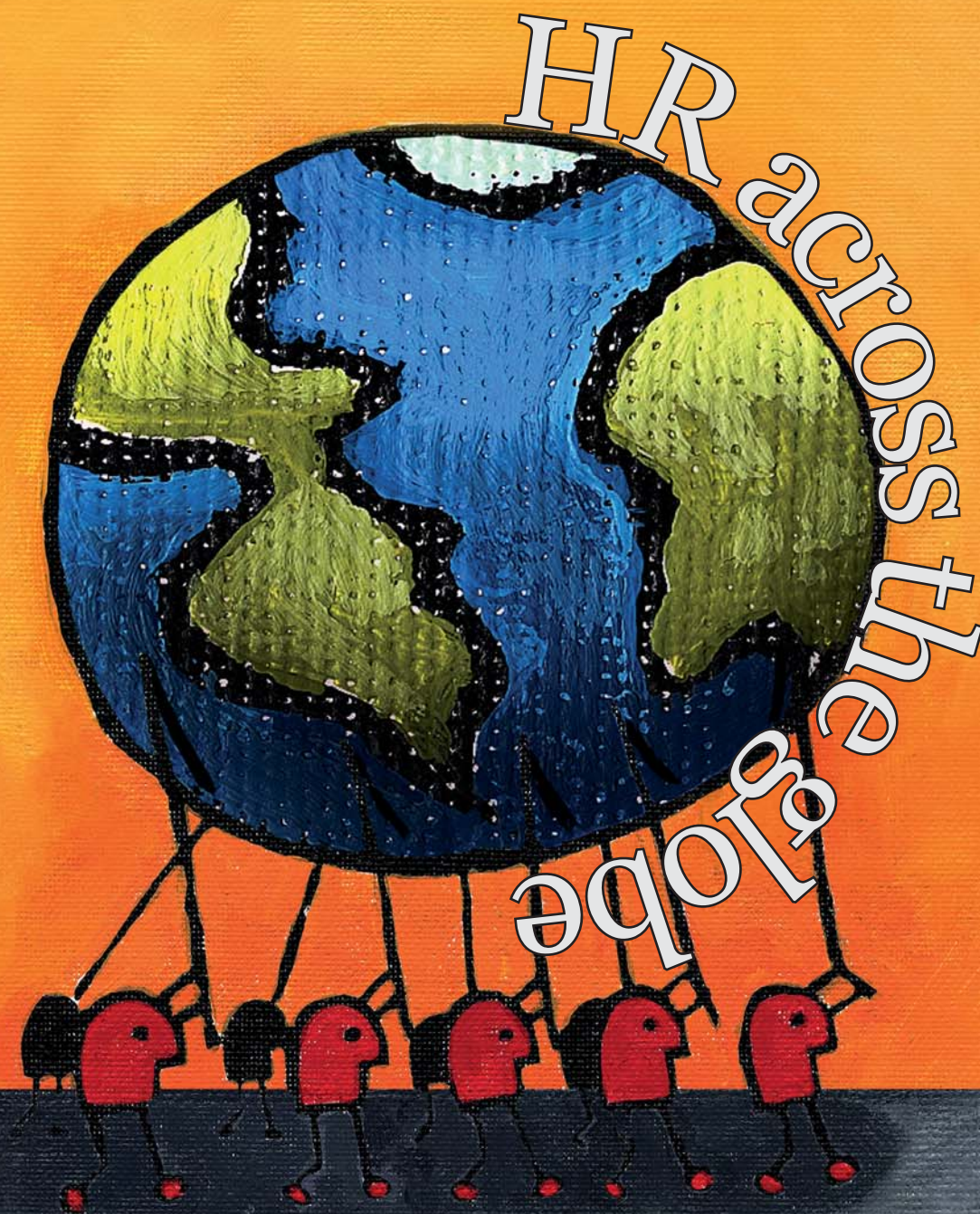


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World Conference IFTDO & Expo

8-11
MAY 2011

WARSAW
MARRIOTT
HOTEL



• crosscultural • multidisciplinary • interpersonal •

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he Management Observatory Foundation – the Official Partner of IFTDO in Poland and Nowoczesna Firma – the biggest business portal in Poland organize 40th IFTDO World Conference & Expo. It will take place on 8 – 11 May 2011 at the Marriott Hotel and Knowledge Village in Warsaw, Poland.

At the same time it is the **13th HR Congress & Expo** organized in Poland twice a year – the biggest and the most prestigious HRM&D event in Poland. Each HR Congress & Expo gathers about **1000 delegates** at the Congress and about **2000 visitors of Expo**.

