

# CIPD

*Championing better  
work and working lives*

## CIPD Ireland 2019

Programme of events

Here is the CIPD Ireland 2019 Programme of events. This exciting programme will help you keep up to date with changing trends, engage with experts and network with your peers. It will support your continuing professional development with workshops, CPD sessions nationwide, our Awards, seminars and conferences.

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# CIPD IRELAND 2019

## PROGRAMME OF EVENTS

### 2019 Programme of events

#### January 2019

##### Workshop

**Introduction to workforce planning** - 8 January | Dublin

**Strategic workforce planning** - 9 - 10 January | Dublin

**Developing an employee engagement strategy** - 31 January | Dublin

##### HR Awards

**Finalist judging for HR Awards** - 16 January | Clayton Hotel Liffey Valley | Dublin

##### CPD

**Diversity and flexibility** - 30 January | Dublin

##### Regional CPD

**Performance management** - 17 January | 9am | University of Limerick

**Employment law update** - 18 January | 6pm | Clayton Hotel, Galway

**Employment law update** - 23 January | 8am | Sheraton Hotel, Athlone

#### February 2019

##### HR Awards

**CIPD Ireland HR Awards ceremony - join us to recognise excellence in HR in Ireland** - 12:00 | 15 February | Intercontinental Hotel | Dublin 4

##### CPD

**Employment law** - 21 February | Dublin

##### Workshop

**HR business partner development masterclass** - 26 - 28 February | Hilton Hotel, Kilmainham, Dublin 8

##### Regional CPD

**Joining the talent dots** - 6 February | 07:30am | Clayton Hotel, Lapps Quay, Cork

**Mid-west workshop** - 20 February | 9am | Airport Hotel, Shannon, Co. Clare

**The secret to managing your work-life balance** - 21 February | 8am | Clayton Hotel, Galway

**Employment law update** - 28 February | 6pm | Hotel Westport, Co. Mayo

**Employment law conference** - 28 February | Sligo Park Hotel, Sligo

#### March 2019

##### Conference

**Student Conference - facing the future in HR** - 6 March | Radisson Blu Hotel, Golden Lane, Dublin 8

##### Workshop

**Future focused learning and development** - 13 - 14 March | Dublin

All CPD events are free.  
This programme is subject to change so check [cipd.ie](http://cipd.ie)

## 2019 Programme of events

### March 2019

CPD

**HR technologies and analytics** - 26 March | Dublin

Regional CPD

**Managing disciplinary and investigation process** - 6 March | 6pm | Cork Institute of Technology

**Challenging myths about managing people** - 7 March | 8am | Sheraton Hotel, Athlone

**International HRM-the challenges of global staffing in 21st century** - 28 March | 6pm | JE Cairns School, NUIG Galway

**Employment law conference** - 28 March | Optum Ireland, Letterkenny

### April 2019

Workshop

**Understanding and leveraging HR analytics** - 9 - 10 April | Dublin | Hilton Hotel, Kilmainham Dublin 8

CPD

**Showcasing CIPD HR award winner** - 16 April | Dublin

Regional CPD

**People conference** - 4 April | IT, Sligo

**Performance Management** - 10 April | 7:30am | Maryborough House Hotel, Cork

**Day in the life of a CEO** - 24 April | 6pm | Castletroy Park Hotel, Limerick

**HR enabling great performance - The Kuehne + Nagel story** - 25 April | 6pm | Clayton Hotel, Galway

**Workplace well-being- what, why and how?** - April | 6.30pm | Sheraton Hotel Athlone

### May 2019

International HR Day

**Celebrate international HR day** - 20 May | Nationwide

Conference

**CIPD Ireland Annual Conference - Bringing you thought leadership in HR and people management** - 21 May | Croke Park Dublin

CPD

**Showcasing CIPD HR award winner** - 30 May | Dublin

Regional CPD

**Employment law update** - 9 May | 6:15pm | Cork Airport Hotel, Cork

**Change management program in SMEs** - 10 May | 6pm | Radisson Hotel, Limerick

### June 2019

Workshop

**HR business partner development** - 11 - 13 June | Hilton Hotel, Kilmainham, Dublin 8

Networking

**Neuroscience in HR and L&D + CIPD Ireland summer event** - 20 June | Dublin



# CIPD

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**Are you  
delivering on  
your people  
agenda?**

**CIPD Ireland** brings together 6,000 HR and L&D professionals who know how to respond to labour market challenges and workplace changes.

