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HR DISRUPTION FORUM

Trends, Realities and Opportunities



26th July 2020



9.30 a.m. – 2.30 p.m.



ABOUT

The recent times have propelled the world into new and unforeseen situations. Major environmental issues have impacted the corporate sector in unexpected ways. Starting with digital disruption and continuing with COVID19, organisations are constantly facing new scenarios. HR teams in organisations are continuously working, to support employees cope with these changes.

In light of this, BIBF in partnership with Al Salam Bank - Bahrain and under the patronage of the Central Bank of Bahrain, is organising a 4 hours online forum on the topic:

HR Disruption: Trends, Realities, and Opportunities. The main aim of this forum is to keep the HR and community updated on workplace realities, latest HR trends and opportunities. A wide range of sessions on latest HR dimensions would be presented by international speakers with global experience.

Target Audience

The HR Disruption Forum: Trends, Realities and Opportunities is aimed at

- Executive and Senior Management,
- Functional and Operational Heads
- HR professionals,
- Frontline managers,
- Team leaders and Supervisors



AGENDA

9:30 am	WELCOME NOTE & PARTICIPANT REGISTRATION
9:45 am	Sponsor Keynote
10:00 am	TRENDS KEY TRENDS FOR HR PROFESSIONALS Alex Firmin Occupational Psychologist and visiting Lecturer, The University of York
10:40 am	REALITIES COACHING FOR RESILIENCE IN TIMES OF DISRUPTION David Smith-Collins CEO - David Smith-Collins Group, UK
11:20 am	REALITIES VIRTUAL TEAM MANAGEMENT Martin Braddock Director- Global Executive & Leadership Coach
12:00 am	BREAK
12:15 pm	REALITIES IMPORTANCE OF MENTAL HEALTH IN THE WORKPLACE Paul Firth Managing Director - ICAS MENA
12:55 pm	OPPORTUNITIES TEAM DEVELOPMENT IN THE DIGITAL ERA - GAMIFICATION Rob Day Director - Turnaround FZ-LLC
1:35 pm	OPPORTUNITIES TRANSFORMING HR PROCESSES THE LEAN SIX SIGMA WAY Shalini Vaz Consultant - Comprehensive Consultancy, Bahrain Alan Speed Consultant - Management Improvements Limited, U.K.
2:05 pm	Q&A
2:15 pm	Closing Note

SPEAKERS AND TOPICS



KEY TRENDS FOR HR PROFESSIONALS



Alex Firmin Occupational Psychologist and visiting, Lecturer, The University of York

Alex is an entrepreneurial Leadership Development and Business / Applied Psychology (MSc Level) practitioner, with proven experience of creating and delivering high impact training and consultancy solutions. Skilled in the consultative design and delivery of learning projects in a wide variety of public and private sector organisations. Highly experienced in managing complex cultural and structural change programmes, with deep professional knowledge and a strong commercial track record supported by an excellent professional network. An experienced leader with 10 years previous international service as a commissioned army officer.

Alex's session will focus on the latest trends that impact HR professionals. Trends like: changing expectations of employees, the unexpected outcomes of remote working, and the implications of these changes for leaders. He will also share organizational best practice in maintaining engagement as the concept of the modern workplace rapidly evolves. He would also be sharing his research findings and experiences on the HR trends.



COACHING FOR RESILIENCE IN TIMES OF DISRUPTION

VIRTUAL TEAM MANAGEMENT



David Smith-Collins CEO - David Smith-Collins Group, UK

David is an inspirational Executive Coach, Consultant, Leadership Mentor, Trainer, Programme Designer and International Public Speaker. He has two decades of experience as an Executive Coach with a focus and considerable experience in working with Senior Personnel working within the Higher Education environment. He has coached and mentored at strategic level in Universities in Malaysia, Singapore, South Africa, and extensively within the UK in the Universities of Cambridge, Durham, York and Salford in Manchester. David has a wealth of corporate relationship management experience in HRD, Strategy Development, Operational Performance Delivery and Change Management. His services are much in demand as a consultant, particularly in support of organisational staff engagement programmes and corporate alignment strategy development.

David brings his expertise in how coaching can transform peoples perspective and outlook. The Covid-19 situation requires extraordinary strength in dealing with work changes and life challenges. He will shed light on how coaching for resilience would impact employees productivity.



