you will see reflected in this years events.

I would like to welcome and thank Morgan McKinley Recruitment who are our new first time Brochure and Launch sponsors and we look forward to a mutually beneficial partnership throughout this forthcoming year. In addition, special thanks and gratitude to all our Event Sponsors, Patrons and Supporters both past and present, without whose continued assistance we could not continue to provide this resource or branding to the region.

This region is home to many indigenous and non-national companies and as HR professionals we strive to continually enhance the recruitment, development and retention of our workforces. It is at this critical juncture that HR professionals must be at the forefront of supporting and driving their management teams to promote the continued attraction of business to this region. Attaining that elusive *“seat at the top table”* was a challenge in itself however this is no longer sufficient, maintaining and developing it is the next chapter in the HR professions journey. We must share in the purpose of our organisations and drive strategies that will ensure business success and employee engagement. Through this adaptive approach we can influence the future; managing costs, improving processes and remaining legally compliant while treating our employees with integrity which is fundamental. Developing our agility will ensure we maintain our competitive advantage which is paramount to sustaining employment in Ireland and Western Region.

Our chosen theme of *“Transformational HR - Building Business Capability”* is apt as despite the challenges that we currently face in the practice of H.R. there is strong evidence that the H.R. function is now playing a significant role in managing business. This theme will be reflected in the range of speakers and topics covered in the programme for 2011/2012.

Members and attendees, we thank you for your continued support and attendance at our events. Remember you do not need to be a CIPD member to attend our events so I would encourage you to bring a work colleague, customer or client.

Our dedicated website [www.cipdwest.com](http://www.cipdwest.com) is our main source of information and you can now follow us on **Facebook** at CIPD Ireland –Western Region.

Finally, a definite date for your diary again this year is our *Annual Gala Dinner Dance* on November 18th, which is being kindly sponsored by *Quinn Healthcare* for the second year running. We look forward to seeing you at some or all of our events.

**Alan Dodrill**, *Chairperson CIPD Western Region*

02 **PHOTO** **STANDING** Declan Heneghan, Jacqueline O’Dowd, Margaret Tierney, Gail Quinn, Pamela Connolly, Gerard Kelly **SEATED** Geraldine Grady, Sharon Walsh, Alan Dodrill, Goda Faherty, Christine Prendergast **(NOT PICTURED)** Tom Creedon, Bernie Turley

Sponsor: Quinn Healthcare

## GALA DINNER DANCE

Take Care, Take  
QUINN healthcare

**MC** Mr Alan Shortt (Comedian, Writer, Actor, Broadcaster)

**BAND** Keith McDonald and The Showband Show

Kindly sponsored again by QUINN- healthcare for the second year running; the Gala Dinner Dance is a must for all and will be a very entertaining night with Mr Alan Shortt as our Master of Ceremonies, Keith McDonald and The Showband Show will provide the music for the night and there will be a DJ till Late.

**WHEN** Friday 18<sup>th</sup> November 2011 7.30PM

**WHERE** Salthill Hotel, Galway

**COST** €50 (incl. drinks reception AND 4-course dinner with wine)

**BOOKING** Contact Margaret Tierney Smith on 087 7978130

In the current market, people now more than ever are looking for better value health insurance.

At QUINN-healthcare we offer excellent benefits and prices that will not burst your bubble, giving members peace of mind and immediate cover when they switch from other providers.

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Take Care, Take QUINN-healthcare

Sponsors: Hennelly Finance and AVIVA Health

## ANNUAL GENERAL MEETING & NETWORKING EVENING



**WHEN** Thursday 19<sup>th</sup> April 2012 6.30PM

**WHERE** Carlton Hotel, Renmore, Galway

*Get Better Healthcare for Less for your Company!*

Hennelly Finance is delighted to partner with Aviva Health to jointly sponsor the CIPD Western Region AGM.

As companies all over the country review their expenditure to ensure they remain cost competitive, many are finding better value by reviewing existing suppliers. Companies can make substantial savings without compromising on cover by reviewing their current plan as well as their provider.

