

Speakers' Biographies

Mary Connaughton, *Director, CIPD Ireland*

Mary Connaughton M.A., FCIPD is Director of CIPD in Ireland and is a Chartered Fellow of the Institute. She is passionate about developing people and workplaces to be at their best, and is leading the development and contribution of the HR profession in Ireland, and how it adapts and champions better work and working lives. Mary has a wealth of HR experience having previously headed up HR Development services in Ibec, where she worked with leaders on the development of HR practices.

Senator Ivana Bacik, *Labour Senator for Dublin University*

Ivana Bacik is a Senator for Dublin University, Reid Professor of Criminal Law, Criminology and Penology at Trinity College Dublin, and a barrister. She has published extensively on criminal law, criminology, human rights, constitutional law and related matters, and has a long track record of campaigning on feminist and human rights issues. She has introduced gender pay gap legislation in the Seanad, and in 2018 was Chairperson of the Oireachtas Vótáil100 Programme, the series of events run to celebrate the centenary of women's suffrage in Ireland.

Joyce Farrell, *Senior International HR Manager, ESB Major Projects*

Joyce has a track record of achievement and innovation that spans over three decades in the Utility industry, with a particular passion and expertise in the areas of Strategy Development, Talent Management and Leading and delivering Transformational Change. Joyce is a Fellow of the Chartered Institute of Personnel and Development, holds a Masters in Leadership & Management Practice, Degree in Human Resource Management and is a champion for the development of female talent. Joyce has led ESB to multi-award wins at the CIPD HR Awards, while Joyce herself was also short-listed for Women Mean Business Awards in 2015.

Mary Mangan, *HR Business Partner and HR Specialist, ESB Major Projects*

Mary has extensive experience in HR, currently supporting Engineering and Major Projects Directorate with the transactional, operational and the behavioural functions of HR. As a trained mediator and part time practicing psychotherapist, Mary's skills, understanding and experience of people behaviours, assist her personally and professionally within ESB; especially around change and people management, leadership, culture and group behaviours etc. Mary holds many qualifications in Counselling & Psychotherapy, Cognitive Behavioural Therapy, Applied Psychology, Critical Incident Stress Debriefing, Mediation and most recently in Organisation Transformation.

Ollie Brogan, *Managing Director of ESB International*

Ollie joined the ESB family in 1978 as a Civil Design Engineer, and has been Managing Director of ESB International since 2011, where he has played a key role in devising and driving the company's innovation agenda across 20 current international markets, and has delivered excellent performance in a diverse range of Senior Leadership roles across the broad ESB organisation. Ollie holds a variety of top quality engineering qualifications, and is a fellow of Engineers Ireland. He also boasts extensive professional leadership including training in Cranfield University, Harvard Business School (USA) and IMD Lausanne, Switzerland and most recently has been awarded a Neuro Linguist Programming business practitioner certificate.

Marcie Green, *HR Business Partner, The Taxback Group*

Within less than 2 years of working with the Taxback Group Marcie has progressed from HR Officer to HR Generalist to her current position of HR Business Partner. Within this time Marcie has grown the HR function from a team of 2 to a team of 6 and has developed the previously generalist function into fully functioning specialised areas. Marcie has a BBS Human Resource Management and Post Grad HDIP from the Law Society of Ireland, and was named this year's CIPD Ireland Rising Star.

Rebecca Connolly, *HR Generalist, Callan Bacon*

Rebecca graduated from Cork Institute of Technology with a Bachelor's Degree in Management in 2016, from there she went on to complete the Masters in Human Resource Management in Waterford institute of Technology in 2016. Rebecca is currently working in Human Resources in meat manufacturing company, Callan Bacon, in South Kilkenny. In the past two and half years, Rebecca has progressed from a HR administrator into a HR Generalist role.

Claire Walsh, *Associate HR Business Partner, Zendesk*

Claire Walsh has been with Zendesk for over 5 years. Starting out as office manager, she made the switch to HR and has quickly worked her way up to become an Associate HR Business Partner. Having earned her bachelor's degree in Event Management from DIT, she went on to complete her CIPD qualification in Human Resource Management with NCI. One of Claire's recent achievements was Zendesk's 2018 CIPD Awards entry, which she personally led on and which won the award for 'Use of technology in HR.'

Stephanie Atkinson, *HR Director European Functions & Culture Change Lead, Kelloggs*

Stephanie Atkinson is a hugely experienced HR professional across a range of diverse industries. Currently the HR Director European Functions & Culture Change Lead at Kelloggs Ireland, Stephanie leads projects on European wide cultural change, deployment of engagement strategies, and leads on leadership development plans across functions. Stephanie is also a graduate of HRM, Social Sciences, Business Coaching, and much more, alongside her Chartered Fellow of CIPD accreditation.

Caroline McAniff, *Head of Recruitment and Employer Branding, EY*

As Head of Recruitment and Employer Branding at EY Ireland, Caroline leads the EY talent attraction team who recruit for both experienced hire and student opportunities. Caroline is also responsible for leading the EY Employer Branding Strategy which, she says, feeds her creative passion. Caroline is also an Innovation Ambassador within the firm and part of the EY Women's Network, and holds a Bachelor of Business from UCD, a Post Grad in Strategy and Innovation and has completed Universums Employer Branding academy.

Loughlin Deegan, Partner, ByrneWallace

Loughlin Deegan is a Partner in the Employment Law Department at ByrneWallace. He acts for both employees and employers. He formerly served as special adviser to the Attorney General, Rory Brady. For eight years, he served as a solicitor in the Employment and Equality Law Unit in IBEC, most lately as Acting Head of Employment Law. Loughlin is the Chairperson of the Employment and Equality Law Committee of the Law Society of Ireland.

Niall Ronan, Co-Founder, Titan Wellness

Having competed at the highest levels of professional rugby, Titan Wellness founder Niall Ronan understands what it is to be part of a successful team environment. Niall has over ten years' experience playing for Leinster, Munster and Ireland, during which time he completed a BA in Strength and Conditioning and achieved a certification in counselling and psychotherapy. Since retiring from rugby, Niall has set up his own strength and conditioning business, coached rugby, and given wellness and lifestyle presentations to companies across the country.

Rory O' Connor, Senior Account Manager, LinkedIn

Rory is currently managing new and existing client relationships with Mid-Market & Enterprise organisations across the UK and Ireland. His passion for people & technology sees him focus on helping HR Teams develop best in class learning cultures in order to develop, transform and retain their talent, along with providing them with insights and data to help inform them when defining and implementing their workforce strategy. Rory has a Bachelor's Degree in Marketing from Dublin Business School and a Masters degree in Strategic Management and Planning from UCD Smurfit Graduate Business School.

Tony Vickers-Byrne, Chief Adviser for HR Practice, CIPD

Tony has over 25 years' experience at HR director level, primarily in the NHS in England. This included roles at The Health Protection Agency, The Royal Brompton & Harefield NHS Trust and The Royal Surrey Hospitals NHS Trust. Tony was HR Director at Public Health England and its Chief Adviser for Diversity and Inclusion and Staff Wellbeing prior to taking up his latest role in October 2018. Tony is working with CIPD colleagues on a range of national initiatives across diversity and inclusion, employee wellbeing and employee engagement.