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#WOL19

Thought leaders and innovators

Be inspired by the learning & development industry's leading thinkers and practitioners. Discover the current issues affecting L&D professionals today and look ahead to the future of workplace learning.



Robin Hoyle, Author

Robin has spent three decades as a strategic L&D leader, trainer, conference speaker and consultant. His experience extends to blended learning programmes, producing TV and e-learning programmes and training other trainers on an international scale.



Adam Harwood, Revolut

Adam is an experienced L&D professional working in a variety of organisations over the last 10 years. He's currently the L&D manager at Revolut, a FinTech challenger bank and one of Europe's fastest growing start-ups.



Tom Cheesewright, Applied Futurist

Tom is an Applied Futurist, helping people and organisations around the world to see the future more clearly, share their vision, and respond with innovation. He works with Global 500 corporations, government departments, industry bodies and charities.



Emma Parry, Cranfield School of Management

Emma is Professor of Human Resource Management and head of the Changing World of Work Group at Cranfield School of Management. Her interests focus on the impact of the changing external context on people management.



Alexandra Bode-Tunji, Bucks New University

Alexandra is the Director of HR at Bucks New University where she is working to transform the way the university is working. Prior to this, she led a change team at Transport for London to deliver a multi-award winning transformation programme in London Underground.



Anne-Marie Hearne, Sprint Learning

Anne-Marie has a passion for learning and development and has worked in a variety of senior L&D roles at Next, Dominos, B&Q and John Lewis. Currently working as a consultant at Parker Building Supplies, she is helping the business create their talent and learning offering.



Rachel Hutchinson, Hilti

Rachel Hutchinson's passion is achieving results through people – recognising that the key to long-term success is to create people who are so passionate about the company they work for that they develop competencies to meet the needs of the ever-changing organisation.



Helen Greening, Willmott Dixon Construction

Helen has been at Willmott Dixon for two years, creating and delivering learning solutions in line with the company's people strategy, as well as identifying specific behavioural training requirements. She has 18 years' experience in training and learning roles in both the private and public sector.



Dr Ina Weinbauer-Heidel, Institute for Transfer Effectiveness

Ina has dedicated her professional career to understanding and improving the interface between transfer research and transfer practice. As Head of the Institute of Transfer Effectiveness in Austria, she works relentlessly to make scientific findings applicable in practice.



Robert Stewart, Scottish Social Services Council

Rob leads a digital badges programme intended to encourage social services workers to collect short reflective accounts about their continuous learning and development. His work focuses on bridging the gap between learning and practice while making self-directed learning accessible.



Andy Lancaster, CIPD

Andy leads the vision for learning and development for the Chartered Institute for Personnel and Development (CIPD). He regularly speaks at conferences and writes articles. Andy has 25 years' experience and brings a skilled approach to strategic learning solutions.



Hugo Metcalfe, Oakwood Training

Hugo is a Mental Health expert, with extensive experience as both a frontline practitioner and trainer. He has over 18 years' experience of working in both the NHS and private sector, providing support to people with a wide range of mental health difficulties.



Kate Thomas, Wales and West Housing

Kate works as an Employee Engagement Facilitator and has more than ten years' experience in training and coaching. Her mission is to help people enjoy the world of work, regardless of their role or responsibilities.



Jonathan Kettleborough, Manchester Metropolitan University

Jonathan is a Senior Lecturer Information Systems Strategy at MMU. He has always passionately believed in two things: the needs of the business must come first, and data can reveal the underlying issues.

Book your place: call **020 8394 5171** or visit **learnevents.com**

Day 1 Tuesday 15 October

10:00 - 10:05 Chair's opening: Robin Hoyle

10:05 - 10:40 Opening Keynote

L&D 2030 - surviving a high frequency change environment

- Key skills required for success: curation, creativity and communication
- A necessary shift in organisational process from optimisation to adaptability
- The changing nature of leadership demanded by these new ways of working

Tom Cheesewright, Applied Futurist



One-day and two-day delegates choose 3 sessions

11:00 - 11:40

A1

What makes training really work?