Hennelly Finance is an approved Aviva health insurance intermediary and can advise on Aviva Health Insurance plans – both corporate and individual.

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ONE

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Sponsor: Morgan McKinley

## LAUNCH OF EVENTS



**SPEAKER** *John Killeen, CEO, Colas Group / Chairman of the Galway Docklands Redevelopment Committee*

**WHEN** *Thursday 22<sup>nd</sup> September 2011* **6.30 PM**

**WHERE** *Carlton Hotel, Renmore, Galway*

TWO

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Sponsor: Boston Scientific

## HR CONTINUOUS IMPROVEMENT BREAKFAST EVENT!



**SPEAKERS** *HR Project Team, Boston Scientific, Galway*

**WHEN** *Thursday, 27<sup>th</sup> October 2011* **8 AM – 9.30 AM**

**WHERE** *Boston Scientific, Galway*

THREE

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Sponsors: NUI, Galway and the Irish Research Council for the Humanities & Social Sciences

## SYMPOSIUM EMPLOYEE VOICE & ENGAGEMENT: ESTABLISHING THE LINK AND EXPLORING THE EVIDENCE OF POLICY & PRACTICE IN IRELAND



**SPEAKERS** *Dr. Tony Dundon, Senior Lecturer,  
School of Business and Economics, NUI, Galway  
Dr. Deirdre Curran, Lecturer,  
Employment Relations, NUI, Galway*

**WHEN** *Friday 18<sup>th</sup> November 2011* **9.30AM – 1PM**

**WHERE** *Salthill Hotel, Galway*

**COST** *Free entry for Gala Dinner Dance Ticket Holders  
or €20 for Symposium Ticket Only*

Sponsors: Hollister ULC &amp; GMIT, Castlebar

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FOUR

## PERFORMANCE MANAGEMENT



**SPEAKER** Mary Ann McDonagh, BBS, MBSHRM, FCIPD, CRP

**WHEN** Thursday 24<sup>th</sup> November 2011 **6PM**

**WHERE** GMIT – Castlebar Campus

Sponsor: HSE – West

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FIVE

## SUCCESSION MANAGEMENT & TALENT DEVELOPMENT IN A RAPIDLY CHANGING HEALTH SERVICE



**SPEAKER** Jim Fleming, MScOB,  
Asst. National Director of Human Resources, HSE

**WHEN** Thursday 19<sup>th</sup> January 2012 **6PM**

**WHERE** Merlin Park University Hospital, Galway

Sponsor: Medtronic, Galway

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SIX

## ENCOURAGING VOLUNTARY PENSION SAVINGS: A CASE STUDY FROM MEDTRONIC



**SPEAKERS** Maureen Maloney, Lecturer & Programme Director,  
HRM, NUI, Galway  
David Morris, Rewards Manager, Medtronic, Galway

**WHEN** Thursday 23<sup>rd</sup> February 2012 **6PM**

**WHERE** Medtronic, Galway

Sponsor: Covidien

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SEVEN

## CHANGE MANAGEMENT & EMPLOYMENT LAW UPDATE



**SPEAKERS** Paddy Gleeson, MSc, FCIPD, HR Director: Ireland, Covidien  
Deirdre McHugh. B.A. LL.B. LL.M. Barrister-at-Law

**WHEN** Thursday 29<sup>th</sup> March 2012 **6PM**

**WHERE** Covidien, Michael Collins Road, Mervue, Galway

**EVENT ONE** *Thurs, 22<sup>nd</sup> Sept '11 (schedule: pg 4)*

**Launch of Events**

**SPEAKER** *John Killeen, CEO, Colas Group / Chairman of the Galway Docklands Redevelopment Committee*



Born in Roscommon, John Killeen, began his career with a structural engineering firm, Stanislaus Kenny & Partners in Dublin where he worked as Assistant Project Manager on Ireland's first large scale tunnel project, the Grand Canal Scheme. Mr. Killeen is CEO of the Colas Group (Cold Chon) and Chairman of the Galway Docklands Redevelopment Committee.

