

7th International Organisations
Career Development Roundtable
 Copenhagen, 1 – 2 December 2010
AGENDA



Wednesday, 1 December 2010

How can international organizations help their workforce to combine career development and work-life balance options?

8.30 – 9.30	Registration, coffee and icebreaker activity		
9.30 – 9.50	Opening: Jan Mattsson, Assistant Secretary General, Executive Director, UNOPS		
9.50 – 10.00	Jakob Simonsen, Director, Nordic Liaison Office, UNDP <i>Balancing Careers for What – Reflections on the Millennium Development Goals</i>		
10.00 – 10.45	Keynote speakers: <ul style="list-style-type: none"> Cathy Benko, Vice Chairman and Chief Talent Officer, Deloitte LLP <i>"Corporate Lattice" - The needs of the workforce have changed, while the expectations of the workplace have not. How to solve the paradox between a high performance culture and a sustainable career-life fit.</i> 		
10.45 – 11.30	<ul style="list-style-type: none"> Jesper Johansen, Director, and Lene Munch-Petersen, Social Advisor and Coach, People and Organization Europe, Novozymes <i>How to make it great to be a Zymer - with focus on well being and self management</i> 		
11.30 – 12.00	Plenary discussion moderated by Thomas Munk Larsen, Director, Human Resources, Ministry of Foreign Affairs of Denmark.		
12.00 – 14.00	Lunch Break		
14:00 – 15.00	Knowledge Fair		
	Adam Vane, Founder and Principal, Paragon Global Consulting	<u>Heroic Conversations: The Key to Organizational Success</u> Improved communication can help reduce stress in the workplace. The Heroic Conversation Model can be learnt and used to ensure effective and authentic communication.	Store Sal III 2 nd floor
	Steve Munroe & Renee Martyna, Co-founders, Satori Worldwide	<u>Experiencing Life in Balance: Introduction to the Satori Process</u> Satori Worldwide has developed a self-care programme for international aid workers in need of focused rest and relaxation during and after service in the field.	Salon F 1 st floor
	Liisi Rossi, Head of Sector, Central Career Guidance, DG HR and Security, European Commission	<u>Presentation of the Career Guidance practiced in the European Commission</u> Career guidance is an important career management tool and a support in implementing career related HR policies which touch mobility, work-life balance, flexible working hours, etc.	Meeting Room 4 1 st floor
	Liliana Mircescu, Head Staff Development and Learning Unit, IOM	<u>Developing a new System for Staff Evaluation in the International Organization for Migration</u> Performance evaluation systems are often caught in a trade-off between multiple choice-type answers & descriptive text evaluations. IOM's Staff Evaluation System addresses this issue.	Meeting Room 5 1 st floor
	Linda Starodub, Chief, Human Resources Management Services, UNODC	<u>Coping with Peak Retirements & Building Key Capacities in the Multi-Generational Workplace</u> This clinic will encourage participants to share responses to the impact of retirements on the knowledge & capacities of a multi-generational workplace, and explore what can further be done.	Lille Sal II 2 nd floor

7th International Organisations
Career Development Roundtable
 Copenhagen, 1 – 2 December 2010
 AGENDA