Martin Braddock Director – Global Executive and Leadership Coach

Martin is an experienced, executive and leadership coach and change management consultant, who works with senior executives and their teams in achieving inspiring performance individually, collectively and organisationally. He achieves this through helping executives and their teams recognise, assess and build upon their core strengths and adopt approaches to achieve high standards of personal and professional success. He has a 30-year career history of operating at senior level in H.R., Business Development and CEO /MD positions with international blue-chip organizations. Martin speaks at leadership & coaching seminars across the EMEA and is a regular contributor to the Entrepreneur Middle East Magazine, who included him in the 'Top 100 Shapers of Government, Industry & Commerce in the Region in 2015.

Martin will be discussing on the challenges of virtual teams, and the differences that Covid-19 made to managing teams remotely. Good and bad practices, the need for empowerment, commitment and performance are important aspects of virtual team management.



IMPORTANCE OF MENTAL HEALTH IN THE WORKPLACE

TEAM DEVELOPMENT IN THE DIGITAL ERA GAMIFICATION



Paul Firth Managing Director – ICAS MENA

Paul is a Global EAP & Corporate Wellbeing expert with over 28 years in the healthcare industry, including medical insurance, occupational health management and EAP. Has been member of the Senior Management team both within AXA and ICAS. Currently MD of ICAS MENA the local operating entity of ICAS International a leading global EAP provider of over 35 years. Instrumental in the set-up of ICAS MENA and reinventing EAP for the Middle East region. He has driven continued growth and profit to ensure ICAS MENA is now recognised as the market leader for EAP to over 100 corporate clients and multinationals here in the region. Leading advocate of mental health in the workplace for the Middle East Paul is responsible for delivery of professional EAP services to over 100 corporate and Multinational companies in the Middle East.

Paul will discuss the importance of mental health in the workplace, the impact of Covid-19 on employee psychological wellbeing, key trends and experiences seen through ICAS EAP services. He will also discuss the potential longer term impact on employee mental health following Covid-19 and how employers will need to manage this.



Rob Day Director - Turnaround FZ-LLC Bahrain

Rob Day set up Turnaround in 2007 with a vision to blend traditional team building programs with meaningful learning experiences. He has been at the forefront of innovation within the team development and experiential learning space for both 'face to face' and virtual team building for nearly 20 years. Rob's presentation will give a brief history of team building and gamification, current trends and his thoughts on possible future directions for the industry.

History has shown us that whenever technology meets tradition, technology ALWAYS wins! As we move towards a new norm, the world of virtual team development becomes very important. Rob's session will revolve around how virtual working is here to stay and how organisations can deliver more!



**TRANSFORMING HR PROCESSES
THE LEAN SIX SIGMA WAY**

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Shalini Vaz Consultant - Comprehensive Consultancy, Bahrain

Shalini is a seasoned banker and executive trainer with a blackbelt in Lean Six Sigma. She has over 24 years of experience in the GCC and Levant and has held senior positions in Standard Chartered Bank, across a multiple range of disciplines. A quality specialist she has driven several transformational projects that led to enhanced customer loyalty scores and increased revenues through higher standards of delivery and speedier processes. Shalini is a skilled and passionate trainer who brings a wealth of industry experience in process improvement and productivity.

Shalini would be shedding light on how HR professionals can evaluate processes that are not meeting customer needs, taking too much time or costing too much. The focus is on how Lean Six Sigma can make a significant difference to organisations, employees and productivity.



Alan Speed Consultant - BSc, MSc, MCMI, PMP

Alan is a highly experienced Productivity, Quality and Process Improvement Consultant, Trainer and Facilitator. During the past 35 years, he has worked with managers, salespeople and specialists from banks and financial institutions in the United Kingdom, Europe, Middle East, Africa and Asia. Alan has particular expertise in applying Lean Six Sigma Process Improvement techniques to improve the effectiveness and efficiency. He has designed sophisticated and engaging computer-based simulations. He led Rapid Process Improvement Projects that saved Barclays Bank over \$10 million for an investment of less than \$100,000.

Alan would be shedding light on how HR professionals can evaluate processes that are not meeting customer needs, taking too much time or costing too much. The focus is on how Lean Six Sigma can make a significant difference to organisations, employees and productivity.

THE ORGANISING COMMITTEE OF THE FORUM:



Yousif Ali
Head of Leadership & Management, BIBF



Shaker AlOwainati
Senior Manager
IT & Operations, BIBF



Dr. Vijaya Moovala
CIPD Programme Manager
& HR Consultant, BIBF



Amal AlSorani
Head of Marketing & Corporate Communications, BIBF



Muna Al Balooshi
Head of Human Resources
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Ahmed Bin Jamal
Senior Manager, Marketing and Communications



Abdulabbas Al Sayegh
Senior Manager,
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Abdulla Almedfaa
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