Mr. Killeen is a fellow of the Institute of Civil Engineers in London, the Institute of Engineers of Ireland and the Academy of Engineers of Ireland. He is former President of the Institute of Engineers in Ireland and former Chairman of Engineers Ireland, West Region.

As Chairman of 'Let's Do It Galway' he led the effort that brought the Volvo Ocean Race to Galway. In May this year he was honoured with the Freedom of the City of Galway for his work in promoting the development of Galway's docklands for bringing successive international festivals to Galway as part of the last and next Volvo Ocean Race. John stated that next year's Volvo Ocean Race is set to generate an €80 million windfall for Galway, with more than 600,000 people expected to flock to the city.

**EVENT TWO** *Thurs, 27<sup>th</sup> Oct 2011 (schedule: pg 4)*

**HR Continuous Improvement**

**SPEAKERS** *HR Project Team, Boston Scientific, Galway*

The HR function in Boston Scientific has embraced the LEAN methodology to execute its' portfolio of projects supporting the business. At this breakfast event, the Continuous Improvement SME for the HR function will take the audience through the LEAN methodology specifically the DMAIC toolkit. Project leads will then present the best in class projects from both the JDI - Just Do it and LBP - Lean Business Project categories.

This event is the first of its kind outside of Boston Scientific and it is hoped that this sharing of best practice will be mutually beneficial to both current practitioners of LEAN in other organisations and also those considering using these tools. There will be an opportunity to review the project storyboards and put questions to the SME and Project Leads.

**TOPIC CONTENT TO INCLUDE:**

- + Define - Is/Is Not, SIPOC, VOC, Project Charter, CBA
- + Measure - Current State Map
- + Analyse - Future State Map
- + Improve - Gantt Chart
- + Control - Trend Graphs

## EVENT THREE

Fri 18<sup>th</sup> Nov 2011 (*schedule: pg 4*)

### Symposium

**EMPLOYEE VOICE & ENGAGEMENT:**

**ESTABLISHING THE LINK AND EXPLORING THE EVIDENCE OF POLICY AND PRACTICE IN IRELAND**



Employee Engagement has been identified by practitioners and policy-makers as an important challenge to sustain competitive organisations.

#### **SYMPOSIUM CONTENT TO INCLUDE:**

- + New research establishing the link between voice & engagement
- + Regulating employee voice in Ireland
- + Patterns and trajectories of employee engagement: Irish and international evidence
- + Changing Employee Representation Structures in Ireland

**SPEAKERS** *Dr. Tony Dundon, Senior Lecturer, School of Business and Economics, NUI, Galway*  
*Dr. Deirdre Curran, Lecturer, Employment Relations, NUI, Galway*

Dr. Tony Dundon is a senior lecturer at the School of Business and Economics, NUI, Galway. His research interests include systems of employee voice and representation. He is currently the Chief Examiner for the Chartered Institute of Personnel and Development (CIPD) and editor of the Human Resource Management Journal. His most recent publication is "Understanding Employment Relations" (McGraw Hill, 2e, 2011).

Dr Deirdre Curran is a lecturer in employment relations at NUI Galway. Her background is in occupational psychology. Deirdre's PhD explored the impact of employee voice regulations in Ireland and she is currently conducting research exploring employee voice and engagement practice, in light of the new regulations.

#### **FOR REGISTRATION OR FURTHER DETAILS, PLEASE CONTACT:**

Goda Faherty on **M:** 087 2965161 **E:** goda.faherty@hse.ie or,  
 Sharon Walsh on **M:** 087 121 7189 **E:** swalsh@bmr.ie

**EVENT FOUR** *Thurs 24<sup>th</sup> Nov 2011 (schedule: pg 5)*

**Performance Management**

**SPEAKER** *Mary Ann McDonagh,  
BBS, MBSHRM, FCIPD, CRP*



Mary Ann has worked as a HR practitioner and held a number of Senior HR Management positions within large multinational organisations. She has delivered management development training across Asia, Australia, US and Europe. She is particularly interested in measuring how training and development benefits the performance of the organisation and is a certified ROI practitioner with the ROI institute in the US.