15.00 – 15.30	Coffee Break		
15.30 – 16.30	Knowledge Fair		
	<p>Adam Vane, Founder and Principal, Paragon Global Consulting</p> <p>Steve Munroe & Renee Martyna, Co-founders, Satori Worldwide</p> <p>Liisi Rossi, Head of Sector, Central Career Guidance, DG HR and Security, European Commission</p> <p>Liliana Mircescu, Head Staff Development and Learning Unit, IOM</p> <p>Jenny Pilling, Career Development Officer, UNESCO</p>	<p><u>Heroic Conversations: The Key to Organizational Success</u> Improved communication can help reduce stress in the workplace. The Heroic Conversation Model can be learnt and used to ensure effective and authentic communication.</p> <p><u>Experiencing Life in Balance: Introduction to the Satori Process</u> Satori Worldwide has developed a self-care programme for international aid workers in need of focused rest and relaxation during and after service in the field.</p> <p><u>Presentation of the Career Guidance practiced in the European Commission</u> Career guidance is an important career management tool and a support in implementing career related HR policies which touch mobility, work-life balance, flexible working hours, etc.</p> <p><u>Developing a new System for Staff Evaluation in the International Organization for Migration</u> Performance evaluation systems are often caught in a trade-off between multiple choice-type answers & descriptive text evaluations. IOM's Staff Evaluation System addresses this issue.</p> <p><u>Presentation of the UNESCO Performance Management Training Programme</u> UNESCO addresses the challenges of developing a performance management culture through a new, two-day performance management training package for managers and supervisors.</p>	<p>Store Sal III 2nd floor</p> <p>Salon F 1st floor</p> <p>Meeting Room 4 1st floor</p> <p>Meeting Room 5 1st floor</p> <p>Meeting Room 6 1st floor</p>
16.30 – 17.00	Break		
17.00 – 18.00	Knowledge Fair		
	<p>Adam Vane, Founder and Principal, Paragon Global Consulting</p> <p>Steve Munroe & Renee Martyna, Co-founders, Satori Worldwide</p> <p>Linda Starodub, Chief, Human Resources Management Services, UNODC</p> <p>Jenny Pilling, Career Development Officer, UNESCO</p>	<p><u>Heroic Conversations: The Key to Organizational Success</u> Improved communication can help reduce stress in the workplace. The Heroic Conversation Model can be learnt and used to ensure effective and authentic communication.</p> <p><u>Experiencing Life in Balance: Introduction to the Satori Process</u> Satori Worldwide has developed a self-care programme for international aid workers in need of focused rest and relaxation during and after service in the field.</p> <p><u>Coping with Peak Retirements & Building Key Capacities in the Multi-Generational Workplace</u> This clinic will encourage participants to share responses to the impact of retirements on the knowledge & capacities of a multi-generational workplace, and explore what can further be done.</p> <p><u>Presentation of the UNESCO Performance Management Training Programme</u> UNESCO addresses the challenges of developing a performance management culture through a new, two-day performance management training package for managers and supervisors.</p>	<p>Store Sal III 2nd floor</p> <p>Salon F 1st floor</p> <p>Lille Sal II 2nd floor</p> <p>Meeting Room 6 1st floor</p>
18.15	Group Photo		
18.30	Reception hosted by the Ministry of Foreign Affairs of Denmark (Eigtveds Pakhus)		