Engaging with the CIPD strengthens your organisation's capacity to connect your business strategy and people agenda.

Find out more at [www.cipd.ie](http://www.cipd.ie)

# WORKSHOPS 2019

8  
January  
2019

## Introduction to workforce planning

This one day programme is designed to help you understand and interpret the key principles of workforce planning, from concept to actionable workforce planning. Become more agile and purposeful in a world of change, changing job roles and different working arrangements.

9-10  
January  
2019

## Strategic workforce planning

This two day programme is designed to give you competitive advantage using workforce planning strategies, interactive tools and techniques to run analyses of your workforce strategy. This advanced course may be preceded by the one day Introduction to workforce planning.

31  
January  
2019

## Developing an employee engagement strategy

Developing an employee engagement strategy is a practical one day workshop investigating the key components of successful employee engagement strategies, including organisational brand, values, culture and goals. The course provides the tools and techniques to develop and communicate an employee engagement strategy in your organisation.

26-28  
February  
2019

11-13  
June  
2019

## HR business partner development masterclass

This three day behavioural-focused masterclass will help you identify the changing face of HR business partnering, explore key themes for HRBPs today and why these have relevance, and develop key competencies for HRBPs operating in today's workplace.

13-14  
March  
2019

## Future focused learning and development

This programme is split into eight, research informed, fast paced 90 minute sessions covering the foundations of each key shift in learning and development over two face to face days. The sessions will be delivered through guided group discussions and give you the opportunity to explore, discover, challenge and discuss new practice and insights with other L&D professionals.

9-10  
April  
2019

## Understanding and leveraging HR analytics

This two day programme run by leading HR analytics expert provides an in-depth introduction to HR analytics and enables you to develop the skills to initiate a human capital analytics journey to improve organisation performance.

In-company  
workshop

## CIPD essential skills for line managers programme

This programme is built around the employee lifecycle with a focus on the role of the line manager. The three modules build line manager skills to deliver better employee retention, engagement and performance.

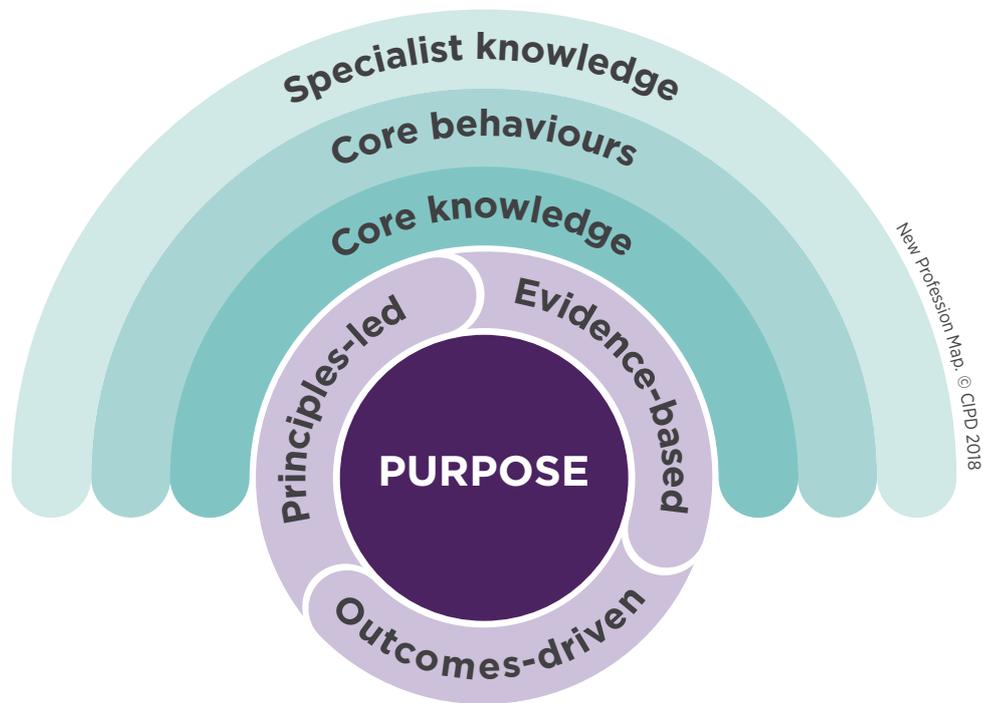
See [cipd.ie](http://cipd.ie) for workshop details



