

Talent Management for the Medtech businesses of tomorrow and launch of the Medtech Competency Framework

Venue: Kilashee Hotel, Naas, Kildare

Morning event: 19th Sept 2019, 08:30 am – 13:00 pm

The Irish Medtech Skillnet recognises that the most valuable asset of a business is its' people. Today, every organisation faces dynamic workforce and talent management issues. It is now more important than ever to attract, develop and retain the right talent with the right skills. This event is aimed at senior HR professionals in the medtech sector. Delegates will gain insights and solutions to daily challenges in the selection and management of talent and well as understanding the competencies required for roles and how to build emotional resilience in your organisation.

Built with Ireland's current and future talent requirements in mind, the Medtech Competency Framework, developed by senior HR professionals launched today provides access to a platform of comprehensive job roles and skills profile.

Agenda

08:30 - 09:00 Registration. Light breakfast & networking

09:00 - 09:15 Welcome and Introduction **Emma Kilgallon, HR Manager, West**

09:15 - 09:35 "A Road to 21st Century Skills" **Paul Healy, Chief Executive, Skillnet Ireland**

Session 1: The future of recruitment

Technology is changing the world as we know it and that includes how we do business. Hiring managers need to acknowledge these advances and adapt and invest in smart recruiting. The follow session presents the latest trends in recruitment, and a practical case study on how hiring is becoming smarter

09:35 - 09:55 "Latest Trends in HR" **Stephen Driver, Head of Advocacy Services, Ibec**

09:55 - 10:15 "Recruitment Strategies" Company Case study **TBA**

Session 2: Recruitment made easy

It is essential that knowledge and skills are clearly defined and leveraged to truly drive business success. To address these challenges, the Irish Medtech Skillnet with HR managers in the sector developed the Medtech Competency Framework to help organisations to identify talent gaps, interview for and coach the skills required for critical roles across different functions.

10:15 - 10:45 "Introduction to the *Medtech Competency Framework*"

Lorraine Kirk, HR Manager, Bellurgan

10:45 – 10:55 Q&A with panel

10:55 - 11:15 Coffee Break and Demo

Session 3: Talent Management Strategies

Change management is the structured discipline that focuses on the people side of organisational change. The first speaker Angelo will talk about building change capability and delivering business success using Prosci methodology.

Defined as a combination of passion and perseverance to meaningful long term goals, grit has been shown to have a significant impact on performance and development. Paul will explore some of the building blocks of Grit, how these can be incorporated into talent development and why building resilience on its own is not enough.

Our last speaker Kara will show us how to identify and overcome unconscious bias in the workplace.

11:15 - 11:40 "*The people side in a changing environment*"

Angelo McNeive, Business Psychologist, Stepstone

11:40 - 12:00 "*The Role of Grit in Talent Management*"

Paul Gleeson, Performance Coach, Turas

12:00 - 12:20 "*Minimising unconscious bias in talent management*"

Dr Kara McGann, Head of Social Policy, Ibec

Wellness is the new talent management strategy

Our next speaker will deliver a case study on how their organisation prepares employees to unlock their full potential to produce optimal results for the organisation.

12:20 – 12:45 "Prioritising the wellbeing of the workforce" **Company Case study**

12:45 - 12:55 Q&A with panel

12:55 – 13:00 Closing Remarks

Pauline O Flanagan, Medtech Skillnet Manager