‘What’s London doing about Talent Planning, Empowerment, Engagement and Retention?’ roundtable event:

3 June 2010, Guoman Charing Cross Hotel, 17.30-20.30

HDA

30 Years in Business

2010

Housekeeping

Fire Exits

Toilets

Breaks

Smokers

Please switch Mobiles off

Agenda & Speakers

- **18.00-19.30 - University of Hertfordshire research and model: *18 Operational Dimensions of Talent Management***
- **19.40-20.00 - HDA Solutions partner, Pilat : *Talent Management in the Private Sector***
- **20.00-20.30 – Q&A, feel free to talk to our CareerNet International partners & close**
- **Key themes:**
  - Effective talent management in the private sector
  - Effective talent management in the public sector
  - Effective talent engagement: Gen-Y & Gen-R (*the survivors and thrivers of the recession)*

- Dr. Eddie Blass, Associate Dean: Research, Consultancy & Business Partnership, and Director of The Leadership Hub at the University of Hertfordshire. Member of the Editorial board, World Futures Review. Previously with the Ashridge School of Management, and with Cranfield University.

- Clinton Wingrove, CEO and Principal Consultant of Pilat (North America) Inc. Leads Pilat HR Solutions' development of Performance Management and Talent Management solutions. Previously lead technical consultant to the UK's government sponsored Personnel Standards.

HDA Overview

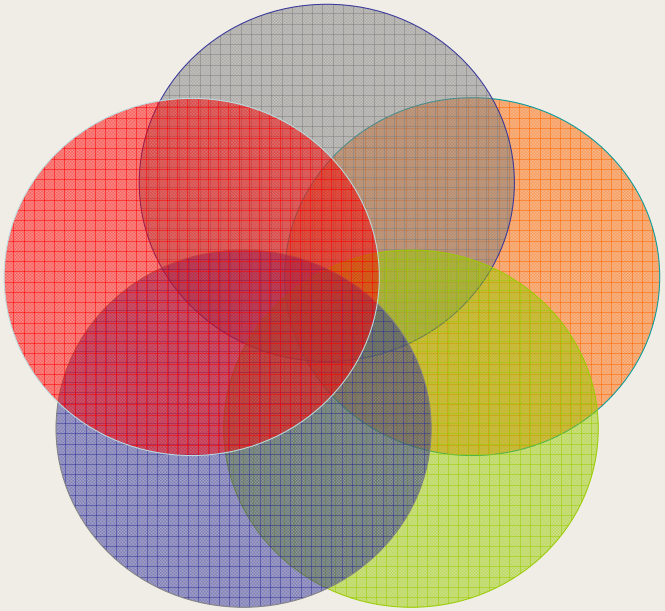
- Quality accredited human capital consultancy, with 30 years' expertise
- We employ an integrated human capital solutions team across the UK, comprising:
    - Leadership and Team development consultants and coaches
    - Talent Management specialists
    - Career coaches
    - Organisational change consultants and facilitators
    - Business psychologists
    - Behavioural change experts
- We add value to our consultancy service via key and complementary strategic partnerships with a range of specialist global partners.
- Organisations work with us because of:
    - our blended offering
    - our established international network
    - our client relationship flexibility
    - our uncompromising outcomes focused approach

