

IITD National Training Awards 2017



Bank of Ireland Learning Zone scoops top award

BY CAROLINE ALLEN

Last year's record levels of participation and attendance were surpassed at the recent IITD National Training Awards, held at Killashee House Hotel in Naas, Co Kildare. Well over 500 industry professionals gathered at the gala awards ceremony, where Bank of Ireland Learning Zone scooped the coveted top prize.

IITD was delighted to continue its relationship with Harvest as the main sponsor of the event, and to partner with Ibec, NSAI, IMI, CPL Institute and Association for Coaching on some specific award categories, to recognise the exceptional work happening in organisations across the country through in learning and development interventions.

Bank of Ireland Learning Zone won in recognition of the establishment of a systematic approach to adding value to the business and demonstrating proven results.

Eamonn Eaton, head of group learning and engagement at Bank of Ireland, said that receiving the award from the IITD was extra-special as it was the benchmark award within the industry in Ireland, and it recognised the commitment within BoI to continually enhancing the capability and professionalism of its people.

Organisations, big and small, from around the country celebrated as their innova-



From left: Stuart Woods; Louis Hegarty; Teresa Tarpey; Francis Brouder; Nikki O'Hanlon; Eamonn Eaton; David McHugh; Mairead Mulligan; Ashley Kenny; Jane Bourke; Joanne Nolan; Yvonne McWey; Nicola O'Neill, IITD; and Marty Whelan of RTE. Bank of Ireland Learning Zone won the Overall Award for the Learning & Development Organisation of the Year as well as the Award for Best Large L&D Organisation Category

Picture: Brendan Lyon/ImageBureau

tive training and development initiatives were commended by an adjudication panel of industry experts.

Now in their 19th year, the IITD National Training Awards are recognised as the premier learning and development

event for industry. They aim to promote excellence, best practice and innovation in training and learning and

development, and to highlight the importance of those qualities in today's competitive business climate.



AWARD WINNER: DEPARTMENT OF FINANCE

Department of Finance Win Shows Commitment To Driving A Learning Culture

The Department of Finance were delighted to be awarded the Best Learning and Development Organisation Awards for a medium sized organisation (101-500 employees) at the recent Irish Institute of Training and Development (IITD) Awards.

The Award is seen as an endorsement of the commitment of staff in the Department in the area of driving a learning culture, embracing change and focusing on leadership, people management skills and behaviours. The IITD Judges commented that across the Department there is a clear ethos of continual improvement and an openness to developing self-awareness and future strengths among managers in the Department and this represents a significant shift in thinking and culture. They also noted that it is evident that the development of all, not just top talent, is very real.

The Department has made a transformative journey, following the economic crisis and the publication of the Report of the Independent Review Panel, chaired by Rob Wright, in March 2011, which made recommendations for the future development, structure and resourcing of the Department.

The culture of involvement, stakeholder buy in and focus on 'getting out of your comfort zone' is demonstrated by staff across the Department on a daily basis. The learning culture within the Department is driven by the Executive Board who themselves lead from the front in engaging learning opportunities across our enterprise in order to achieve organisational strategic goals. The delivery of the HR Business Strategy is focused on equipping the Department with the right skills, expertise and motivation to provide a world class Department of Finance to the people of Ireland.

The main elements of the HR Business Strategy focus on leadership, organisational workforce and succession planning, people management, employee engagement and organisational L&D.

Mary McSharry, Assistant HR Manager for the Department highlighted learning activity in 2016, quoting 'a total of 618 staff (cumulative total) attended over 101 L&D activities. These ranged from training on leadership, management development, mentoring and coaching. Staff also participated in the Refund of Fees Scheme where accredited learning is seen as being very valuable for staff to 'stretch' and bring new and additional qualifications into their work environment. The introduction of new L&D initiatives such as our Level 9 Professional Diploma in Financial Services, in conjunction with the Institute of Banking and UCD provides excellent team learning and will provide positive outcomes for our Financial Services, Banking, International Finance, Risk and Shareholding Management Units of the Department. Other initiatives include the Diploma in Project Management (level 8) carried out in conjunction with the Project Management Institute (PMI) Ireland and the Diploma in Tax and Tax Policy carried out in conjunction with the AITI.'

