**SIG meeting in Copenhagen**

**22 – 23 June 2017**

**Attracting and Selecting Talent for a Sustainable Future**

**Thursday 22 June – Auditorium II**

8:30-9.30 Registration

9.30-9.45 Opening by:

* William G Harris, CEO Association of Test Publishers
* David Bearfield, Director, EPSO
* Martha Helena Lopez, Director, Office of Human Resources, UNDP

9.45-10.15 Agenda 2030: How do we get there – people and leadership

* Camilla Brückner, Director, Nordic Representation Office, UNDP
* Martha Helena Lopez, Director, Office of Human Resources, UNDP

10.15-10.45 Coffee break

10.45 – 12.00 A forward-looking perspective for HR and recruitment

* Andrew Lambert, Partner at Corporate and HR Governance Consultancy Creelman Lambert

12.00 – 12.30 Leadership development in the Danish Central Government – developing leadership competencies with a focus on holistic understanding, innovation, reflection and ability to act

* Trine Dahl, Head, Department for Leadership Development, Agency for Modernisation, Ministry of Finance of Denmark

12.30–13.30 Lunch

13.30-14.15 The Nordic leadership experience – a model for the future

* Michele Guarini, CEO HUCAMA Group and Managing Director Lumina Learning, Partner New Nordic Leadership Institute

14.15 – 15.15 Recruiting and assessing senior leaders for the UN System

* Liz Huckerby, Chief Integrated Talent Management, UNDP
* Kay Sahdev, Organisation Development and Research (ODRL)

15.15 - 15.45 Coffee break

15.45-16.15 Putting UNOPS competency framework into action – development of a leadership mindset

* Carolin Eckert, Talent Management and Learning, UNOPS

16.15 – 16.45 Diversity in a mobile workforce – the Danish Foreign Ministry gender strategy in action

* Ole Toft, Under-Secretary for Resources and Operations, Ministry of Foreign Affairs of Denmark

16.45 – 17.15 Diversity in EPSO selection procedures

* Angela Heberling, Head of Unit, EPSO

17.15 Group photo

17.30 -18.30 Tour of the UN City

**Friday 23 June – Auditorium II**

9.00-9.45 Recruitment solutions for the public sector – challenges in recruitment of future leaders

* Christian Kofoed-Enevoldsen, Director, Mercuri Urval

9.45 -10.30 How Differential Item Functioning Analysis can help to increase the fairness and accuracy of your assessment – particularly when assessing candidates in multiple languages.

* Nikki Shepherd Eatchel, Senior Vice President of Assessment, Scantron
* David Grinham, Senior Vice President of Assessment Solutions, Scantron

10.30– 11.30 Coffee and market place for networking and knowledge-sharing – Lounge Area I

11.30 – 11.50 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 (by video-link)

11.50 – 12.15 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 (by video-link)

12.15 – 12.45 Building evidence-based HRM systems and using strategic planning to enhance participation of under-represented groups

* Dr. Iris Nehmia, Director, Strategic Planning Department of the Israeli Civil Service Commission

12.45 -13.00 Closing of the meeting (including agreement on host and venue for 2018 meeting)