



**KNOWLEDGE**  
SEEKERS UK

## ***Live to Lead Conference: HR Ambitions & Managing Under Performers***



**09<sup>th</sup> - 11<sup>th</sup> September 2024**

**Amsterdam - Netherlands**



Live to Lead Conference is the HR leadership

#90227193



development event that is designed to introduce you to new perspectives, practical tools and key takeaways. You will listen to fresh, inspiring and world-class HR speakers. Learn how to build a culture of high HR leadership within your organisation. Case studies, discussions and debates deliver everything you need to know about the latest approaches to help you achieve your HR ambitions. It's no secret. Employees who feel they are valued and recognized for the work they are more motivated, responsible, and productive. This conference will help team-leaders and managers create a more dynamic, loyal, and energized workplace. It is designed specifically to help busy managers and supervisors understand what employees want, and to give them a starting point for creating champions. Also, This conference will focus on the critical skills managers need to resolve conflicts, manage poor performance and employee misconduct.

### Main panel topics to be discussed:

This conference will help guests to develop better understanding of:

- ✓ What motivation is
- ✓ Common motivational theories and how to apply them
- ✓ About the carrot, the whip, and the plant
- ✓ How fear and desire affect employee motivation
- ✓ Identifying the nature and causes of conflict
- ✓ Handle conflict in the workplace & Use active listening skills
- ✓ Establishing why performance appraisal fail
- ✓ Recognizing and handling the poor performer
- ✓ Define misconduct & Establishing disciplinary matrix.
- ✓ Identifying rules of natural justice

### Who is right for this Conference?

It is designed for senior HR managers and managers' assistants that aspire to become more effective in their management and to take on greater management challenges. Participants may come from any functional background, industry, or country. You can expect a diverse group of peers with whom you will share personal reflections on HR leadership, exchange ideas, and extend your personal and professional network. Typical participant titles include:

- Chief operating officer & HR Executives
- Chief administrative assistants
- Senior vice president & team leaders
- Human resources officers
- Divisional director or leader
- Supervisors, Line/People Managers.

To derive maximum value from this conference, individuals or teams are welcome to attend. When several individuals from a single company attend as a group, they can offer continuing support for each other's HR leadership development after the conference ends. This dynamic conference is highly-interactive and encourages delegates' participation. The conference will include presentation lectures by speakers, panel discussion, practical talks, videos, case studies, and breakout session designed to reinforce new skills. The comprehensive conference agenda has been designed to be practical, easy to use and facilitate learning.

### Main Speakers



### Malcolm Levene :

Malcolm teaches people how they can significantly improve their life-skills, business skills and their businesses by developing their very own Personal Brand. Prior to being a full time Personal Branding coach Malcolm was known as a Personal Style expert. His clients included Tony Blair, Alastair Campbell, Michael Marks CBE and Michael Gove MP.

As a Personal Branding Coach, Malcolm works with businesses and HR individuals who are desirous of projecting an authentic Personal Brand, a brand that accurately portrays who they are from the inside out. He offers his extensive experience as it relates to enabling HR people to attain their goals, maintain focus and be highly effective in their day-to-day interactions. Malcolm's corporate clients include Prudential, Deutsche Bank, Tesco, Citigroup, Robert Walters PLC, Nestle', Volvo (UK), The Bank of New York Mellon and KPMG. Mr Levene delivered many successful workshops for Knowledge Seekers UK' international clients.



In a previous business life, Malcolm owned and ran the MALCOLM LEVENE retail fashion business in London's West End. His retail experience enables him to understand the relevance of the customer experience and how important it is for any business to create long-term customer loyalty and trust. In the mid-eighties the MALCOLM LEVENE shop was considered to represent the gold standard in Customer Service. As a passionate advocate of authenticity as a key to success in life and in business, Malcolm writes and speaks publicly about the subject. He has written two self-development books, both of which have been published in the UK and the USA. He also writes articles for business magazines, focusing on Personal Branding for success. Malcolm has been profiled in The New Yorker, The Independent and The Observer. He is frequently quoted by the Press and appeared on television as an expert regarding Self Development for Business Success, Identity success factors for HR professionals.

### Sarah Trought:

MBA, FCIPD. HR Business Partner - Specialising in Talent Management, Employee Engagement and Team Development. Sarah offers bespoke People and Organisational Development solutions to corporations. Prior to this Sarah has held senior roles, both operational and strategic, within blue-chip organisations. She combines her human resources and business expertise with an uncanny ability to identify, select and develop great people. Sarah is a Chartered Fellow of the Institute of Personnel and Development. European Coach Training and NLP Masters Coaching.

