



CIPD Jersey Group Conference
21 October 2011

EMPLOYEE ENGAGEMENT



Speakers



SENATOR PHILIP OZOUF - Deputy Chief Minister & Minister for Treasury & Resources

Born in Jersey in 1970, Philip Ozouf was educated at Victoria College and the European Business School in London, Frankfurt and Paris and went on to complete a BA (Hons). He then worked for Cargill Inc on a range of assignments in Europe, USA and Africa. In November 1999, he was first elected as a Deputy.

In the 2002 Senatorial elections he was elected as Senator and was appointed Vice President of the then Finance & Economics Committee. In March 2004, he was elected President of the Environment & Public Services Committee. In December 2005, he was nominated as the Island's first Economic Development Minister. During this period the Island saw significant economic growth and low inflation. He was re-elected as a Senator in 2008 and was elected as Minister for Treasury and Resources on 11 December 2008, and subsequently appointed as Deputy Chief Minister.

He is responsible for the oversight of public finances and States assets. During this time he has restructured the Treasury and improved Financial Management across the States. After promoting the Island's first Fiscal Stimulus programme he has put the Island's finances on a firm footing with a range of tax and spending changes. He has political oversight of International Finance and regularly represents the Island in London and overseas and has recently led delegations in India, China and the Gulf.

He sits on a number of bodies including the Constitutional Sub Committee and is a keen linguist.

Outside the States his interests include skiing, keep fit and travel.



NITA CLARKE - Director of the Involvement and Participation Association (IPA)

Nita Clarke is the Director of the Involvement and Participation Association (IPA). She was vice-chair of the MacLeod Review on employee engagement and continues to work with David MacLeod and the Department for Business on implementing the report's recommendations.

She was formerly the adviser on trade unions to Prime Minister Tony Blair, working as assistant political secretary in the Political Office at 10 Downing Street from January 2001 to June 2007. Her role included liaison with individual unions and the TUC, developing national policy in areas such as the two-tier workforce and work-life balance, supporting ministers by trouble-shooting in industrial disputes. Nita was a senior official with public services union UNISON from 1992–2001. She is the author of the report *The way forward: trade unions and the third sector*, commissioned by ACEVO.



DILYS ROBINSON - Principal Research Fellow at the Institute for Employment Studies (IES)

Dilys Robinson is a Principal Research Fellow at the Institute for Employment Studies (IES), where she leads IES's research into employee engagement and manages the motivation and well-being theme of the membership HR Network. IES has been investigating employee engagement since 2002, when (although it's hard to believe now) the concept was only just starting to enter the consciousness of managers and HR practitioners. Although she believes that it's a real privilege to work in the fascinating field of employee opinions, Dilys occasionally retreats into the 'harder' world of workforce planning, where she enjoys crunching some numbers.'



AINSLEY ALLEN - HR and Business Transformation Consultant

Ainsley has established a reputation for successful management of large-scale OD, engagement and culture change programmes. Major projects include a programme covering 190,000 staff at Royal Mail targeting unacceptable behaviour, reducing bullying and harassment and in particular sexual harassment.

Ainsley completed an assignment for the Ministry of Justice's Employee Engagement that introduced the infrastructure, framework and support materials for employee engagement covering 80,000 staff across the Ministry. This project was responsible for running the first ever Ministry wide staff engagement survey, achieving a 30% increase in response rates, and successfully introducing effective survey-related action planning integrated in to the Business Planning cycle. As Project lead, Ainsley ensured the successful transfer of the ongoing project activities into 'business as usual', and the positive results have continued to be achieved with year-on-year improvements in engagement levels, despite some extremely challenging circumstances.

Ainsley is a career HR professional, having held posts of HR Director for Cambridgeshire Constabulary where she was recognised by Her Majesty's Inspectorate of Constabularies (HMRC) for creating a centre of excellence for HR Strategy and implementation. Ainsley has also held a range of senior HR management positions in the UK finance, insurance and public sectors.

Since 1997, Ainsley has run her own consultancy firm, working on interim and consultancy contracts around the UK. Ainsley holds a Masters Degree in Law and Employment Relations; is a long-standing Chartered Fellow of the CIPD and is a full member of the Institute of Interim Management where she is the People topic lead for their CPD support activities.

Ainsley is currently working with the States of Jersey.



TRACEY TURMEL - Director, C I Executive Coaching

Tracey Turmel has been at the forefront of local coaching for almost 10 years, and has coached individuals and teams from a diverse range of organisations across all sectors, including HSBC PB, Jersey Dairy, Jersey Post, the Liberation Group, Le Gallais, Bracken Barrett Dental Practice, Basel Group and Airtel Vodafone. Tracey recently designed and delivered a large-scale Employee Engagement programme of workshops for the local branch of a global organisation, which received such positive feedback and results, that she was subsequently invited to roll out the programme in Guernsey, Geneva and Zurich.

Tracey is one of the co-organisers of the business networking organisation, the 745 Breakfast Club, and is a frequent presenter at local events: most recently acting as 'hostess' for the International Women's Day conference, in partnership with the Women's Refuge. She has also featured in a variety of local publications and been interviewed by Channel Television. More information on her background and experience can be found at www.ciec.co.uk

Conference programme

Why attend?

- Hear from an exciting line-up of speakers and organisations
- Opportunity to network with fellow professionals

8:30 Registration and tea/coffee

8:50 Welcome and introduction – Jane Pollard Chair Jersey CIPD Group

9:00 Setting the scene – the Jersey context – Senator Philip Ozouf

9:15 Engaging for Success – Nita Clarke

10:15 tea/coffee break

10:45 The Engaging Manager – Dilys Robinson

11:30 Employee Engagement at the Ministry of Justice – Ainsley Allen

12:00 What Next, Turning Learning into Action – Tracey Turmel

12:35 Close

12:45 Lunch

We would like to thank all of our sponsors:



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Pti Worldwide
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Conference registration form

Employee Engagement

Friday 21 October 2011

Pomme D'Or Hotel, Liberation Square, St Helier, Jersey JE1 8EH

Conference costs (£)		
Non CIPD members	CIPD members*	CIPD student*
100.00	75.00	50.00

*membership number(s) required

We wish to register the following delegate(s):

Name and email address	Company name and address	CIPD membership no (if applicable)	Cost

☐ Please find enclosed a cheque for £

☐ Please debit £ from my card

Card type: Visa ☐  MasterCard ☐  Maestro ☐  Delta ☐  Solo ☐  AMEX ☐ 

Card account number

Last 3 digits on the
back of your card

Valid from /

Expires end /

Issue number /

Name of cardholder

Signature

Date

If the card billing address is different from the address(es) already given, please fill in the relevant details below.

Return the form and payment to:

Margaret Ellis, CIPD Jersey Group, 4 Belgrave Terrace, Dicq Road, St Saviour, JE2 7PZ

Email: melliscipd@hotmail.com