

The 2023 Future of HR Conference – Event Programme

18th January 2023

Hilton London Canary Wharf, South Quay, Marsh Wall, London, E14 9SH

PROGRAMME

08.30 Registration, Informal Networking & GIC Opening Remarks

09.10 **Morning Chair's Opening Remarks**

Olayemi Adelekan

HR Transformation Change Lead

Openreach

Future of The Workforce

09.20 **Adapt Effectively To The Changing Needs Of The Workforce & Solidify HR, People, Hybrid & Flexible Working Strategies That Fit The Future Of Your Organisation**

- Hybrid working has been experienced by most organisations now post-covid, but how can businesses build upon these experiences and learn lessons to adapt to a possible future of unbound working?
- How can the value of hybrid and flexible working be effectively communicated to senior leaders to solidify them in your organisation?
- With skills gaps widening the battle for talent, what upskilling strategies can develop the future talent needed for the future of work?
- Develop workforce planning strategies that fit the future skills your organisation needs

Helene Ghosh

HR Director Global Portfolio & Digital, Strategy & AMEA

BT

Kevin Lyons

Senior HR Manager

Pearson

Jane Garnsey

People Operations & Internal Communications Director

TalkTalk

Beth Stoker

People, Growth & Performance Practice Lead - Performance Enablement

Nationwide Building Society

Diversity & Inclusion

09.55 **Harness The Momentum Of The Pandemic To Drive Forward & Embed Diversity, Equity & Inclusion At The Heart Of Your Organisation**

- How can tech and AI assist in removing unconscious bias from talent attraction and recruitment processes?
- Develop internal cultures with D&I at the heart, to ensure all employees can bring their true selves to work
- How can leadership development programmes ensure your diverse talent of today become the senior leaders of tomorrow?

Briony Hughes
HR Director & D&I Lead
News UK

Recruitment & Talent

10.20 **Build Powerful & Resilient Talent Pipelines & Stand Out From The Pack With Gold-Standard Talent & Recruitment Strategies**

- The battle for talent is stronger than ever, so what innovative and creative methods are there to try and recruit the best of the best in the talent pool?
- How can employer branding boost your reputation and show talent the value of working for your organisation?
- Build an employee benefits package that truly attracts top talent and stand out from the crowd
- How can tech and tools assist in expanding talent pools to bring in the future skills and talent your business needs?

Alex Horner
Global Head of Talent Brand
Activision Blizzard

Thom Crow
Head of Talent Acquisition
Close Brothers

Isobel McGonigle
HR & Competence Development Director (North & Scotland)
Volvo Trucks UK

10.55 Morning Refreshment Break With Informal Networking

Talent Shortages, The Great Resignation & How To Find New Pools Of Talent

11.25

Leo Hawkins
Global Vice President HR
Pandora

11.50 The Vital Role Communication Plays In The Future Of Work

Synopsis:

As society, technology and people's needs continue to evolve at an ever-rapid pace, what is the role of HR in enabling the next phase of working life? And what role does communication play in ensuring that people are able to embrace the disruption of a transforming world?

- This presentation is designed to give forward-thinking HR leaders and People Managers the tools to deliver what their people really need in this new world of work.

Chris Andrew
Strategy Director
Caburn Hope

Employee Wellbeing

12.05 Tackle Burnout, Stress & Mental Health With Proactive, Supportive & Holistic Wellbeing Strategies

- How do top world athletes take care of their wellbeing in order to maximize their performances?
- How do we adopt this lesson taken from the sports world and implement it into our wellbeing strategies in Decathlon?
- How can a simple process make your first line managers first ambassadors of wellbeing strategy and create strong human to human relations in the workplace?

Szymon Mołda
Head of HR
Decathlon UK

REBA Future Forums

12.30 The Next Chapter In Financial Wellbeing: Preparing For What Comes Next

Drawing on data from REBA's recently launched *Financial Wellbeing Research 2022* in partnership with WEALTH at work, this session will provide valuable insight and the latest thinking on:

- Future trends and priorities: understand how financial wellbeing spend and focus is evolving, identifying gaps and the new growth areas
- The key drivers for change: exploring the near and longer-term workplace issues driving change and the need for more business-aligned financial wellbeing strategies
- Creating a holistic wellbeing strategy that is fit for purpose: practical advice and actionable takeaways

Sarah Long
Head of New Business
WEALTH at work

12.45 Lunch For Delegates, Speakers & Partners

13.15 **Informal Peer-To-Peer Discussions**

a) Storytelling

Nella Mereu

Global Head of HR Business Partners

Aegon Asset Management

13.45 **Afternoon Chair's Opening Remarks**

Chris Lincoln

People Director

Vagabond

HR Technologies

13.55 **Harness The Key Tech Innovations To Advance HR & People Strategies For The Future & Delivery Direct Bottom-Line Value**

- Balance the digital with the human, and ensure your HR function never loses that critical human touch when implementing new workforce tech
- How can tech assist in developing a long-term talent pipeline and give you the edge in the war for talent?
- With so many options in regards to technology, what processes can help define the tech that will deliver true value to the organisation and employees?

Sophie Ackland

Chief Human Resources Officer

Boden

Richard Sadler

Head of Reward & HR Insights

AXA UK & Ireland

Kevin Lyons

Senior HR Manager

Pearson

Data & Insights

14.30 **An Honest Guide To Building & Scaling A Successful A HR Analytics Function - Creating Insights That Will Genuinely Transform Strategic People Decisions**

- Are you laying down the right HR data foundations now, in order to get effective people insights in the future?
- From data to insight! How to separate the signal (what's important) from the noise (what's not) in a way that will convincingly drive key strategic people decisions
- Make friends with IT! Take the right technology decisions that will bring HR Analytics into the digital age

Richard Sadler
Head of Reward & HR Insights
AXA UK & Ireland

14.55 Afternoon Refreshment Break With Informal Networking

Driving Engagement

15.25 Boost Engagement Levels Across Complex Organisational Structures For Increased Loyalty & Productivity

- How can engagement strategies be adapted to reach hybrid, flexible and unbound colleagues and drive consistent engagement across the business?
- Determine the engagement activities that truly matter to colleagues through impactful employee listening
- Effectively measure the fruits of your labour and showcase the true business value of your engagement programmes to senior leadership

Amy Howard
People Business Partner
Zurich Insurance

Changing Nature Of Hr & People Leadership

15.50 Build Fit-For-The-Future HR & People Leadership Functions & Proactively Tackle Future Industry Challenges

- As HR has strengthened its strategic position over the pandemic, how can this strategic role be embedded across organisations for the future?
- Redefine leadership in the post-covid era ensure leaders have the right skills to get the best from their teams
- Analytics? Digital? What future skills will HR professionals need to have to continue to deliver strategic value?
- With ESG now on the agenda for HR professionals, how can HR and people functions support their organisation's sustainability goals and develop strategic practices in this area?

Chris Norbury
Chief People Officer
E.ON UK

Kerri-Ann O'Neill
People & Transformation Director

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16.25 Afternoon Chair's Closing Remarks & Official Close Of Conference