In this 40th year of existence, the IFTDO World Conference & Expo brings together the global HR as well as training and development community to share learning, experiences and the latest industry development. We expect hundreds delegates from all over the world and HR decision – makers from international and Polish organizations.

40th IFTDO World Conference & Expo is a platform of experience exchange and meeting of personal directors, HR managers, specialists in various HR areas and decision-makers, who determine strategies of people management in organizations.

We would like to cordially invite you to visit 40th IFTDO World Conference & Expo and share your knowledge and experience during a lecture presented at the Conference. We invite you to familiarize yourself with the idea of the 40th IFTDO World Conference, presented on the following pages and the terms of the cooperation.

We look forward to your preliminary proposal till **20th October 2010**.

We hope that you would like to share your knowledge and experience with the participants of the Conference.

Your sincerely,

Magdalena Stawicka

Magdalena Stawicka
Project Manager



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40. World Conference IFTDO & Expo



About the Conference

Its aim is to present the best international solutions in the area of people management, experience exchange of practitioners for increasing standards of personnel management in organisations and the implementation of tested solutions in companies.

According to that, the aim of 40th International IFTDO Conference & EXPO is presentation of successful programmes, innovative tool from HRM&D field, inspiring case studies and modern knowledge, that allow HR professional to support their organizations in a fight for effective and promising leaders.

The Conference aim is to create a place of experiences exchange between human resources managers in a variety of enterprises and organisations and at presentation of trends as well as best practices as to how a firm could gain a competitive edge through its human resources policy.

Speakers

The speakers of the IFTDO World Conference are experts and scientists, presidents of companies, members of management, personal directors, HR managers, specialists in various HR areas, therefore, all those who realise HR project in companies on a day-to-day basis. They present their projects during appearances in the form of case studies, speak in discussion panels, which are very popular, and deliver expert lectures. During previous editions of Conference among estimated Speakers were: prof. Michael Armstrong, prof. Geert Hofstede, prof. Karl – Erik Sveiby, Leslie Rae, Ebrahim Al Dossary, Tom Boydell.

Participants

The IFTDO World Conference is directed to top management – chief executives, managing directors, member of the board, companies' owners, HR executives and managers, training specialists. Congress participants represent most influential corporations from industries such as services, telecommunications, consulting, FMCG and finance and many others.



HR across
the globe:
crosscultural,
multidisciplinary,
interpersonal



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arious cultures, various attitudes, various people – what can we learn from ourselves and how can we achieve common goals?

In the international society, together with representatives of many scientific disciplines, with practitioners from various organizations and experts representing various approaches towards human resources management, we are going to take up a debate about new challenges, trends and solutions from the area of HRM&D on three main fields: intercultural, interdisciplinary and interpersonal.

While managing people In an international environment, deriving from various cultures, joining various scientific disciplines and approaches towards management, as well as managing people representing various needs, plans and visions – how can we contribute to economic growth?

During 40th International IFTDO Conference we are going to fokus on three main fields: strategy&solutions, personnel function management, organizational development, organization architecture, employment planning and talent management, training &development, evaluation&compensation systems, personnel engagement, relations & communication management.

We would like to take a closer look and answer to such questions as follow:

- How to manage pepole in the global world and diverse work environment?
- What will be the function of HR in 10 years ahead?
- How to engage and motivate employees? – proactivity among employes, initiative, building owner's mentality among employees, raise of motivation, participation
- How to measure effectivity of HR processes and activities? – the real HR value
- How to develop leaders and build leadership? Do we need a new leadership model?
- How HR professionals can help people and organizations in achieving a high effectivity level and to develop their potential?
- How intellectual potential development and innovative solutions in HRM&D field contribute to economic growth?

The issues, stated above are only exemplary questions around which we would like to build the details of Conference essential programme. We are open to hear all your suggestions and propositions.

Proven
and new forms
of presentation



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xperts and practitioners are invited to Essentials cooperation and to present their experiences during existing and new forms of speeches.

Expert lecture

Management experts and scientific world representatives are invited to deliver an expert lecture or to present branch research outcomes. The lecture can refer to latest trends, methods and HR management tools. In case of expert lecture and outcomes presentation, participation of one Speaker is planned.

Workshops

We invite you to deliver mini – works hops In a chosen area of human resources management and development. The maximum of two Speakers from the same company or two Speakers representing two different companies.

