20 March 2019
Cavendish Conference Centre, London, W1

BOOK NOW

Key insights from:

Zena Everett, Careers Expert Crazy Busy™
How to improve personal and team productivity

Crazy Busy™ is an engaging, highly interactive session that will blow up the road-blocks to personal and team productivity. The core principle is to schedule your priority tasks more effectively and block out ‘flow’ working time to get them done. The flip side of this is to have the confidence to claw back time spent on non-priority tasks and push back on conflicting demands. What do you over-invest your time in? What should you do instead, in order to hit your targets and achieve success? How can you boost the productivity and well-being of your team? We’ll explore the latest research and practical tools as well as sharing experiences from similar professionals.

Sajaad Jetha, Founder, The Smarty Train
Unlocking your Smarts

Economist Saj Jetha and The Smarty Train have been behind the training of tens of thousands of new workforce entrants for over a decade. Saj’s recently released Harvard-endorsed book, The Smarts (Penguin: 2019) has had much acclaim. In a new world of work, there is a new type of demand for employability. Doing things right every day may help performance at work, but what if you could do the right things? What if these things could disproportionately impact work performance? Saj covers some important ‘hacking’ concepts from his new book in an accelerated and fast-paced session.

Dr Mick Jackson, WildHearts Founder and CEO and Creator of Micro-Tyco
Entrepreneurial thinking and social impact: the key to future proofing Graduates and Apprentices

Mick Jackson will take attendees on an inspiring entrepreneurial journey that will introduce them to the power of embedding values, entrepreneurship and social impact into learning and development. Mick will provide the audience with practical, implementable and inspirational take-aways relevant to their own companies and talent strategies. In this way, businesses can stay innovative, relevant and attract the best talent for the future, whilst ensuring their talent is ‘future proof’.
08:30   Registration, refreshments and exhibition

09:00   Welcome
Stephen Isherwood, Chief Executive – ISE

09:10   Unlocking your Smarts
Sajaad Jetha, Founder – The Smarty Train

10:00   Employer Panel discussion
How to successfully transition emerging talent from education to the workplace
Hannah Dodds, Vice President Graduate Programmes – Deutsche Bank
Karen Lucky-Tang, Senior Manager, Student Recruitment – Deloitte LLP
Laura Anderson, Graduate & Intern Development Lead UK – HSBC
Claudia Evans, UK CEO Office Support – HSBC
Sarah Hobbs, Managing Director – Talent & Potential

Ensuring a successful transition from education into the workplace can be one of the most challenging
deavours facing development professionals. Meaningfully integrating early talent hires, who are themselves
on a huge learning curve, into the organisation and its culture tests our ability to plan and innovate.
This panel discussion features 'Early Talent Managers' who are at the sharp-end of this task, as well as some of
those on the receiving end of their work. Using real-life examples of how this transition is being managed for
interns, apprentices and graduates, we will highlight the challenges and successes of different approaches.

10:45   Networking break and exhibition

11:15   Breakout sessions – select one of the following to attend:

#1 Thriving through transition: Tips from behavioural science for optimising your
early career development programme
Alice Scott, Managing Director and Josh Mackenzie, CEO – DBL Europe Ltd

Whether transitioning from school or university, the world of work presents as many new challenges as opportunities
for early career talent. Josh and Alice from Development Beyond Learning will share insights from behavioural
science for designing and delivering development programmes that help students thrive as they transition to the
workplace. Sharing experience and data-driven insight, this fun and eye-opening session will cover specifically:

- The trouble with transition
- Why behavioural science can help
- Tools and tips from behavioural science to aid thriving through transition

#2 Managing rotations: Challenges, ideas and opportunities
Rebecca Fielding, Founder and MD – Gradconsult

Moving individuals around your organisation into various placements or rotations has been a long-standing
feature of many early careers programmes. But when was the last time you examined why and how you approach
this highly resource intensive, accelerated development activity? In this practical session we will facilitate peer
discussion, share insights, ideas and solutions to some of the biggest questions about managing rotations; from
the length, structure and purpose of rotations to line manager selection and everything in between.

#3 Supporting the transition off the programme: Putting a career launch pad at the
end of a Leadership Development Programme
Sandra Crowe, Emerging Talent Development Partner – Balfour Beatty plc
Paul Wilkinson, Account Director and Jess Bird, Business Psychologist – Dove Nest Group

This presentation will focus on how Balfour Beatty have worked with the Dove Nest Group to provide graduates
with the best experience on the programme and the best transition off it (and into the business!). This
incorporates the following stages:

- Launchpad (identification of a graduate’s further development needs and goals)
- Showcase (articulation of those further development needs and goals)
- Consolidation phase (undertaking various initiatives and solutions to support with those further development
needs and goals)
12:00  Entrepreneurial thinking and social impact: the key to future proofing Graduates and Apprentices
Dr Mick Jackson, WildHearts Founder and CEO and Creator of Micro-Tyco

12:30  Networking lunch break and exhibition

13:15  Crazy Busy ™ How to improve personal and team productivity
Zena Everett, Careers Expert

14:15  Breakout sessions – select one of the following to attend:

#4 Are we creating resilience, or demanding endurance?
Dan Symonds, Training Consultant – Interaction Learning and Development
Do less with more! It’s a message we’ve all heard before, but how can we help people build resilience in a world that strives for perfection? Is the ability to be vulnerable the key? And if so, what does that look like in the workplace? This interactive and thought-provoking session will explore what lies at the heart of resilience, but also how this can be incorporated into any organisation.