There is a strong emphasis on developing our leadership capability at all levels in the Department and the Executive Board are leading by example where they have undertaken self-awareness and work related behavioural training via Predictive Index (PI) at individual and team level in late 2016.



Photo left to right: Liz Doyle Assistant HR Manager, Niall O'Ceallaigh HR Manager, Mary McSharry Assistant HR Manager.

This self-awareness training is being now being rolled out throughout the organisation in 2017.

Niall O'Ceallaigh, HR Manager said as part of the Department's success 'I am proud to accept this award on behalf of all the staff in the Department of Finance. We are a relatively small organisation that is determined to excel at both a national and international level for the people we serve. We recognise that our people are at the centre of everything we do and while we may have limited resources, we have unlimited potential and we strive to punch way above our weight.

A total of approx. 300 staff are employed in the Department at locations in Dublin, Tullamore, Brussels, London, and Washington. Staff at all levels are empowered and given responsibility for programmes and projects on various elements of the Departments priorities such as Tax Policy, the Budget, the Finance Bill, Economic Analysis & Reports, Finance & Banking Policy, Shareholding and Financial Advisory Policy and EU and International Policy. More information on the Department can be found at www.finance.gov.ie



An Roinn Airgeadais
Department of Finance

IITD National Training Awards 2017 Winners

- Best Learning and Development Organisation of the Year: Bank of Ireland Learning Zone
- Learning and Development Professional of the Year: Anne Rigney
- Rising Star: Tony O'Brien, International Centre for Security Excellence.
- Best Change Management Initiative: Aer Lingus
- Best Consultancy Partnership: Ulster Bank and Expression for Growth
- Best Corporate Social Responsibility Initiative: ICSE
- Best Diversity and Inclusion Initiative: Health Service Executive – Human Resources Division
- Best Graduate or Internship Initiative: Irish Distillers Pernod Ricard
- Best Large Learning and Development Organisation: Bank of Ireland Learning Zone
- Best Medium Learning and Development Organisation: Department of Finance
- Best Learning and Development Organisation: Network and Groups: National Organic Training Skillnet
- Best Small Learning and Development Organisation: CPL Institute
- Best Not-For-Profit Learning and Development Organisation: Irish Insurance Institute
- Best Leadership Development Initiative: Musgrave Retail Partners, Ireland
- Best Talent Development Initiative: Sun Life Financial
- Best Work-based Learning Initiative: Blizzard
- Excellence in Coaching: Ulster Bank
- Excellence Through People: Forensic Science Ireland
- Innovative Use of Technology: Guinness Storehouse
- Pearse Walsh Award 2017: Bank of Ireland and Cut-E

AWARD WINNER: IRISH DISTILLERS PERNOD RICARD

Two in a row for Irish Distillers Pernod Ricard

Drinks company has scooped the Best Graduate Programme title for the second year at the annual IITD awards, consolidating its position as a 'leading graduate employer of choice in Ireland'

Irish Distillers has a strong track record when it comes to the annual IITD awards, and this year is no exception as the company has scooped 'Best Graduate Programme' for the second consecutive year for its highly successful Jameson International Graduate Programme.

Commenting on the accolade, Sinéad D'Arcy, Jameson International Graduate Programme Manager, said, "We are immensely proud to be recognised by our peers as best-in-class for a second consecutive year, consolidating our position as a leading graduate employer of choice.

"The Jameson International Graduate Programme continues to be a driving force behind the success of the Jameson brand and the global Irish whiskey renaissance. Our aim is to attract 'best-fit' candidates and develop business leaders of the future and our training programme empowers graduates to develop skills in three key areas: brand strategy, product knowledge and leadership. Since we launched in 1991, we have seen 34% of the 352 graduates who have come through the programme retained in Irish Distillers or the wider Pernod Ricard Group."