Blended Capability

Leadership Development and Change Consultants

Communication Specialists

Analytical Capability



Career Transition/ Outplacement Specialists

Psychometrics & Assessment Specialists

Talent Development & Engagement Specialists

Consultancy Tools Capability

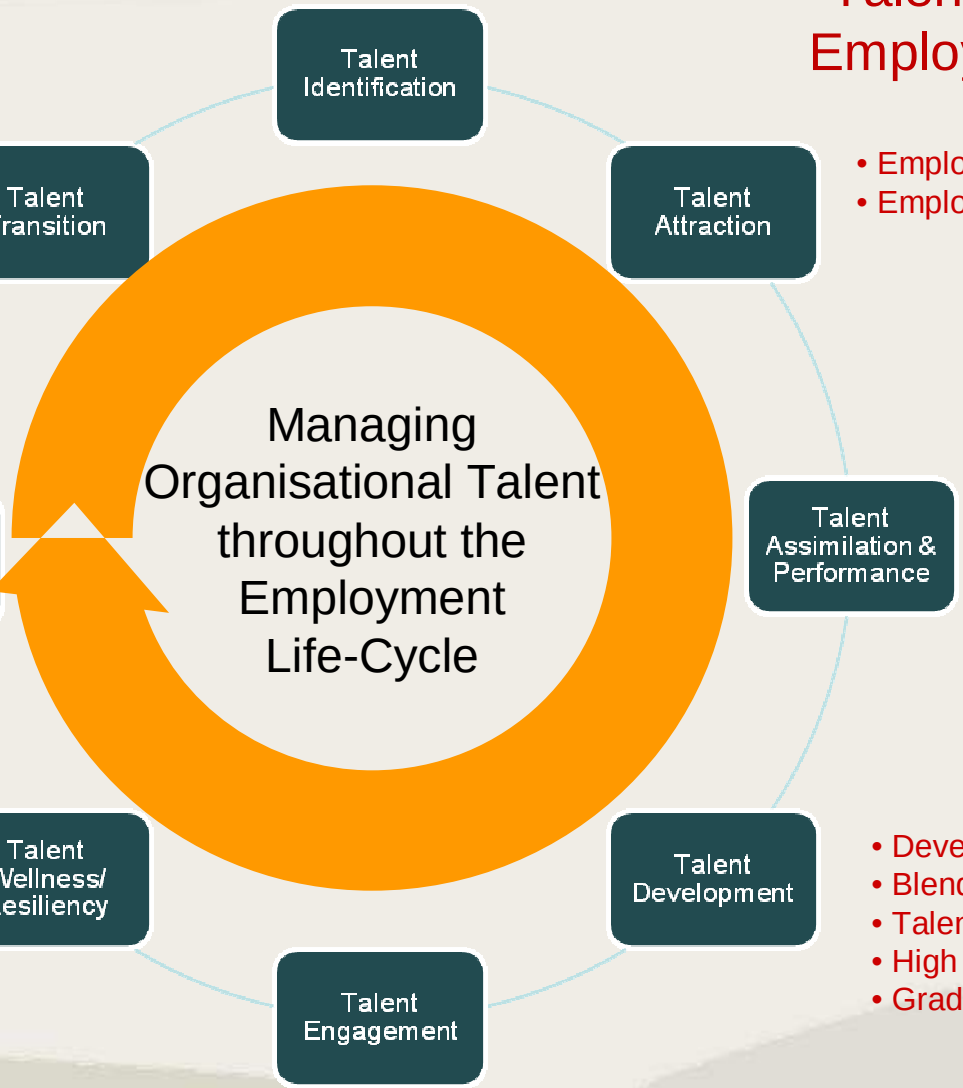
Business Coaching Specialists

Facilitation Specialists

hda

HDA Proposition

Managing Organisational Talent throughout the Employment Life-Cycle



- Talent/Succession Strategy
- Assessment Centres
- Psychometrics
- Observation
- 360 Degree Feedback

- Employer Branding
- Employer Reputation

- Onboarding Support (1st 100 days)
- Performance Coaching

- Development Centres
- Blended Leadership Development
- Talent Coaching
- High Potentials
- Graduate

