



**CIPD Midlands Presents:**

***“Made not Born: Insights into how the best become High Performance Organisations”***

**Sheraton Athlone Hotel**

**Wednesday, 2<sup>nd</sup> March 2016 at 5.30pm**

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The midlands branch of the Chartered Institute of Personnel and Development (CIPD) is pleased to announce details of their upcoming talk **“Made not Born: Insights into how the best become High Performance Organisations”**. This event, which is kindly sponsored by Vhi Healthcare, will take place in the **Sheraton Athlone Hotel at 5.30pm Wednesday 2<sup>nd</sup> March 2016**. There will be a networking opportunity followed by the keynote speaker, Brian McNeice, commencing at 6.00pm sharp.

This event will focus on the challenge of how to build a high performance environment. In today’s competitive economic environment the pressure to perform has never been greater. As a leader in your business your role is to create the right conditions that will deliver improved performance with fewer resources. The talk will discuss practical management moves you can take to make dramatic impacts on the performance of your operation.

Mr. Brian MacNeice, an expert in high performance, will set out the fundamental principles of building a high performance environment by leveraging his extensive research into how great institutions have achieved this. The research carried out by Brian and his colleagues at Kotinos Partners includes insights developed from time spent with organisations such as Southwest Airlines, Tata Group, Toyota, Google, Grameen Bank, FC Barcelona, New Zealand All Blacks, Kirov Ballet, Médecins Sans Frontières, US Marines Corp, Finnish State School Education System, Mayo Clinic and many more.

In the session Brian will share some of the key principles which are common across each of these high performance institutions, how they sustained their high performance, and how you can, in a practical way, adopt the same principles in your own environment to drive performance improvement. The session will close with a Q&A and facilitated discussion amongst the attendees to reinforce the key takeaways regarding performance, leadership, and excellence. At the end of the session you will have fresh insights and new ways of thinking about the challenge of driving performance improvement in your business.

Brian MacNeice is an expert in high performance and advises international clients on driving improvements in the performance focus and culture of their businesses. Brian has led numerous assignments with clients in a diverse range of industry sectors, including Food and Drink, Pharmaceuticals, Enterprise Development, Health, Financial Services, Software, Technology, Sport and Leisure and Utilities. He was previously founding Director of Genesis Ireland and prior to that he worked with Andersen, Deloitte and Vision Consulting. Brian has carried out extensive research into high performance and is a regular speaker on the topic at business conferences and seminars.

He is the co-author of a book on how to create a High Performance Organisation 'Powerhouse-Insider accounts into the World's Top High Performance Organizations' which is due to be published in 2016. He holds a B.Sc. in Computer Applications from DCU, a Diploma in International Marketing and an International MBA. He is an IRFU National Panel referee, a selector for the Irish National Cricket team, a leading sports administrator and an underage coach in both rugby and cricket.

Kotinos Partners specialises in advising clients on high performance organisations internationally working with a blue chip client base across multiple sectors including food & drink, financial services, manufacturing, pharma, technology, utilities, SMEs and sport. They work exclusively with ambitious CEOs or Senior Executives helping them become better leaders, make better decisions and drive better performance in their businesses

This is the fifth talk in an exciting programme of events for 2015/2016 provided by the CIPD Midlands Region Committee. The overriding theme throughout this year's programme is 'HR advancing Workplace Capabilities'.

**To attend this event, please RSVP to [midlandscipd@gmail.com](mailto:midlandscipd@gmail.com) by close of business Monday 29<sup>th</sup> February 2016.**

Should you wish to be placed on the distribution list, please contact: Caroline Ward CIPD Midlands Region, by emailing [midlandscipd@gmail.com](mailto:midlandscipd@gmail.com) .

We also welcome you to join our ever growing **CIPD Midlands, Ireland** group on LinkedIn.