Each year 25 to 35 graduates are hired depending on international market needs and D'Arcy describes the training and development model used by Irish Distillers as '70-20-10'. "70 percent is 'on the job' learning through doing, 20 percent is learning through feedback and observation from managers and 10 percent is formal learning includ-



Nicola O'Neill, managing director of Harvest

Harvest proud to sponsor awards

"We are very proud to support the IITD and sponsor the National Training Awards," said Nicola O'Neill, managing director of Harvest.

"For us, the IITD is a lot more than just a professional body representing the industry; it is the heart and soul of the industry and provides an invaluable resource to practitioners. Working with the IITD and supporting the awards is a perfect collaboration for Harvest.

"We began our sponsorship of the event in 2007, and have seen the awards grow exponentially since then. This year we welcomed over 500 guests, representing some of the best organisations in Ireland that are dedicated to innovating and delivering the very best in learning and development.

"The awards are a very important night in our year and it is wonderful to take the time to celebrate the impact of learning and development implemented in a variety of organisations."

Harvest is one of Ireland's leading people development consultancies, and is an ideal sponsor for this event. Since its foundation in 1984, Harvest has successfully partnered with thousands of individuals and hundreds of organisations in Ireland, Europe, the US, Australia and the Middle East to provide world-class learning solutions for clients.

"The Harvest team pride ourselves on being inquisitive, innovative and trailblazing, so to engage with industry peers at an event like this is really exciting. We see our objectives reflected in the submissions and the winning projects," said O'Neill.

In addition to the overall sponsorship of the awards, Harvest also sponsor a special award on the night, the Pearse Walsh Award, that recognises innovation in the transfer of learning to employees. Now in its 11th year, this award is given in memory of Harvest founder Pearse Walsh.

Bank of Ireland and Cut-E received the Pearse Walsh Award 2017 for their collaboration on Talent Rising, a cross-sectoral early development programme.

"This talent development programme gave high potential individuals from different organisations an opportunity to come together over the last year and collaborate on a strategic objective," said O'Neill.

"The judging panel was impressed with the innovation and creativity demonstrated by Stuart Woods and the team at Bank of Ireland and cut-e. Participants got to really stretch in their development. The quality of output from the project was excellent, and there are plans to replicate this initiative and roll it out globally."



Pictured at the IITD Awards in Killashee House Naas, March 3rd 2017, were (l-r) Donnchadh O'Sullivan; Alex Glynn; Vicki Melbourne; Elaine Clarke; Sinéad D'Arcy; Nicola O'Neill, IITD and Marty Whelan, RTE. Irish Distillers Pernod Ricard, were Winners of the Best Graduate/Internship Initiative Award

Picture: Brendan Lyon/ImageBureau

ing a five-week induction programme and the Global Ambassador Summit which takes place in Dublin in December each year."

While the Jameson International Graduate Programme has been established for over a quarter of a century, making it one of Ireland's longest-running graduate initiatives, the programme continues to evolve in response to graduate feedback, changing market dynamics and graduate expectations. Every aspect of the programme is constantly being refined, from the approach to graduate recruitment campaigns to training and development strategies, ensuring that the programme remains at the cutting-edge and attracts the very best talent.

"Our Brand Ambassadors are given the freedom to shape their own experience and we seek individuals who are willing and able to adapt to new countries and cultures," said D'Arcy,

"It's a rotational programme offering graduates the opportunity to rotate to two international markets, and with graduates in over 40 markets, the sun never sets on the Jameson International Graduate Programme."

The initial five-week induction training is based mainly at Irish Distillers' head office in Dublin but also includes a one week training course at the Irish Whiskey Academy in Midleton, Cork. After that, graduates are given their first 12-month contract to an overseas market.

The Jameson International Graduate Programme is currently ranked most popular FMCG graduate employer in Ireland. For more information on the programme visit www.jamesongraduateprogramme.com.

