

IP Inclusive Annual meeting & diversity conference 21.1.20 Programme



Venue: [Kilburn & Strode](#), Lacon London, 84 Theobalds Road, London WC1X 8NL

Timing: 9 am – 5 pm

08.30 – 09.00

Registration

09.00 – 09.55

Resilience awareness

Ever-increasing demands. Blurring lines between work and home. Constant connectivity! How can we find the ability to thrive personally and professionally in times where the demands on us are increasing all the time? The answer could lie in developing one's own resilience. In this interactive session you will build awareness of some of the factors that help you develop the learned skill of personal resilience.

The session will be facilitated by Ian Rustige, CEO and Coach at Energised Engagement (<http://energisedengagement.com/>).

10.00 – 11.50

IP Inclusive annual meeting

A chance to hear about our 2019 achievements and to help shape our plans and priorities for 2020. Includes updates from our five networking and support communities, our regional networks and our outreach initiative *Careers in Ideas*, plus a discussion of the results of our November 2019 benchmarking survey. This meeting incorporates our (brief) formal AGM. See attached separate agenda.

11.50 – 12.00

Refreshment break

12.00 – 13.00

Power, Presence and Impact - how to utilise yours, and nurture it in others

We've definitely ALL got PPI – Power, Presence and Impact, that is! But...

- What are the sources of Power available to us, and how much do we choose to tap into them?
- How do we show up in our lives (both personal and professional) – what Presence do we radiate?
- What is the Impact we are making on situations or on those around us? If it's not quite the impact we'd like to make, then how can we improve things?

In this interactive workshop about personal Power, Presence and Impact, you'll explore what these terms mean for *you*, and what the opportunities for change might be.

The workshop is led by Karen Crawley (<https://www.karencrawleycoaching.co.uk/>), a Development Coach and former patent attorney. She'll share some insights and tips about how to be more mindful in the way you create and use your PPI in order to achieve your goals, and how to develop PPI in colleagues around you. She'll also clarify the difference between working with a coach and working with a mentor on your personal development, and how these two different sources of support can complement each other.

13.00 – 13.50

Lunch

13.50 – 14.50

Banter: breaking or making barriers

A participative session looking at whether workplace banter is just a bit of fun or if it is costing UK business. Inappropriate behaviour in organisations is consistently in the headlines and the defence that it's "just a bit of banter" is a common excuse. So where are the lines between a bit of harmless fun and something that is unacceptable?

Stella Chandler from Focal Point Training (<http://www.focalpointtraining.com/>) leads this highly topical and thought-provoking session looking at the way our language and behaviour in the workplace can have all sorts of unintended consequences.

Participants will leave with a clearer understanding of where the “lines” are and some practical actions to take back into their workplaces to ensure banter is not acting as a barrier to creating an inclusive culture.

14.50 – 15.50

Careers in Ideas 2020

An introduction to the latest *Careers in Ideas* resources (see <http://careersinideas.org.uk/>), with ideas for presenting them to teachers, students and careers advisers, by Julie Barrett of Purposive Step Consulting (<https://www.linkedin.com/in/puposivestep-intellectual-property-related-business-and-career-consulting/>) and the Careers in Ideas team. This workshop will include discussions to help shape further materials, in particular the “career pathways” guide and resource packs tailored for specific educational milestones.

15.50 – 16.00

Refreshment break

16.00 – 17.00

Boardrooms on board!

A discussion about how to get senior decision-makers to engage with diversity and inclusion, and about the crucial role they play in leading an organisation to make positive changes. Through real-life case studies and shared discussions, this session will yield practical ideas for inclusive leadership within an organisation, and best practices for IPI Charter signatories of all types and sizes.

Facilitated by Kilburn & Strode’s Director of Human Resources Jonathan Clarke, with input from panellists Jessica Chivers, Founder and CEO of The Talent Keeper Specialists (<https://www.talentkeepers.co.uk/>); Dr Dwain Neil OBE, co-founder and Chair of Reach Society (<https://www.reachsociety.com/>); and Professor Gwilym Roberts, Chairman of Kilburn & Strode and CIPA Honorary Secretary.

17.00

The conference closes – but please join us afterwards for drinks, nibbles and networking, and to say thank you to our fabulous and generous hosts Kilburn & Strode.

IP Inclusive annual meeting 2020

Agenda

- 1000-1005 **Chair's introduction**
Andrea Brewster, IP Inclusive leader
- 1005-1040 **Review of progress so far**
An update on progress since the January 2019 round-table (referencing the 2019 Annual Report):
- Careers in Ideas
 - The EDI Charter, including the regional networks
 - Networking and support communities:
 - IP & ME
 - IP Ability
 - IP Futures
 - IP Out
 - Women in IP
 - Mental health support
 - Other 2019 events and activities, including IP Inclusive Week
 - IP Inclusive social media
- 1040-1055 **Formal matters (chaired by Richard Goddard)**
An update on the work of IP Inclusive Management (IPIM), plus:
- Approve the 2019 Annual Report and Financial Report
 - Appoint IPIM members and officers for 2020
- 1055-1105 **November 2019 benchmarking survey**
Report of the key results and their implications
- 1105-1140 **Objectives for 2020**
Agree projects and priorities for the next 12 months
- 1140-1150 **Chair's summing up**, of agreed actions and objectives
Date of 2021 annual meeting (suggested 19 January 2021)