Mary Ann has extensive experience in team facilitation and has worked with groups in both the private and public sector with the aim of enhancing team effectiveness. She is also a certified conflict mediator with the Mediator's Institute of Ireland specialising mainly in organisational conflict.

**TOPIC CONTENT TO INCLUDE:**

- + Performance Management with Reference to Recent Irish Research
- + Lively Discussion, Audience Interaction
- + Specific Case Studies to Practically Bring the Problem Question to Life
- + Return on Investment will also be Explored

**EVENT FIVE** *Thurs 19<sup>th</sup> Jan 2012 (schedule: pg 5)*

**Succession Management & Talent  
Development in a Rapidly Changing  
Health Service**

**SPEAKER** *Jim Fleming, MScOB,  
Asst. National Director of Human Resources, HSE*



The transformation of the health services in Ireland from regional Health Boards to a single national entity over the past six years has been a large complex change programme. The recent financial downturn, involving severe cutbacks and downsizing of management and administrative staff via redundancy and early retirement programmes, has impacted on knowledge retention and management resources throughout the organisation.

Jim heads up a new department within Corporate Human Resources, called Succession Management, which is now addressing the need to develop talent within the organisation to fill future vacancies for senior positions and to identify a pool of younger managers for longer term development.

**TOPIC CONTENT TO INCLUDE:**

- + Challenges
- + Setting Priorities
- + Our Approach
- + Sustaining Development

**EVENT SIX** *Thu 23<sup>rd</sup> Feb 2012 (schedule: pg 5)***Encouraging Voluntary Pension Savings  
A Case Study from Medtronic**

**SPEAKERS** *Maureen Maloney, Lecturer & Programme Director, HRM, NUI, Galway*  
*David Morris, Rewards Manager, Medtronic, Galway*

Maureen Maloney is a lecturer in Human Resource Management and the Programme Director of the M.Sc. in Industrial Relations and Human Resource Management at NUI Galway. She is engaged in research to find solutions to the pension shortfall that faces individuals, businesses and governments. Maureen Maloney holds a BSW and an MBA from the University of Pittsburgh. She completed her H. Dip. Econ. Sc. at UCD and her M. Econ. Sc. at NUI Galway.

David Morris is a Rewards Manager at Medtronic and has completed research papers on Rewards Strategy and Rewards Communications. He holds a B.Comm and MBS (Industrial Relations & Human Resource Management) from NUI Galway.

**TOPIC CONTENT TO INCLUDE:**

- + Strategy to Promote Pension Savings
- + Communication Methods and Timing
- + Challenges and Difficulties of Pension Communications

**EVENT SEVEN***Thurs 29<sup>th</sup> Mar 2012 (schedule: pg 5)***Change Management &  
Employment Law Update**

**SPEAKERS** *Paddy Gleeson, MSc, FCIPD, HR Director: Ireland, Covidien*  
*Deirdre McHugh, B.A. LL.B. LL.M. Barrister-at-Law*

Paddy Gleeson is a Science graduate, FCIPD and has an MSc (Organisational Behaviour). In his 22 year career in industry, Paddy has worked in Human Resources and operational roles in the FMCG sector in UK, Ireland and France before joining Covidien over 7 years ago. He is currently the HR Director for the Company in Ireland with more than 1,500 employees throughout six locations.

Deirdre McHugh, Barrister, is a Lecturer in Law at the GMIT and founder member of 353 Management & Legal Training Services. Widely acknowledged as an expert in Employment Law, Deirdre is a strong advocate in educating businesses that prevention is far better than the cure and her focus is to avoid costly litigation by ensuring her clients have a deep understanding of all their legal compliance obligations by putting preventative strategies in place.

**TOPIC CONTENT TO INCLUDE**

- + Business Context for HR change
- + Change Management –  
What HR Needs To Be Successful
- + Employment Law:  
What Changes We Have Seen?
- + What To Expect in 2012-2013?
- + Recent Cases of Interest

## HR INFORM – 24 Desk Side Assistance



HR-inform is a subscription information service from the CIPD, developed in liaison with HR practitioners to meet the needs of the profession.

