

DRAFT – DRAFT

SIG meeting in Copenhagen

22 – 23 June 2017

Attracting and Selecting Talent for a Sustainable Future

Objectives:

International and national public sector organisations around the world face important policy and operational challenges. The world is currently facing many issues including dealing with the consequences of globalisation, the digital revolution, population growth and climate change.

The UN organisations for example, face important challenges. In particular in September 2015 world leaders adopted the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development. The SDGs aim to end all forms of poverty, fight inequalities and tackle climate change, while ensuring that no one is left behind. The SDGs are universal and apply to all countries. During the coming 15 years, international organizations, public and private sector will have to work together to support the implementation and achievement of the SDGs.

The public sector will continue to be in the front line of shaping and responding to major societal trends. Whatever challenges public sector bodies face, the talent requirements of public and international organizations are changing. There will be a higher demand for transformative leaders who have the skills to navigate through complexity, influence change, and play a critical role in building a sustainable future. Such leaders will need to be able to inspire, guide, direct and influence others to bring about a fundamental and sustainable change in order to achieve the SDGs.

At the same time, the workforce is changing with the Millennial generation coming into the workplace with their own set of expectations, demands and work habits. This poses an additional challenge to organizations and leaders in terms of attracting, retaining and managing the new generation of talent in order to respond effectively.

The SIG meeting will explore the types of future competencies and approaches, which may be required by public and international organizations in order to contribute to and lead transformational change and to attract, retain and motivate talent to perform at their best.

Draft Agenda Outline:

Thursday 22 June

- 9:00-9.30 Registration
- 9.30-10.15 Opening by:
- William G Harris, CEO Association of Test Publishers
 - David Bearfield, Director, EPSO
 - Martha Helena Lopez, Director, Office of Human Resources, UNDP
- 10.15-10.45 Agenda 2030 – How do we get there and the role of HR
- Susan McDade, Director Bureau for Management Services, UNDP
 - Martha Helena Lopez, Director, Office of Human Resources, UNDP
- 10.45-11.15 Coffee break
- 11.15-12.30 A forward-looking perspective for HR and recruitment
- Andrew Lambert, partner at Corporate and HR Governance Consultancy Creelman Lambert
- 12.30–13.30 Lunch
- 13.30-14.30 The Nordic leadership experience – a model for the future
- Michele Guarini, New Nordic Leadership Institute
- 14.30 – 15.30 Recruiting and assessing senior leaders for the UN System
- Liz Huckerby, Chief Integrated Talent Management, UNDP
 - Kay Sahdev, Organisation Development and Research (ODRL)
- 15.30 - 15.45 Coffee break
- 15.45-16.15 Defining new competencies – the UNOPS leadership competency framework
- UNOPS (speaker to be confirmed)
- 16.15 – 16.45 Diversity in a mobile workforce – the Danish Foreign Ministry gender strategy in action
- Ministry of Foreign Affairs of Denmark (speaker to be confirmed)
- 16.45 – 17.15 Diversity in EPSO selection procedures
- Angela Heberling, Head of Unit, EPSO
- 17.30 -18.30 Tour of the UN City

Friday 23 June

Making assessment fit for the future

- 9.00-9.45 Recruitment solutions for the public sector – challenges in recruitment of future leaders
- Christian Kofoed-Enevoldsen, Director, Mercuri Urval
- 9.45 -10.45 How differential Item functioning analysis can help to increase the fairness and accuracy of assessments, particularly when you are assessing people across multiple languages
- Nikki Shepherd Eatchel, Senior Vice President of Assessment, Scantron
- 10.45– 11.00 Coffee break
- 11.00 – 11.30 Standardization of assessment services: challenges faced by ESPO in installing new ISO standard, was it beneficial and what are the future plans, related to this practice
- Stephane Vanderveken, Advisor, EPSO
- 11.30 – 12.00 Metrics for effective recruiting and selection: analytic methods and evaluation indexes – what are the challenges when methods of selection process evaluation are being applied
- Stephane Vanderveken, Advisor, EPSO
- 12.00-12.50 Roundtable discussions (tbc / themes to be identified – linked to overall theme of the agenda and last year's discussions)
- 12.50 -13.00 Closing of the meeting (including agreement on host and venue for 2018 meeting)