



The York Management School In UK & Regional Center In Kuwait
Invite To Participate In 1st International Conference Name:
Employee Relations (Motivation, Grievances and Discipline)

Conference Period
4 Days
From 23 To 26 January 2017
In UK - London - Mondrian London Hotel



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Conference Speakers





1st International Conference In UK - London - Mondrian London Hotel
Employee Relations (Motivation, Grievances
and Discipline)

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Conference Place	London - Mondrian London Hotel
Conference Fees	1950 KD



Regional Center – Kuwait & The York Management School - UK

THE
YORK MANAGEMENT SCHOOL

Conference Introduction:

The conference come to develop increased productivity and motivation through the application of best practice in the way that employees are treated by the organisation. The conference will enable the creation of a working environment in which all staff are able to contribute their full potential. This will involve creating a supportive and trusting climate at work and ensuring that individual and collective ER issues are handled positively and sensitively. The main features of the conference are:

- Shows how to create a close working relationship between ER and the rest of the organisation
- Establishes the policies that create an effective ER function
- Matches these policies to the practices that support them
- Addresses how to get the best from people
- Addresses key issues for ER and Supervisors/Team Leaders such as handling absence, poor timekeeping and unrealistic aspirations for promotion

Conference Objectives:

By the end of this conference , participants will:

- Be able to relate the role of ER to the role of the Managers/Supervisor and Team Leader
- Know how to manage change
- Be able to deal with performance problems and modify the behaviour of employees
- Be able to influence the behaviour of managers and team leaders
- Be able to operate disciplinary procedures and grievance procedure
- Know how to manage absence
- Understand the role of an Employee Assistance

This Conference For:

This conference design to all levels of HR professional and specially who's work in Industrial Relation Department

Conference Speakers:

Dr. Patricia McKee

Dr. Nick Hillman

Dr. Ian Thomson

Dr. Tom Ironmonger

Dr. Maria Barrett

Dr. Simon Taylor

Dr. Jago Brown

Dr. Geraldine Murphy

Conference Major Points Agenda:

The Core Role of Employee Relations

The ER function in Practice

Supporting the Manager, Supervisor or Team Leader

Managing Performance, Counselling, Providing Employee Assistance

Getting the Best from People

Day 1, Monday January 23, 2017

<i>Time</i>	<i>Event</i>		<i>Speaker</i>
	<i>Main Points</i>	<i>Sub-Points</i>	
8:00 - 8:45 am	Registration and Continental Breakfast		Conference Coordinator
8:45 - 9:00 am	Welcome and conference Introduction		Dr. Waleed Al-Shwwa (Executive Director)
9:00 - 12:00 am	The Core Role of Employee Relations	<ul style="list-style-type: none"> — The Context — Change Management — ER and Nationalisation — Understanding the Rationale of ER — The Core Role of ER 	Dr. Patricia McKee
12:00 - 12:30 pm	Coffee Break Time		
12:30 - 15:30 pm	The Core Role of Employee Relations	<ul style="list-style-type: none"> — The distinction between the role of ER and the role of the Manager — The Impact on Policies and Procedures — Change Agent and Employee Champion — The Psychological Contract 	Dr. Nick Hillman
15:30 - 16:00 pm	Questions & Discussion		
16:00 pm	Buffet Lunch Time		

Day 2, Tuesday January 24, 2017

<i>Time</i>	<i>Event</i>		<i>Speaker</i>
	<i>Main Points</i>	<i>Sub-Points</i>	
8:15 - 9:00 am	Buffet Breakfast Time		
9:00 - 12:00 am	The ER function in Practice	<ul style="list-style-type: none"> — Communications — Team Briefing — Consultation — Discipline- Gross misconduct — Discipline – poor performance 	Dr. Ian Thomson
12:00 - 12:30 pm	Coffee Break Time		
12:30 - 15:30 pm	The ER function in Practice	<ul style="list-style-type: none"> — Appeals — Handling sickness absence — Return to work interviews — Notification Rules — Trigger Mechanisms 	Dr. Tom Ironmonger
15:30 - 16:00 pm	Questions & Discussion		
16:00 pm	Buffet Lunch Time		

Day 3, Wednesday January 25, 2017

<i>Time</i>	<i>Event</i>		<i>Speaker</i>
	<i>Main Points</i>	<i>Sub-Points</i>	
8:15 - 9:00 am	Buffet Breakfast Time		
9:00 - 12:00 am	Supporting the Manager, Supervisor or Team Leader	<ul style="list-style-type: none"> — Grievances — Conducting the Grievance Interview — Management's right to manage — Equal Opportunities 	Dr. Maria Barrett
12:00 - 12:30 pm	Coffee Break Time		
12:30 - 15:30 pm	Supporting the Manager, Supervisor or Team Leader	<ul style="list-style-type: none"> — Discrimination — Equality and diversity — Harassment and Bullying — Motivation 	Dr. Simon Taylor
15:30 - 16:00 pm	Questions & Discussion		
16:00 pm	Buffet Lunch Time		



Day 4, Thursday January 26, 2017

<i>Time</i>	<i>Event</i>		<i>Speaker</i>
	<i>Main Points</i>	<i>Sub-Points</i>	
8:15 - 9:00 am	Buffet Breakfast Time		
9:00 - 12:00 am	Managing Performance, Counselling, Providing Employee Assistance	<ul style="list-style-type: none"> — The performance management process — Motivation and Goal Theory — Giving Feedback — Coaching — Counselling – Managers and Supervisors — Counselling employees — A Counselling Style Inventory — Employee Assistance Programmes 	Dr. Jago Brown
12:00 - 12:30 pm	Coffee Break Time		
12:30 - 15:30 pm	Getting the Best from People	<ul style="list-style-type: none"> — Getting the best from People — Then characteristics of leaders — Leading v Managing — Leadership Competencies — Leadership development — 360 degree feedback — Seminar review — Personal Development Planning 	Dr. Geraldine Murphy
15:30 - 16:00 pm	Questions, Discussion, Conclusion & Attendance Certificates		
16:00 pm	Buffet Lunch Time		