Thursday, 2 December 2010			
<i>How can work-life balance policies help improve gender balance in international organizations?</i>			
8.45 – 9.30	Pierre Moreau-Peron, Director, Human Resources, UNOPS, and Arturo Pagan, Chief, Learning and Career Management, UNFPA <i>Reflections on the experiences and challenges of international organisations in implementing work-life balance and gender balance programmes</i>		
9.30 – 10.15	Keynote speakers: <ul style="list-style-type: none"> Anne-Birgitte Albrechtsen, Under-Secretary for Human Resources and Finance, Ministry of Foreign Affairs of Denmark <i>Including family and gender considerations in international career planning – a Danish perspective</i> 		
10.15 – 11.00	<ul style="list-style-type: none"> Catherine Pollard, Assistant Secretary-General for Human Resource Management, United Nations 		
11.00 – 11.30	Plenary session moderated by Isabel Yordi Aguirre, Technical Officer Gender and Health, WHO Europe		
11.30 – 12.00	Coffee Break		
12.00 – 13.00	Knowledge Fair		
	Carmen De Los Rios, UNFPA/ Roberto Amorosino, World Bank/ Ioli Kimyaci, UNCHR/ Aitor Maguna EPO	<u>Experiences with Work-Life and Staff Well-Being Programmes and Policies</u> This clinic will present experiences and new initiatives of UNFPA, World Bank, UNHCR and EPO with work-life and staff well-being programmes, and discuss lessons learned and challenges on this subject matter.	Lille Sal II 2 nd floor
	Rob Nathan, Managing Director & Gillian Freedman, Career Consultant, Career Counselling Services:	<u>Introducing Career Development Support for Staff</u> Reflection on professional level career development support for staff and presentation of the CCS 5 Stage Model of Career Coaching skills and Occupational Interests Explorer (OIE) techniques.	Meeting Room 6 1 st floor
	Anne Gunning, Interim Global Co-ordinator, UN Cares	<u>UN Cares is the UN's Global Response to HIV in its Workplace</u> Overview of the global UN Cares Programme, and discussion on the role and responsibility of the workplace in promoting staff wellness/wellbeing, with specific reference to HIV in the workplace.	Meeting Room 4 1 st floor
	Petra ten Hoope-Bender, HR Programme Coordinator, CEB Secretariat	<u>How to address Dual Career and Staff Mobility</u> Presentation of the UN Dual Career and Staff Mobility programme, linked to the area of balancing careers, career development, gender balance, spouse employment and other wellbeing matters.	Meeting Room 5 1 st floor
	Simonetta Cavazza, Gender Co-ordinator, ILO International Training Centre	<u>Use of Participatory Gender Audit to Generate Learning and Organizational Change</u> Presentation of ILO's Participatory Gender Audit tool, that contributes to learning and organizational change, while helping to assess the Organizations' performance in mainstreaming gender equality.	Salon F 1 st floor
13.00 – 14.30	Lunch Break		

7th International Organisations
Career Development Roundtable
 Copenhagen, 1 – 2 December 2010
AGENDA



14.30 – 15.30	<p>Knowledge Fair</p> <p>Carmen De Los Rios, UNFPA/ Roberto Amorosino, World Bank/ Ioli Kimyaci, UNCHR/ Aitor Maguna EPO</p> <p><u>Experiences with Work-life and Staff Well-Being Programmes and Policies</u> This clinic will present experiences and new initiatives of UNFPA, World Bank, UNHCR and EPO with work-life and staff well-being programmes, and discuss lessons learned and challenges on this subject matter.</p> <p>Rob Nathan, Managing Director & Gillian Freedman, Career Consultant, Career Counselling Services</p> <p><u>Introducing Career Development Support for Staff</u> Reflection on professional level career development support for staff and presentation of the CCS 5 Stage Model of Career Coaching skills and Occupational Interests Explorer (OIE) techniques.</p> <p>Anne Gunning, Interim Global Co-ordinator, UN Cares</p> <p><u>UN Cares is the UN's Global Response to HIV in its Workplace</u> Overview of the global UN Cares Programme, and discussion on the role and responsibility of the workplace in promoting staff wellness/wellbeing, with specific reference to HIV in the workplace.</p> <p>Petra ten Hoope-Bender, HR Programme Coordinator, CEB Secretariat</p> <p><u>How to address Dual Career and Staff Mobility</u> Presentation of the UN Dual Career and Staff Mobility programme, linked to the area of balancing careers, career development, gender balance, spouse employment and other wellbeing matters.</p> <p>Simonetta Cavazza, Gender Co-ordinator, ILO International Training Centre</p> <p><u>Use of Participatory Gender Audit to Generate Learning and Organizational Change</u> Presentation of ILO's Participatory Gender Audit tool, that contributes to learning and organizational change, while helping to assess the Organizations' performance in mainstreaming gender equality.</p>	<p>Lille Sal II 2nd floor</p> <p>Meeting Room 6 1st floor</p> <p>Meeting Room 4 1st floor</p> <p>Meeting Room 5 1st floor</p> <p>Salon F 1st floor</p>
15.30 – 16.00	Coffee Break	
16.00 – 17.00	Debate on how international organizations can address future challenges in terms of attracting and retaining talent, including female talent, and offering opportunities for staff to balance careers and work-life.	
17.00 - 17.10	Closing	
19.30	Informal Dinner at Restaurant Cassiopeia (Gammel Kongevej 10)	