

Garry Goldsmith, Head of Talent Management England regions & Ireland Hudson Talent Management

For more than two decades, Garry has operated as both an external and internal change agent to develop and implement comprehensive talent management solutions. Extensive consulting experience at Senior Management level allows him to align management theory with strategic business objectives. Throughout his career, Garry has been able to develop an appreciation and understanding of world class talent management processes. Garry contributes articles to professional journals, is a regular speaker at industry events and conferences, and has won industry awards from both CIPD and the IITD for his work. He holds an MBA and is a Chartered Fellow of the Chartered Institute of Personnel and Development.

[Click here for details of the presentation \(Has HR Learned from the past.pdf\)](#)

Amanda Cahir-O'Donnell, M.Ed.Mgmt. Dip. Pers. Mgmt., Chartered FCIPD, FIITD, FMAC Biography

Amanda Cahir-O'Donnell has established a highly successful consulting business, TIO Consulting, which specialises in Learning and Management Consultancy. She is also Head of Business Coaching and Associate Consulting Partner with Blanchard International Ireland. She has been working in the field of Management and Leadership Development for over twenty years and has a broad range of experience across diverse industry sectors including financial and professional services, pharmaceutical, software, manufacturing and the public sector. Amanda has established a strong reputation and track-record for working effectively with leaders and managers in organisations to achieve excellent results.

Amanda formerly established and led the Learning and Development function within AIB (Capital Markets) and was previously an internal consultant within Hewlett-Packard Ireland. Amanda is also the co-author of two major publications: 'Making Training and Development Work: A Best Practice Guide' and 'Developing Managers and Leaders.' She is a strong advocate of introducing 'real conversations' into organisations as a key business enabler and she has implemented this 'mindset' and practice with many clients over the last three years.

Synopsis:

“Leading your Team through Turbulent Times”

Leading through Change – Crisis or Opportunity?

Why Change Efforts Fail.

Six Stages of Concern regarding Change.

Leading your team through turbulence and beyond!

Critical Leadership Skills in Challenging Times.

Bob Lee, CEO, Great Place to Work® Institute Ireland

Bob Lee is the founder and CEO of the Great Place to Work® Institute Ireland. In these roles, he provides leadership and strategic direction for the Institute.

Bob works with leaders and managers in a wide variety of industries to assess their workplace culture and support them as they seek to transform their organisations into great workplaces. He brings a creative, dynamic approach to his work, and has extensive experience in all aspects of assessment, analysis, and delivery of results.

Bob writes and lectures extensively. In addition to his regular contributions to Conferences and Seminars throughout Europe, Bob is a regular keynote speaker and presenter at professional association conferences.

Synopsis:

Building Trust in Your Workplace

In his presentation, Bob will explain the importance and business benefits of building & maintaining trust in your workplace. He will talk about what the Best Workplaces are doing that make them so great, and how they manage to maintain their high trust levels in turbulent times, at little cost. He will focus on Best Practice and why it is essential that you acknowledge the need for building high trust in your workplace has never been more important than it is right now.

Sarah Kieran – OMT Group

Sarah Kieran has been a Business Consultant with OMT Group since 2004, working with Clients in the areas of Strategic Planning, Change Management and Management Development. Prior to that she has over 8 years experience in Senior Management roles in Human Resources, Marketing and Operations in the Mobile Telecoms Sector

Synopsis:

Employee Engagement: HR's role in challenging times

Having a strong connection with your People is a critical success factor for all Businesses. HR's role is challenging at the best of times but, given the current climate, how can you ensure Employees are engaged in the vision for the Business, contributing to the best of their ability on a day-to-day basis while also considering restructures, cut backs, pay-cuts and redundancies at the same time? We go back to the basic principles of Employee Engagement and see what we can learn.

Dominic Wilkinson Barrister-at-Law, FCI Arb, FCIPD, MIITD

Dominic Wilkinson is a practising Barrister and also works as a Human Resources Management Consultant. He is a Fellow of the Chartered Institute of Arbitrators, a Fellow of the Chartered Institute of Personnel and Development and is a Member of the Irish Institute of Training and Development. He holds post graduate qualifications in Law, Human Resource Management and Arbitration Law and Practice. He has worked with a range of organisations both in the public and private sector in Ireland and the UK. He has developed an expertise in employment law; employee and industrial relations; policy and procedure review/ audit, design and development; workplace investigations and report writing into complaints by employees of bullying, harassment and sexual harassment as well as performance related matters; process reviews; redundancy programmes; communication and consultation; trade union relationship management; change management; organisational restructuring; recruitment and selection; performance management. He also has specialist knowledge of methods of alternative dispute resolution including mediation in workplace/ employment and civil and commercial matters, arbitration and conciliation.

The Challenges of Compliance with Employment Law in Ireland

Synopsis to come soon.

Miriam Magner-Flynn

Background

Miriam Magner-Flynn (Bsc Ed, CMP) teacher turned successful entrepreneur founded Career Decisions in 1994. Career Decisions is one of Ireland's leading Career Transition, Outplacement and Career Management firms which has successfully achieved outstanding growth over the past 15 years with offices in Dublin, Limerick and Cork.

Career Decisions is the exclusive Irish Partner of Career Partners International (CPI), one of the largest global providers of Career Transition and Career Management support with over 2,000 Career Coaches in 45 countries. This partnership ensures that Career Decisions is at the forefront of our profession and positioned to provide clients with global best practice methodologies and career support.

Miriam has the distinction of being awarded the prestigious Fellow Practitioner status by the Institute of Career Certification International (ICCI) and is a member of the Association of Career Professionals International (ACPI) and The Institute of Career Guidance (ICG). Miriam graduated with a B.Sc. Education (Hons) from University of Limerick and is an active member of IBEC and The American Chamber of Commerce.

Over the past 15 years Miriam has designed, coached and project managed some of the largest Organisational Restructuring, Redundancy and Downsizing initiatives in Ireland. Over 10,000 employees from organisations such as ESB, Diageo, Littelfuse, ACC Bank, Jury's Doyle Hotel Group, The Thomson Reuters Corporation and Tyco Electronics have benefited from Career Decisions customised Career Transition Programmes and have successfully re-launched their careers.

Miriam and her team at Career Decisions have consistently achieved phenomenal results with over 90% of clients securing suitable employment within 3-4 months and 70% up-skilling and undertaking further training and development.

Proven best practice approach to Change/Restructuring/Downsizing

Miriam Magner- Flynn, Founder and Managing Director of Career Decisions Ireland Ltd will present a best practice approach to change/restructuring/downsizing. She will share her expertise and present a proven 5 Step process that is vital to the success of any downsizing initiative.