- Employee Focus Groups
- Employee Surveys

- Employee Wellness & Resiliency

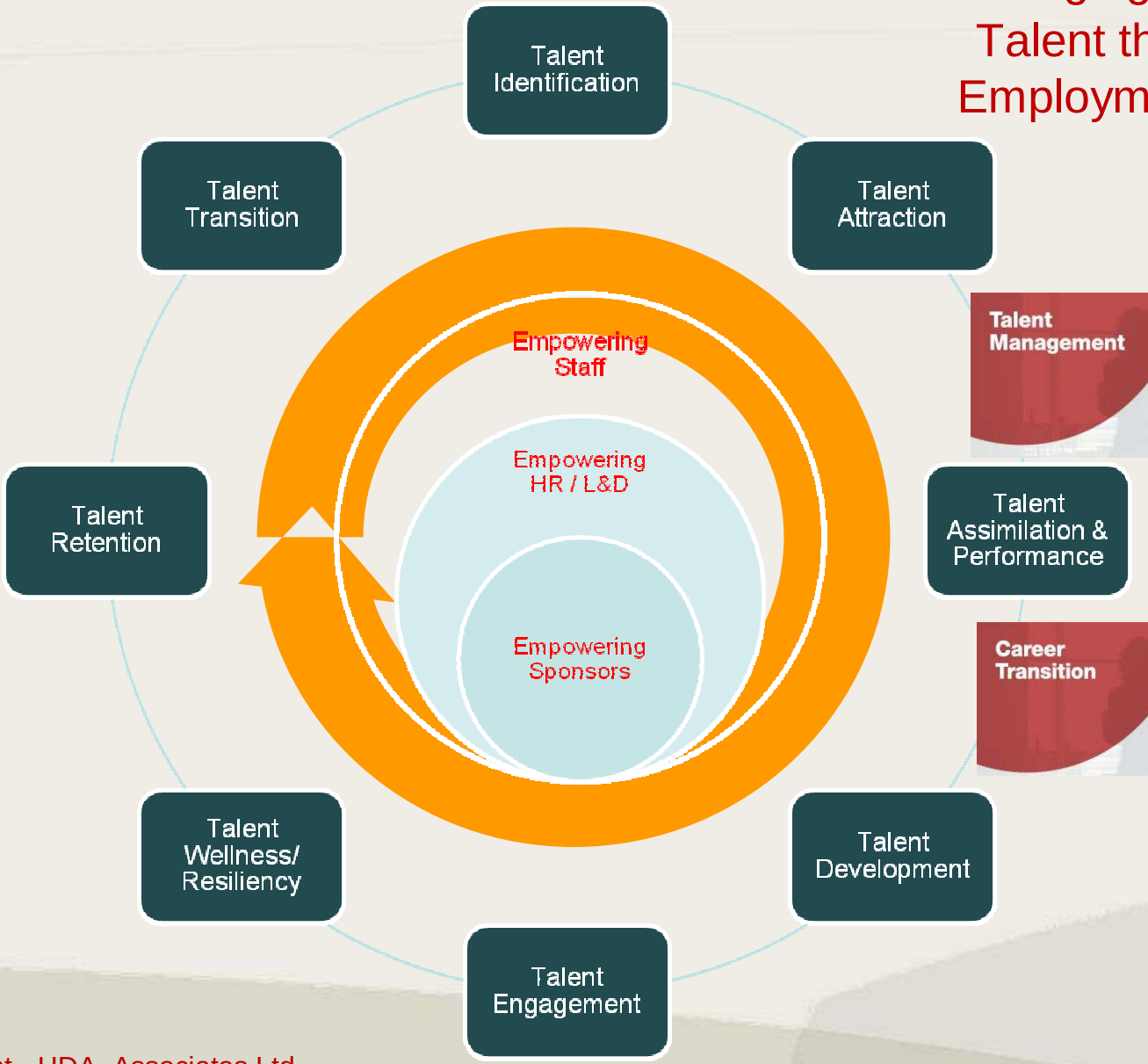
- Employee Retention
- Career Centres

- Career Review
- Redeployment
- Outplacement
- Survivor Support
- Manager Support
- Change Facilitation