#### Specialties:

- Leading Search & Selection Professional
- Retention and Talent Management
- Human Resources Coaching
- Strategy & Outplacement.
- Leadership & Organisational Development.
- Team Development & Organisational Change



#### Corporations Experience:

- BMW Group UK Limited & BMW Manufacturing Ltd
- Aviva - BBC

## ***Agenda***



## 09 Sept 2024 (Day 1)

### (09:00) Registration, Introduction & Ice Breaking

You will spend the first part of the day getting to know participants and discussing what will take place during the workshop. Delegates will also have an opportunity to identify their personal learning objectives.

### (09:30 - 10:30) Motivating Your Workforce by Malcolm Levene

- To begin, participants will explore motivation through a fun activity.
- **Supervising and Motivation:** we will look at everyday objects that represent approaches to motivation; the carrot, the whip, and the plant.
- **Creating a Motivational Climate:** This session will look at the reinforcement theory, also called the behavioural theory, of motivation.
- (10:30 am - 10:45 am) Coffee break

### (10:45 am - 11:45 am ) by Sarah Trought

- **Applying Your Skills :** Participants will be introduced to several motivational case studies.
- **Designing Motivating Jobs:** Session will explore methods of designing (or redesigning) motivating jobs
- **Motivational Checklist:** To wrap up the day, we will look at the ten things you can do to motivate employees on a daily basis.

### (11:45 - 12:45) Motivational Theories by Malcolm Levene

- **Maslow's and Herzberg's** theories of motivation.
- **Fear and Desire:** For the pre-assignment, participants were asked to answer some personal questions about motivation. During this session, they will discuss their responses.
- **Expectancy Theory:** participants will learn about the expectancy theory through a thoughtful exercise and group discussion

(12:45 - 01:45) Lunch break & Networking

### (01:45 pm - 02:45 pm) Deutsche Bank case by Gintare Nemanyte Knowledge Seekers

- **Setting Goals:** is an important part of motivation. This session will look at a SMART way of setting goals
- **The Role of Values:** Participants will explore their feelings about various motivational factors
- **What is Counselling job**

### (02:45 pm - 03:30 pm) Managing Conflict by MICHAEL DEWAR KS UK Associate Consultant

- Define Conflict & Knowing the Nature and Causes of Conflict
- Establishing the Traditional and Contemporary Views of Conflict
- How Do You Handle Conflict at the Workplace Effectively?
- What is a Dual Concern Conflict Resolution Model?
- Adopting a Active Listening Ear & The Art of Effective Questioning

### (03:30 pm - 04:15 pm) Managing Poor Performance by Sarah Trought

- What is Performance Management & Performance?
- Diagnosing and Dealing with Poor Performance.
- How to Motivate an Underperforming Employee?
- Why Performance Appraisal Fail?
- Benefits of Putting an End to Poor Performance.

## 10 Sept 2024 (Day 2)

Delegates who have attended this conference previously have gained a sense of career direction together with the desire to take action. You can expect to receive career management tools, interview technique, have your questions answered, and hear stories from other delegates who will share their path to success! As a leader, you need to implement your new action plan and lead with renewed passion and commitment.

(09:00 - 09:30) **Morning networking**

(09:30 - 10:45) **Navigating through your HR Career**

*Speaker: Tom Robinson* CIPD. Tom is a multi award-winning professional with a background in cultural, organisational and learning & development. With a career in service-led industries, he helps organisations to develop a culture of engagement and productivity, using the power of their people!

(10:45 - 11:00) coffee break

(11:00 - 12:30) **HR accredited qualification & considering your career options**

*Speaker: Sarah Trought* (The Mind Company)

- ✓ Do you need to build resilience to enable you to cope with ever-changing work environments?
- ✓ Do you want to continue to manage and develop your career to ensure when you're ready to transition you have the skills, knowledge, experience and relationships in place to help you achieve this?