The levers to more effective training

- How to use levers in your training programme design
- Surprising insights from the latest research
- Practical tools and templates to make your training even more effective

Dr Ina Weinbauer-Heidel,

Head of the Institute of Transfer Effectiveness

11:55 - 12:35

A2

5 secrets of accelerated learning

- Business-focussed and learner-centred objectives
- Facilitate don't train
- Design with variety in mind
- Creating the right environment for learning
- How to leverage the latest neuroscience to maximise retention

Krystyna Gadd, Founder, How to Accelerate Learning

Kate Thomas, Employee Engagement Facilitator, Wales and West Housing

12:50 - 13:25

A3

Evaluation – the holy grail or an unnecessary distraction for the L&D professional?

- This interactive panel session will consider the pros and cons of the quest for impact evidence

Paul Matthews, Chief Executive Officer, People Alchemy

Dr Ina Weinbauer-Heidel,

Head of the Institute of Transfer Effectiveness

Andy Lancaster,

Head of Learning and Development Content, CIPD

Anne-Marie Hearne,

Senior Talent and Learning Consultant, Sprint Learning

13:40 - 14:15

A4

How to ensure managers are effectively engaged with the learning agenda

- What stops managers from supporting learning?
- What can L&D do to gain/increase management buy-in?
- How committed are L&D to changing?

Anne-Marie Hearne,

Senior Talent and Learning Consultant, Sprint Learning

14:30 - 15:05

A5

Developing soft skills for today's workforce

- Why soft skills remain so important to individual and organisational success
- The interpersonal skills that are most important today
- Exercises to help people understand and hone their soft skills

Lance Gerrard-Wright,

Director - UK, Inspirational Development Group

Helen Greening, Learning and Development Manager,

Willmott Dixon Construction

15:20 - 16:00

A6

What skills do today's learning leaders require to guarantee organisational success?

- How to improve business acumen
- Making better use of analytics
- Investing in their own learning
- Boldly ask the hard questions

Andy Lancaster, Head of Learning and Development Content, CIPD

Robert Ashcroft, Head of Learning Strategy and Development, Santander UK

16:10 - 16:50 Closing Keynote

From manager to change leader - a case study of an award-winning transformation programme from Tfl

- Delivering a massive transformational change programme
- How to engage managers at all levels in the initiative
- How to embed the programme so that new managers can handle on-going change
- Using learning technology to solve problems

Alexandra Bode-Tunji, HR Director, Bucks New University



Day 2 Wednesday 16 October

09:40 - 09:45 Chair's opening: Robin Hoyle

09:45 - 10:20 Opening Keynote

How organisations are making learning technologies work today

- How Hilti's learning strategy democratised the learning process
- Converting tacit learning into tangible learning experiences
- Applying learning technology to affect the bottom line

Rachel Hutchinson, *Director of Learning and Development, Hilti*



One-day and two-day delegates choose 3 sessions

10:35 - 11:15

B1

Embedding a culture of learner engagement

- Using open badges for learner engagement
- Creating the programme that encouraged learners to use it
- Instilling a culture of self-reflective and self-managed learning
- Measuring their success

Robert Stewart, *Learning and Development Adviser, Scottish Social Services Council*

11:30 - 12:05

B2

How has, and how will, the changing nature of work impact L&D?

- How technology is providing greater choice
- New technologies that will impact the world of work, and the skills that employees need
- How L&D will need to adapt to continue to deliver organisational effectiveness

Emma Parry, *Professor of Human Resource Management, Cranfield School of Management*

12:20 - 13:00

B3

What is the leader's role in wellbeing and mental health issues in their organisations?