Case study

The purpose of case study is presentation of inspiring solutions, programmes in realization or already successful. We invite a maximum of two trainers from one company to conduct the workshop or two trainers from different companies (provider and client, to whom presented implementation refers)

Discussion panel

Debate, discussion, various pinas of view, Exchange of experiences – a discussion panel is a perfect form of such speech. We plan the discussion panel to consist of maximum of three panelists – various companies representatives – and a moderator.

During the conference we would like to encourage you as Speakers to introduce with us new forms of meeting with Conference participants. We present below our proposal of new forms of speeches and we stay open for your suggestions.

Posters sessions and round table sessions

On the first day of the Conference there will be a special board (poster session), on which participants will be able to leave questions or suggestions of issues that they wish to raise in discussions with the speaker (in reference to the proposed by the speaker main theme). On the second day of the Conference we suggest meetings the participants at the round table. In one of the rooms there will be a set of tables, each of them dedicated to experts from different subject areas. Expert will have 60 minutes to meet with participants in a given subject area. Access to the table will be allowed up to a dozen participants.

Expert will prepare a brief presentation on the chosen subject, taking into account the proposals of participants left on boards. The presentation will take about 15–20 minutes. Afterwards there will be a discussion, which is closed by the summary and conclusions made by the expert.

In case of this sort of presentation we admit participation a maximum of two speakers from one company or two speakers from two different companies.

Rules of cooperation



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e would like our speakers to send us the following information:

SUBJECT OF APPEARANCE /approx. 100 characters/

KEY POINTS OF APPEARANCE IN THE FORM OF QUESTIONS (4 questions), to which the participant shall receive answers during the speech

SHORT DESCRIPTION OF APPEARANCE /approx. 800 – 1000 characters/ among others, the aim of the appearance, main issues, direct addresses

NAME AND SURNAME OF SPEAKER, POSITION, NAME OF COMPANY the Speaker represents

SHORT BIOGRAPHICAL NOTE OF SPEAKER /up to 600 characters/

INFORMATION ABOUT THE COMPANY / ORGANISATION OF THE SPEAKER /up to 600 characters/.

Additional Information

- Speech presented at the Conference cannot have been presented before at other conferences.
- The duration of speech is approximately 60 minutes – the exact duration of presentation will be determined at the stage of building the program, after receiving meeting proposals.
- The exact date and time of presentation will be fixed by the Organizer of Conference.
- For expert lectures and presentations of research results we invite a maximum of one speaker. In case of speech presented in the capacity of posters & round, tables session or case study we admit participation a maximum of two speakers from the same company or two speakers from two different companies (deliverer and customer, to whom the presented area refers to). We expect, that panel will consist of a maximum three speakers (representative of various companies) and the moderator. Infringement of following regulations will involve necessity of buying participation (15% discount).
- We ask deliverers of ideas to send case study together with their customer, to whom presented area refer to.
- Other issues connected with presentations will be delivered to speakers after the inclusion of proposal in the program of Conference.
- We will prepare separate room, in which auditors will have an opportunity to talk with speaker after their presentation. We expect that speaker will be at disposal of auditors during one hour after his presentation.
- Appendix contains agreement of cooperation, which will be signed after the approval.

We hope the idea of 40th IFTDO World Conference & Expo is interesting for you and you are willing to support our initiative. We look forward to receive a proposal of your speech and we are open to any suggestions of topics you wish to present. Please do not hesitate us if you had any questions concerning essential cooperation.



nowoczesnafirma



obserwatorium
zarządzania

Organizers



I

International Federation of Training and Development Organizations

IFTDO (International Federation of Training and Development Organizations) is a diversified network of human resource management and development organisations linking HR professionals in HR societies, corporations, universities, consultancies, government organisations and enterprises. Through its member organisations it represents more than 500,000 professionals in 50 countries. Its mission is to promote the concept of HRD as an effective organisational tool across all sectors of society, in order to increase personal and organisational effectiveness.

Management Observatory Foundation

Management Observatory Foundation is an organization devoted to economical education of society and business. Its aim is to monitor trends in various fields of management and transfer proven solutions from abroad, as well as to enable contacts with world renowned experts.

This aim is achieved among others by survey projects (job attitudes survey, training & development market survey) & certification programmes – Human Capital Investor, Useful Site, Client-friendly Company. Management Observatory Foundation is IFTDO's Official Partner in Poland.

Nowoczesna Firma

Nowoczesna Firma is one of the biggest business portal in Poland having about 1, 000 000 unique users per month. It changes attitudes of entrepreneurs and managers through promotion of modern management methods, creating background for active companies focused on development. It promotes also good practices in business, exchange of experiences and collaboration in managerial circles.

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