(12:30 - 01:30) networking lunch

(01:30 - 02:30) **Solutions to common leadership challenges**

*Speaker: John C Maxwell*

Leadership expert, bestselling author, and coach. John C. Maxwell, the #1 New York Times bestselling author, coach, and speaker who has sold more than 26 million books was identified as the #1 leader in business by the American Management Association and the world's most influential leadership expert by Business Insider and Inc. magazines in 2014. In that year, John also received the Mother Teresa Prize for Global Peace and Leadership from the Luminary Leadership Network. His organizations — The John Maxwell Company, The John Maxwell Team, and EQUIP — have trained more than 6 million leaders in every nation.

(02:30 - 03:10) **The confidence in your team's ability to execute and how to turn around their performance**

*Speaker: Roger Fairhead*

Roger Fairhead started his career designing industrial control systems before moving into project management and went on to gain experience at all levels in project management and IT. He is a leadership specialist delivering Leadership for Business Achievement through advising leaders & entrepreneurs. Roger's passion is to help people to learn to use effective leadership skills to lead their teams to capitalise on their strengths and passions to realise their dreams. He is the Director of Leadership for Business and a certified leadership coach and trainer with the John Maxwell Team. He can help accelerate your personal and professional growth through study and practical application of proven leadership methods.

(03:10 - 03:30) networking break

(03:30 - 04:15) **Doubting your own HR plans and ideas**

*Speaker: Dave Ramsey.*

A personal money-management expert. His seven best-selling books—Financial Peace, More Than Enough,



The Total Money Makeover, EntreLeadership, The Complete Guide to Money, Smart Money Smart Kids and

The Legacy Journey—have sold more than 10 million copies combined. Dave's company, Ramsey Solutions, offers a message of hope, through various means, to anyone who wants to better understand the principles of proper money management, the importance of strong leadership, and focused intensity on setting and reaching individual goals.

### **11 Aug Sept (Day 3)**

(09:00 - 10:00) **Managing Employee Misconduct** by Malcolm Levene

- Define Discipline & Understanding the types of Discipline.
- Identify Progressive Disciplinary Action.

(10:00 - 10:45) **Setting The Limits** by David Ramsey

- What is Misconduct & Minor Misconduct?
- Some examples of Minor, Major & Gross Misconduct.
- What is Code of Conduct? & Some Examples of Code of Ethics.

(10:45 - 11:15) Coffee break & Networking

(11:15 - 12:15) **Tough HR Practices** by JOHN C Maxwell Corporate Communication

- What is Notice of Termination?
- Breach of Contract by Employer and Employee.

(12:15 - 01:15 pm ) Lunch break

(01:15 - 02:00) **Being surrounded by competitors and critics.**

Speaker: Mark Faithfull.

Mark Faithfull started his career as an apprentice on the IT helpdesk at Lloyds Bank and ended up leading IT in the boardrooms of some of Britain's best-known companies, creating and implementing IT strategy in billion euro businesses. As founder of Cool Waters Consulting, he helps individuals and organisations in the UK and USA remove the limits on their Leadership abilities through coaching. His background in Enterprise IT makes him especially effective when helping engineers make the transition from a technical career track into leadership. He is the author of Foundations of Leadership, the little book of leadership for IT Professionals and a certified leadership coach and trainer with the John Maxwell Team.

(02:00 - 02:45) **Positive feedback and constructive advice.** Speaker: John C Maxwell

(02:45 - 03:00) networking break

(03:00 - 03:30) **Fearing to step into the unknown.** Speaker: Roger Fairhead

(03:30 - 03:45) networking break

(03:45 - 04:15) **Mentorship of someone who has overcome similar challenges.**

*Speaker: Roger Fairhead*

(04:15 - 04:30) closing talk by organiser

<b>Conference Title</b>	<b><i>“Live to Lead Conference: HR Ambitions &amp; Managing Under Performers”</i></b>
<b>Duration:</b>	3 days
<b>Pre- Schedule:</b>	09 - 11 September 2024
<b>Timings:</b>	09:00 am - 04:30 pm
<b>Fees per delegate</b>	£ 1,850 GBP
<b>Conference Venue:</b>	The Hoxton Amsterdam Hotel Address: Herengracht 255, 1016 BJ Amsterdam Netherlands
<b>Conference fees Include:</b>	<ul style="list-style-type: none"> <li>■ Documentation &amp; handout + conference kit bag</li> <li>■ Refreshment and coffee breaks</li> <li>■ Visa assistance if needed</li> <li>■ Registration fees &amp; charges</li> <li>■ Discounted Special Corporate rate for hotel accommodation</li> </ul>

**For direct contact**

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