#5 Going the Distance
Stuart Kelly, Consultant – Impact
Can you go the distance? Well-being is the bedrock of performance. Without a good well-being toolbox how could we possibly cope with the stressors in work and life?

In this interactive and engaging session, we will focus on:

- Maximising personal performance
- Health and wellbeing through making informed personal choices
- Evidence-based psychological techniques to maximise your potential, safeguard your wellbeing and effectively deal with setbacks and pressure

#6 Using Virtual Reality For Soft Skills Training
Adam Stapleton, Extended Reality Consultant and Elliot Seward, Extended Reality Analyst – Accenture
This session will provide an overview of various immersive technologies before exploring why they are appropriate for learning. Particular focus will be placed on the opportunity these technologies create to enhance employee soft skills such as interview and presentation skills and why this is relevant for today’s graduates. There will also be an opportunity to get ‘hands on’ and experience virtual training scenarios for yourself.

15:00  Networking break and exhibition

15:30  Employer case study
Apprenticeships vs Graduate Programmes: how do you get the best of both worlds?
Rob Thakur, Managing Director – Fitch Learning
Stefan Rowell, Director, Head of Junior Talent Learning & Development EMEA – UBS

UBS have worked with Fitch Learning to adapt their Graduate Programme into a more rounded Apprenticeship Programme. The session will outline the additional benefits gained from delivering an Apprenticeship Programme for graduates, as well as the ability to utilise the apprenticeship levy to upskill new talent.

16:15  Developing the future workforce – insights from the ISE Development Survey
Professor Tristram Hooley, Chief Research Officer – ISE

In this session Tristram will set out the findings from the ISE’s latest survey of development practice. He will show that development within ISE members is now a complex game comprising of substantial programmes for both graduates and apprentices.

16:45  Close of conference
Stephen Isherwood, Chief Executive – ISE
**Bowles Learning & Development**

We deliver experiential learning programmes that develop the soft skills required to succeed at work. Activities and challenges are blended to highlight personal strengths and development opportunities in an inspirational and safely controlled manner. Activities end with a debriefing session where learning outcomes are identified and related back to work. Delegates discuss the success or failure of the task and their role within that giving them the opportunity to give and receive feedback, learn from their mistakes in a safe environment and develop their communication and problem solving skills.

bowles.rocks | 01892 665665

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**SMRS**

We come at marketing to graduates, apprentices and school leavers from a whole new direction. Youth Marketing combines our expertise and experience at education and employer marketing, to give you the biggest of big pictures. Through unique market insights and precise brand and attraction strategies, inspiring creativity and delivery you can trust – when it comes to finding your future talent, we never do things by halves.

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**Capp & Co Ltd**

Capp’s Development Solutions support you in unlocking the potential of employees throughout their career – emerging talent, managers and leaders will all go through similar cycles. Our innovative assessments and resources support you to go on that journey with them; inducting them into role, developing their expertise, and aiding transition to their next step. We provide comprehensive solutions that develop, engage, retain and inspire your people, whilst recognising that clients will have their individual requirements and ensuring our services are tailored to specific needs.

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**Fitch Learning**

**Fitch Learning**

Part of the Fitch Group, Fitch Learning partners with clients to deepen knowledge, develop skills and enhance conduct, delivering positive business outcomes. With centers in established financial hubs including London, New York, Singapore, Dubai and Hong Kong; we are committed to understanding complex client needs across fast paced Financial Markets, globally. Our learning solutions encompass expert faculty, e-learning, coaching and blended candidate assessments, improving individual contribution and collective business performance.

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**Interaction Learning and Development**

Interaction Learning and Development is a market leading provider of behavioural training for leaders, managers and graduates. We work in partnership with our clients to fully understand their world and design tailored programmes that address real business needs. Our philosophy is that no two organisations are the same, so neither are our programmes. We’re renowned for our innovative, engaging and pragmatic training style and for using an experiential approach, supported by psychometrics and applied psychology to raise awareness and understanding of self and others.

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**Date for your diary**

**ISE Student Recruitment Conference & ISE Awards 2019**

8-9 July, Manchester

cceventslive.com/ise2019