



Talent Retention

TURNOVER INTO TENURE



FHRD
all about people

2014 FHRD Annual HR Conference

Date: 17th October 2014 • Venue: Radisson Blu Golden Sands

Topics and structure

8:30hrs Registration and Networking Coffee Break

9:00hrs Welcome address by Ivan Refalo, FHRD President

9:05hrs Keynote Speech – Gabrielle Gache – How to get the best people to work for your company and inspire those already there – Part 1

9:45hrs Q&A – Gabrielle Gache

10:00hrs Workshop A
W1 – Gabrielle Gache – How to get the best people to work for your company and inspire those already there – Part 2
W2 – CIPD, Ksenia Zheltoukhova, MEA, Joseph Farrugia, FHRD, Ivan Refalo, Hilary Farrar, PwC – Mega Trends in Talent Management - Part 1
Moderated by: Roderick Cutajar

11:00hrs Coffee Break

11:30hrs Workshop B
W3 – James Ashton, Multiplex – Identifying early Talent
W4 – CIPD, Ksenia Zheltoukhova, MEA, Joseph Farrugia, FHRD, Ivan Refalo, Hilary Farrar, PwC – Mega Trends the Expectations Gap - Part 2
Moderated by: Roderick Cutajar

12:30hrs Lunch

13:30hrs Workshop C
W5 – Talent Management in Local Companies - Winston J Zahra (Island Group), Jeff Cranmer (VAOS) and Mandy Garner (HSBC)
Moderated by: Rachel Attard
W6 – Matthew Bezzina, ECABS - Entrepreneurial Success - Dealing with Difficult People

14:30hrs Coffee Break

15:00hrs Keynote Speech - Hilary Farrar, PwC - Talent Analytics

15:30hrs Keynote Speech – James Ashton, Multiplex - Leadership Activation Speech

16:00hrs Networking Drinks

EVENT PARTNERS





Speakers profiles



Gabrielle Gache

As a High Performance Coach in the business world, Gabrielle has coached, consulted, managed and trained thousands of people. Her audiences consist of individuals from various walks of life including CEO's, leaders, managers, team leaders, fast-track gradates, key account management, telesales, field sales, business owners and parents. She is recognised by the Society of NLP, BPS & AAMET. Her strength in interpersonal and intrapersonal communications translates into empowering you to be the authentic YOU, you know you want to be.

Gabrielle's career has spanned from travel to financial services, recruitment to property development and interior design. Her eagerness for continual learning is relentless as she avidly follows what the scientists are discovering in the world of Human Behaviours and Neuro Science. Her ability to pass her knowledge on in innovative ways that inspires is second to none and she enables you to constantly improve yourself and your people.



Ksenia Zheltoukhova

Ksenia specialises in leadership studies and is interested in practical applications of distributed or shared leadership in the workplace. She is currently working towards a PhD, identifying the effects of leaders' sacrificial behaviours on followers. Her other projects consider the new ways of working, including the implications of increased flexibility, transparency, and pace of change on individual career trajectories and organisational agility.

Ksenia's background is in organisational psychology and management studies. Before joining CIPD she spent three years as a Researcher at The Work Foundation examining the presence of Good Work in modern workplaces.



James Ashton

James Ashton is the Managing Director of Multiplex, a Maltese business operating across five countries. He has a Masters degree in Organisational Psychology and is in the process of being accredited Master Certified Coach with the European mentoring and Coaching Council (EMCC). James is the developer of the *Effective Leader Index*, a psychometric tool used for measuring leader-fit in teams and he is the author of *Effective Leadership Just Got Personal!*

The question that intrigues James most these days is why so few people live up to what they themselves believe to be their potential. He is a co-founder of WAERU, a research syndicate attached to the University of the Witwatersrand in Johannesburg that runs projects investigating entrepreneurial activation in the field of medical research.



Joseph Farrugia

Joseph Farrugia joined the Malta Employers' Association as Director General in November 2001. He was previously employed at the University of Malta where he used to lecture in Marketing related subjects to Junior College, B.Comm and MBA students. He has also conducted courses in sales and sales management for the Malta University Services.