Copyright - HDA Associates Ltd

HDA Proposition

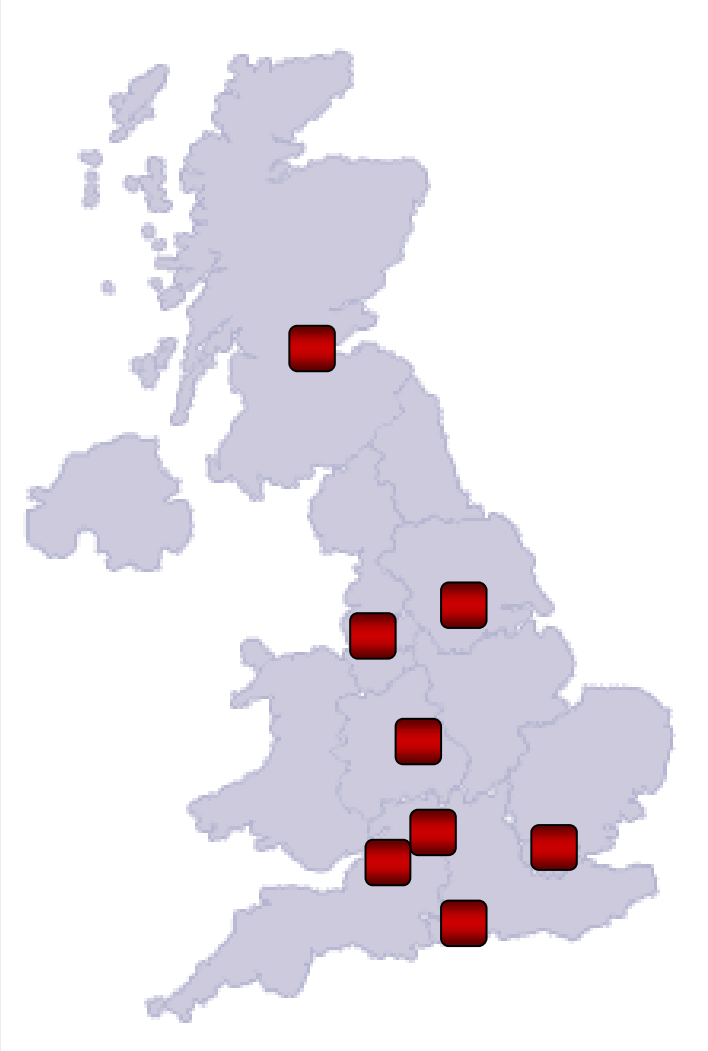
Managing Organisational Talent throughout the Employment Life-Cycle