It is a practical, easy-to-use online HR resource which will help you save time, money and reduce risk by ensuring you are legally compliant and following good practice. With model policies and procedures, letters, forms and 'how to' flow charts that you can customise, plus best practice tips and handy calculators, it's an invaluable 24/7 resource for HR professionals.



Plus there's an employment law helpline.

see... <http://hr-inform.cipd.co.uk>

## Management Competencies for Enhancing Employee Engagement (JUN 2011)

This study aims to identify specific management behaviours important for enhancing employee engagement and explores the differences between first-level line management and more senior-level management. It includes a competency framework for use in giving guidance to managers.

The full study can be downloaded (subject to membership status) here... [http://www.cipd.co.uk/binaries/5299\\_App%20to%20change%20PT%20\(WEB\)%20FINAL.pdf](http://www.cipd.co.uk/binaries/5299_App%20to%20change%20PT%20(WEB)%20FINAL.pdf) or via this shortened link: <http://is.gd/LJRdrd>

## Recent CIPD UK Podcast... (JUL 2011)

*"The importance of Creating and Sustaining a Sense of Shared Purpose within Organisations"* – podcast 56

free download... (subject to membership status)

[http://www.cipd.co.uk/podcasts/\\_articles/\\_creatingandsustaining.htm](http://www.cipd.co.uk/podcasts/_articles/_creatingandsustaining.htm)

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CIPD Ireland - Western Region



## Keep Updated – Come To Our Events!

Information on Recent CIPD Research and Publications Is available at each event – don't miss out!

**FOR MORE INFORMATION ON THIS PROGRAMME OF EVENTS PLEASE  
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## CIPD West in Numbers

- |                                           |                        |
|-------------------------------------------|------------------------|
| + 416 Members in Total<br>(Galway & Mayo) | + 101 Graduate Members |
| + 47 Fellow Chartered Members             | + 62 Associate Members |
| + 120 Chartered Members                   | + 66 Student Members   |
|                                           | + 20 Affiliate Members |

## **MAIN SPONSORS**

**Morgan McKinley**  
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(GALA DINNER DANCE)

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Collins McNicholas (*Student of the Year – GMIT*)

Medtronic Vascular Galway (*Student of the Year – NUI, Galway*)

Careerwise Recruitment (*Committee Contribution Award*)

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### **A WORD OF THANKS...**

Carlton Hotel, Renmore, Galway

Connacht Tribune

Galway Advertiser

Galway City Tribune

Galway Independent

Tuam Herald

Galway Now

John McMahon Photography

Mayo Advertiser

Mayo News

Michael Donnelly Photography

Salthill Hotel, Galway

Sean O'Neill, Website Design

Western People

*"The CIPD Western region is a model of how a modern professional network should operate. It assists members to maintain the highest standards in their professional practice, and it is a welcoming and inclusive group."*

**Clodagh Geraghty**

Lecturer in Law & Human Resource Management, GMIT Castlebar

*"It's been an absolute pleasure to work with the CIPD Western Region group over the past several years. Last year, our symposium on HRM in multinational companies attracted a large audience comprising both senior practitioners and students and was highly interactive. We are always delighted to visit the West"*

**Professor Patrick Gunnigle**

Kemmy Business School, University of Limerick

*"CIPD Western Region provides a first class learning and networking environment for HR specialist offering a wide range of events which addresses and debates leading edge HR issues"*

**Professor Hugh Scullion**

Cairnes School of Business and Economics, NUI, Galway

*"At Medtronic, our Human Resource team has benefited significantly from the educational and collaborative opportunities available through the CIPD programme"*

**Dorothy Kelly**

Director of Human Resources, Medtronic Vascular, Galway

*"I have no doubt that without the CIPD & associated contacts I would not be where I am today"*

**Norma Golding**

HR Specialist, MCS, Parkmore Technology Park, Galway

T E S T I M O N I A L S

**CIPD IRELAND WESTERN REGION**

**[WWW.CIPDWEST.COM](http://WWW.CIPDWEST.COM)**

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