PARTNERS IN KNOWLEDGE UK LTD
Suite No. 129
295 Chiswick High Road
LONDON W4 4HH



Nice Conference: Operational Excellence Through People - Aligning Talent Strategy with Railway Growth

PIK870-0427 NC-FR-1

PARTNERS IN KNOWLEDGE UK LTD
Suite No. 129
295 Chiswick High Road
LONDON W4 4HH

Place	: Nice	**Venue**	: Meetings & Events by Radisson Blu (223, Prom. des Anglos, 06200, Nice, France) - TBC		
Start Date	: 05-04-2027	**End Date**	: 08-04-2027	**PPP**	: £1200

Nice Conference: Operational Excellence Through People - Aligning Talent Strategy with Railway Growth

PIK870-0427 NC-FR-1

If you can't train them, you can't blame them!

Short Description:

In an area of rapid technological advancement, increasing safety expectations, sustainability demands and infrastructure expansion, railway organisations must recognise that operational excellence is driven by people. This four-day executive conference explores how strategic human capital management enables railway growth, resilience, safety and innovation. Designed for railway leaders and HR professionals, the program integrates workforce planning, digital transformation, safety culture, leadership capability and performance optimisation. Participants for railway leaders and HR professionals, the program integrates workforce planning, digital transformation, safety culture, leadership capability and performance optimisation. Participants of this conference will leave with practical frameworks and actionable strategies to align talent management with long-term railway operational goals.

Course Overview:

CONFERENCE OBJECTIVES

- Align human capital strategy with railway operational and expansion goals.
- Strengthen workforce planning to address skills gaps and demographic shifts.
- Enhance safety culture through leadership and people-focused systems.
- Leverage digital transformation to improve workforce performance.
- Build resilient leadership pipelines to sustain operational excellence.

TARGET AUDIENCE:

- Directors & Managers of Human Capital / HR.
- Railway Operational Executives.
- Safety & Compliance Leaders.
- Talent Acquisition & Workforce Planning Managers.
- Learning & Development Professionals.
- Organisational Development Specialists.
- Railway Executive Leadership & Business Unit Heads.

Program Outline:

DAY 1 - Strategic Workforce Planning for Railway Growth

- Aligning workforce strategy with network expansion plans.
- Critical skills forecasting for rail infrastructure & operations.
- Managing aging workforce and knowledge transfer.
- Succession planning for safety-critical roles.
- Workforce analytics and data-driven decision-making.

- Balancing permanent contract and project-based talent.

DAY 2 - Safety, Cukture & Operational Discipline

- Embedding safety as a core organisational value.
- Human factors in rail operations.
- Leadership accountability in safety performance.
- Behavioural safety and employee engagement.
- Fatigue management & work-force well-being.
- Learning from incidents: Building a no-blame culture.

DAY 3 - Digital Transformation & the Future Rail Workforce

- Preparing the workforce for automation and SMART rail systems.
- Upskilling and reskilling for digital railway technologies.
- AI & workforce optimisation in operations.
- Digital HR systems for performance and productivity.
- Managing change in Technology-Driven environments.
- Attracting digital talent to traditional rail organisations.

DAY 4 - Leadership, Performance & Organisational Excellence

- Building high-performance railway leadership teams.
- Performance management linked to operational KPIs.
- Employee engagement in safety-critical environments.
- Diversity and inclusion in the rail sector.
- Developing frontline supervisory excellence.
- Creating a culture of continuous improvement.