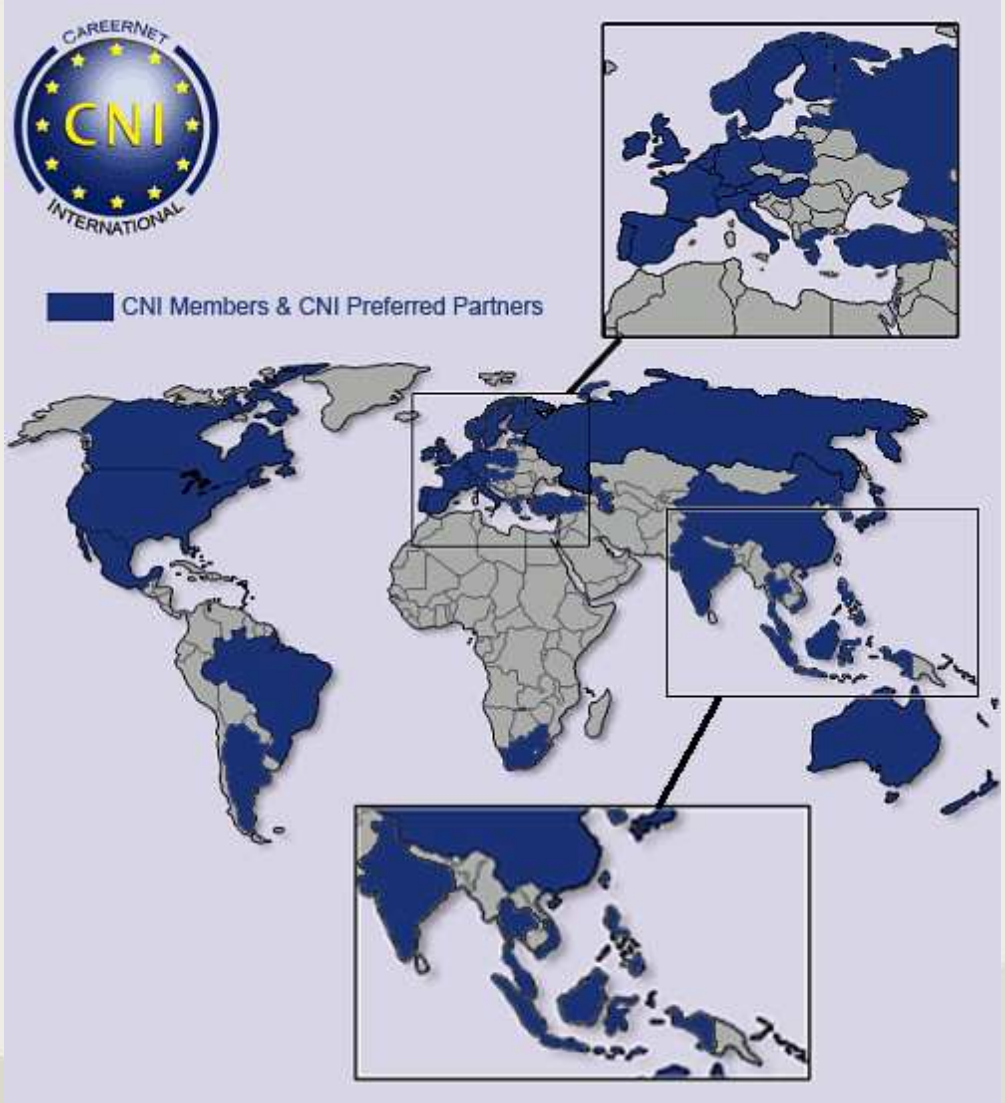
Copyright - HDA Associates Ltd

HDA UK Operations

- London
- Bournemouth
- Bristol
- Swindon
- Birmingham
- Manchester
- Leeds
- Edinburgh



HDA Internationally



1100 consultants at 165 offices around the world

People we work with

ADP
Volvo
acas
McAfee
milklink
Gartner
QinetiQ
ARRIVA
HM Revenue & Customs
Fidelity INTERNATIONAL
EDF
LFB LONDON FIRE BRIGADE
CELERANT CONSULTING
Thomson
JPMorgan
Expedia.com
simplyhealth
eef The manufacturers' organisation
Ordnance Survey
London STOCK EXCHANGE
serco
HONDA
COMET comet.co.uk
BBA Aviation
Reckitt Benckiser
AKZO NOBEL
LAFARGE
LONDON
comedy
MTV MUSIC TELEVISION
SONY MUSIC
CITY OF LONDON
Department for Transport
FIAT
CFA INSTITUTE
UNIVERSAL UNIVERSAL MUSIC UK
Virgin
ITN
Henkel A Brand like a Friend
PORSCHE
unicef
QANTAS
ICR The Institute of Cancer Research
GLOBELEQ Generating Power for Emerging Markets
F1 Honda Racing Team
Roche
family HOUSING GROUP
Goldsmiths UNIVERSITY OF LONDON
NHS
ILVA
KBR
Transport for London
DHL
hda

Talent Strategy Focus

Situational – one size does not fit all

• **Engagement & Performance** Burning platform	***Why ?***	• **Future Proofing & Succession** Business drivers
• **Everyone** Sub-group need and motivator identification: eg. distributed / international teams, Gen-Y's; Gen-R's	***Who?***	• **Talent Pools** Senior Talent, High Potentials, Graduates, Key Successors, External Candidates, Transient Groups
• **Build** Develop and up-skill (organic)	***How?***	• **Buy** Attract, onboard and nurture, or acquire (acquisitive)
• **Performance measures (£)**	***ROI?***	• **Scalability measures (£)**

Copyright - HDA Associates Ltd

Managing Organisational Talent throughout the Employment Life-Cycle

1. Follow up after the event re. whether your expectations have been met during the event;

2. Follow up after the event re. whether you have an interest in participating in any HDA / University of Hertfordshire talent / related case studies;

3. Follow up after the event re. whether we can give you more HDA/CareerNet International information, including electronic versions of any documents referred to this evening.