

CSNZ Workshop 2021

Friday 12 March 2021

Detail	Time	Duration
Opening and Icebreaker	8.00am	10 minutes
<p><u>What's in a People Plan?</u></p> <p>Overview of session: If your team is keeping you up at night, you're not alone. We know many business leaders find leading people one of the most stressful and challenging parts of their role. In this session we will help you to understand the different people priorities that require your focus, and if done right save you a lot of heartache! We will help you develop an employee centred mindset, understanding the experience of working in your business from the perspective of your employees. Remember if you can attract AND retain the best people, your business will be better!</p> <p>Approach: This session is a mix of presentation and facilitation - each participant will complete an employee journey map (handout) and rate the different elements of their employees' experience. Leaders will think about what they know, think and suspect might be priorities for their people.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> • Opening participants' eyes and minds to the importance of having a people strategy you are working towards, the different areas of focus and developing an employee centred mindset. • Creating awareness of areas of your employees' experience that might require targeted actions and strategies to address. 	8.10am	1h 30 minutes
Morning tea break	9.40am	20 minutes
<p><u>Putting Employee Centred Design into Practice</u></p> <p>Overview of session: Thinking about some of those priorities, how do leaders then tackle some of these challenges applying an employee centred design lens?</p> <p>Approach: During this sessions participants will be able to participate in one of three breakout sessions, applying employee centred design principles and look at how to design one of the following:</p> <ul style="list-style-type: none"> • Onboarding - how to design an amazing onboarding experience (mix of presentation and facilitation where participants begin to design their own process) • Role Design - when the size and shape of your team or organisation needs to change how to design new roles, what 	10.00am	1h 30 minutes

<p>questions to ask and how to know when you are ready to introduce new positions (mix of presentation and facilitation where participants begin to design a role required in their organisation)</p> <ul style="list-style-type: none"> • Career Pathways - how to retain great talent when a promotion is not always an option - understanding what motivates modern employees and how to look for ways to enrich the experience and learning of employees (mix of presentation and facilitation where participants begin to think about designing career pathways for their organisation) <p>Outcomes:</p> <ul style="list-style-type: none"> • Through learning, facilitation and with supporting materials, participants learn about applying employee centred design principals to solving people related problems in ways that will make the biggest impact for their people. 		
<p>Lunch break</p>	<p>11.30am</p>	<p>1 hour</p>
<p><u>Leading through change</u></p> <p>Overview of this session: Change is constant, now more than ever before. How can I support myself and my team best? This session is focused on supporting participants to create awareness around what happens to us when we experience change and how to best support yourself and your team members during those periods of change.</p> <p>Approach:</p> <ul style="list-style-type: none"> • Introduce the grieving cycle and stages of readiness for change (using two different change models) • Discuss what happens/characteristics of each stage and what to be aware of during each stage • Provide opportunity for leaders to reflect on their own position on the readiness for change cycle (individually) and assess how their teams might be feeling (in groups) • Outline strategies for leaders to prepare themselves and support their teams during the different stages. <p>Outcomes:</p> <ul style="list-style-type: none"> • Understand the cycles of change management • Sharing strategies to overcome/support team members 	<p>12.30pm</p>	<p>1h 30 minutes</p>
<p>Afternoon tea</p>	<p>2.00pm</p>	<p>30 minutes</p>

<p><u>Working from Home</u></p> <p>Overview of this session: Ways of working forced organisations to change significantly when New Zealand went into lockdown. Within days, people were required to operate differently and in an environment of ongoing change. Organisations responded quickly to setting their people up to be able to work remotely and focused on ensuring peoples’ wellbeing was front of mind. Now that this way of working has become the new norm, how do we focus on keeping the culture strong, keeping people motivated and productive, and delivering quality work. Has your working from home/flexible working policy hit the mark? What is not working?</p> <p>Approach:</p> <ul style="list-style-type: none"> • Participants will participate in a facilitated discussion in groups, sharing challenges being experienced across organisations in this area, looking for commonalities and key themes • They will hear about some of the practical steps others organisations have undertaken to address these challenges • Taking an employee centred design focus (through guidelines and facilitation) they will look at key considerations when designing working from home/flexible working policies <p>Outcomes:</p> <ul style="list-style-type: none"> • An understanding of the common themes being experienced across the organisations • Sharing ideas around what works/what doesn’t • Apply employee centred design thinking to designing a policy that helps to create the desired outcomes 	<p>2.30pm</p>	<p>1h 15 minutes</p>
<p>Closing and recap</p>	<p>3.45pm</p>	<p>15 minutes</p>