Championing better work and working lives

# Introducing the new Profession Map

The new Profession Map sets the international standard for people professionals to make their greatest impact and thrive in a changing world of work.



## Core knowledge

- People practice
- Culture and behaviour
- Business acumen
- Analytics and creating value
- Digital working
- Change



## Core behaviours

- Ethical practice
- Professional courage and influence
- Valuing people
- Working inclusively
- Commercial drive
- Passion for learning
- Situational decision-making
- Insights focused



## Specialist knowledge

- Employee experience
- Employee relations
- Diversity and inclusion
- Learning and development
- Reward
- Talent management
- Resourcing
- Organisation development and design
- People analytics

## What is the new Profession Map?

The new Profession Map sets out the defining purpose and values of the people profession, together with the knowledge and behaviours required to put those values into practice. This makes it the most effective guide yet for people professionals to make sound decisions and embrace change in the modern world of work.

It identifies four different impact levels and details the knowledge and behaviours required to excel at each of them. This means people professionals can see exactly what it takes to make a positive contribution, as a senior leader, a dedicated specialist or a new starter.

## What will the new Profession Map mean for members and the wider profession?

- People professionals (whether CIPD members or not) can use it to navigate change, benchmark capabilities and maximise impact, from an individual or organisational perspective.
- The new Profession Map is designed to prepare people professionals for the journey ahead, showing what it takes to be a future-fit expert in people, work and change.
- It provides a practical foundation for practitioners to make confident decisions and create more value in their work.
- It covers the full breadth of careers available in today's people profession

so practitioners can explore options and plot career paths.

- As new areas of people practice emerge, the Map will evolve to include clear standards for how to excel in those areas. People professionals can therefore develop with confidence, knowing their expertise is relevant and sought after by employers.

## Why is the CIPD launching the new Profession Map?

This is an exciting time to be a people professional. The world of work is shifting fast. Innovation and change is happening everywhere. The future will raise new questions, but also new opportunities. Now more than ever, people professionals need a strong foundation to give them the confidence and capabilities to guide their decision making, actions and behaviours.

## When will the transition to the new Profession Map take place?

From November 2018, the new Profession Map replaces all previous versions as the international benchmark for excellent people practice.

However, there will be a transition phase during which routes to CIPD professional membership and CIPD qualifications are still based on the 2013 Profession Map, which remains a robust, relevant and useful point of reference.

During the transition period, we'll provide supporting content and resources to help people professionals get the most out of the new Profession Map.

## Transition timeline for the new Profession Map

2018

### NOVEMBER

Launch of the new Profession Map

2019

### JANUARY

Launch of capability assessments and endorsement of people programmes for CIPD clients

### FEBRUARY - onwards

Introduction of new resources to help support CPD, including new learning content

### SEPTEMBER - onwards

The new Profession Map will underpin membership grades and standards

2020

### SEPTEMBER - onwards

Launch of new CIPD qualifications based on the new Profession Map

### On-going

More improvements helping people professionals to make a greater impact and thrive through change

# CIPD

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Explore the new Profession Map at: [peopleprofession.cipd.org](http://peopleprofession.cipd.org)

# CIPD MEMBER BENEFITS



Professional credibility



Knowledge hub



Employment law



Events



News and updates



Online communities



Career support



Helplines



Discount and rewards



Regional network



Financial assistance



CPD



Industry magazines

# CIPD

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## It's your time to shine

HR Awards winners  
will be announced  
at our celebratory  
and networking  
lunch on Friday  
15 February 2019

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