Joseph Farrugia has extensive experience in marketing consultancy and was employed as a Human Resources executive with the Gasan Group of Companies between the years 1988 and 1995. His main responsibilities at the Gasan group were industrial relations, collective bargaining, training, and organisational design and development. For the past nine years, Mr. Farrugia has sat on the board of directors of the Employment and Training Corporation, and of the Employment Relations Board. He also represents the MEA on the Malta Council for Economic and Social Development.



Matthew Bezzina

Matthew Bezzina graduated in 2008 from the University of Malta, obtaining a Bachelor of Commerce in Management. He eventually went on to read for a Master in Business Administration from the same University. While researching for his dissertation, he concurrently wrote the eCABS business plan that eventually led him to set up the company in early 2010.

Matthew's main roles within the organisation are business and marketing strategy, business development, systems optimization and dispatch operation. He is also actively involved in the IT aspects of the operation, a crucial element that led for eCABS to experience constant, solid and sustainable growth throughout the past years. Prior to setting up eCABS, Matthew worked in the EFL and transport industries, which experience led him to identify the opportunities present within Malta's transport industry.



Jeff Cranmer

Jeff Cranmer is a rather old and tired 47 year old. Having left school with few academic qualifications or prospects he joined the British Army as an apprentice at the grand old age of 15. Having commanded many talented soldiers, whose ideas he consistently stole as his own to further his own career, he gained promotion to the rank of Lieutenant Colonel at the age of 39. He has had the honour to serve his Country and his soldiers throughout the World in many of the most desirable holiday destinations, such as Afghanistan and Iraq. The pinnacle of his Army career was the command of the 'awesome' 6 Regiment RLC (850 strong) whilst on operations in Afghanistan. Having realised his Army ambitions (and ahead of redundancy!!) he decided to call an end to his military career some 12 years prematurely. His last job in the Army was in the Army Personnel Centre (APC) responsible for all Soldier Career Development & Policy matters for a population of c. 80,000.

Having relocated to Malta to retire at the age of 44, he was enticed back to work by an offer he couldn't refuse. He is now Head of Human Resources for Value Added Oilfield Services (VAOS): VAOS is an Austrian owned, Maltese registered Company that operates out of Libya (figure that out).



Hilary Farrar

Hilary leads the global Talent Management function for the PwC network. A chartered occupational psychologist, she has over 30 years experience in developing leaders.

In her early career she worked in recruitment in both the manufacturing and shipping industries, moving to head international recruitment for Deloitte Haskins and Sells in the UK. Since then she has led career development and talent functions principally in financial services partnerships (Deloitte, E&Y, and PwC).

She has an insatiable interest in the design of international leadership development programmes having been the (co) architect of the UK Firm's Emerging Leaders programme and of the PwC international 'Responsible Leadership' programme for Senior Managers and she coaches on programmes in Europe and more widely.

In 2010 she developed and launched the PwC Talent Management strategy and framework which forms the basis of PwC's talent practices across the international network. Working initially out of Frankfurt and now London she leads the network's global Talent Management approach working through a team of dedicated local Talent and Human Capital professionals – "without whom nothing would be accomplished".



Ivan Refalo

Ivan Refalo started his career in the manufacturing industry joining Foster Clark Products in 1984. He started working in Quality and then moved on to Operations within the same company helping to set up and manage one of its factories.

After almost 25 years he joined Playmobil Malta in 2008 as Performance and Development Manager, heading the HR department. He joined Palm City Ltd in July 2014.

He has been a member of the FHRD Board since 2011 and also served as a member of the Malta Chamber of Commerce, Enterprise and Industry, Business Education Committee. He was elected as President of the FHRD Board in 2013.



Mandy Garner

With twenty years' experience in Human Resources, Ms Mandy Garner moved to Malta from HSBC in Jersey Channel Islands, where she supported the Expat business and took a lead role on all HR issues across the Channel Islands and Isle of Man. Ms Garner previously worked for Santander and the UK National Health Service and was educated in the UK, holding an MA in Law and Employee Relations and is also a Member of the Institute of Personnel and Development.



Winston J Zahra

Winston J Zahra joined the Group in 1991. In June of 2001 Mr Zahra was appointed Director of Operations, Sales & Marketing and appointed CEO in August 2009. Winston is a Fellow of the Institute of Hospitality, a Lifelong Honorary Member of the Malta Institute of Management and a member of the Young Presidents Organisation. Over the years he has also occupied various posts on national boards within the tourism industry.