- Creating a working environment that promotes wellbeing
- Recognising the early signs of mental illness and how to address it
- The behaviours leaders must model to ensure a healthy working environment becomes embedded

Hugo Metcalfe, *Mental Health Expert, Oakwood Training*
Andy Latham,
Head of Health, Safety and Wellbeing, Next

13:15 - 13:50

B4

The power of personalised and adaptive learning

- The benefits and drawbacks of personalisation
- Outlining the under-pinning technology
- The principles of personalisation and case studies of learning success

David James, *Chief Learning Officer, Loop*
Adam Harwood, *L&D Manager, Revolut*

14:00 - 14:35

B5

How data analytics can inform learning design and deliver success

- Identify the 'real' problem - is it a training issue?
- Acquiring the right data and how to understand it
- Using data to deliver targeted learning design and deliver success

Jonathan Kettleborough, *Senior Lecturer Information Systems Strategy, Manchester Metropolitan University*

14:50 - 15:25

B6

How to support leadership teams in uncertain change environments

- What are the new priorities that we need to set?
- What do we now want to achieve through leadership?
- What are our customers and other stakeholders asking from us: now and in the future?

Guy Bloom,
Founder and Director, Living Brave Leadership

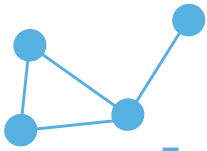
15:30 - 15:50 Closing Keynote

What resources and cultural changes are needed to create a collaborative organisation?

- What do we mean by a collaborative organisation and why does it matter?
- Investigating resources - technology and skills
- Building a self-sustaining learning culture

Robin Hoyle, *Author of Informal Learning in Organisations*





Live Demo Zone

The **Live Demo Zone**, a brand new feature for this year, will host a range of practical demonstrations of products from key learning solution providers.



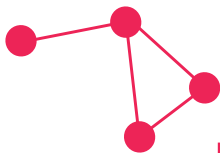
"The conference is a great way to keep up to date with the latest learning trends, make contacts with fellow professionals and leave motivated to do more."

Sarah Teagle, Learning and Development Partner, The University of Manchester



Learning Design Live

Learning Design Live is specifically for anyone involved in learning tech design. Get in-depth advice and share ideas with other design specialists. Sponsored by the eLearning Network (eLN).



Fringe seminars

The **fringe seminars** focus on a variety of specialist topics around the main conference themes.

Book your place: call **020 8394 5171** or visit **learnevents.com**

Conference information

Venue

NEC, Birmingham, B40 1NT

Conference opening times

Tuesday 15 October 2019 **09:20 – 17:00**

Wednesday 16 October 2019 **09:20 – 16:00**

Conference delegate rates

Platinum delegate: **£1,475 + VAT**

Two-day delegate: **£995 + VAT**

One-day delegate: **£647 + VAT**

Learning Design Live: **Free**

Fringe seminars: **Free**

Exhibition entry

Entry to the exhibition is free of charge

Lunch & refreshments

Tea, coffee and lunch will be provided to delegates at the main conference (excluding Learning Design Live and Fringe seminar delegates).

How to get there

The NEC is easy to get to via road, rail or air.

Birmingham International station is connected to the hall by a covered walkway. For directions, visit thenec.co.uk/travel

How to book

Call the conference booking line on: **020 8394 5171**

Book online at: learnevents.com

Enter the ticket code below:

Up to 40% off delegate rates are available*

Booking discounts:

- Early booking discount by **5 July 2019 (30%)** Excludes Platinum package[◇]
- Early booking discount by **13 September 2019 (20%)** Excludes Platinum package[◇]
- Association discount: **TAP, ILM, AMED (further 10%)**[¥]
- **Four or more delegates (further 10%)**[¥]
- World of Learning **2018 delegate (further 10%)**[¥]

[◇] To benefit from 10% off of the platinum package before 5 July call **020 8394 5171**. The Platinum package discount cannot be used in conjunction with any other discounts.

[¥] These discounts may be used in conjunction with the early booking discount as a cumulative saving, however they cannot be used in conjunction with any other 10% discount. These discounts do not apply to the Platinum package.

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