



DISCOVERDEVELOPRETAIN

DE VERE COTSWOLDS WATER PARK HOTEL
28th, 29th FEBRUARY & 1st MARCH 2024

Introducing our Chair
for the Forum...



Alex Quinn
**Director of People
Services**
Rolls-Royce



SPEAKERS



Aisling Ni Bhriain
Vice President of Talent
Shell



Michele Martin-Taylor
**Vice President of HR
Solutions and Employee
Experience**
Smith+Nephew



Dan Hutchinson
Vice President of HR
Schneider Electric



Dami Onalaja-Aliu
**Vice President of
Organisational Design and
Strategy**
JPMorgan Chase & Co.



Laura Beattie
Talent Director
AstraZeneca



Suzy Jearum
**Associate Director of
Employee Experience**
Coca-Cola Europacific
Partners



Jennifer Madeley
People Director
TalkTalk



Simon Howard-Drake
Head of HR
Travers Smith



Steve Hughes
Emerging Talent Lead
Sanofi



CELEBRITY SPEAKER JENNIE BOND



STRATEGY
NIGHT LIVE



Bertie Tonks
Chief People Officer
Collinson



Elizabeth Dixon
Vice President of HR
Bacardi



Judy Keir
Chief People Officer
SMS plc



Rashree Chhatrish
Reward Director
Saga



Nick Page
**Divisional Director of
Reward and People
Regulatory**
St James's Place



Sarah Hayes
HR Director
Securitas



Rachael Smith
**Head of HR, Strategy, and
Transformation**
Sir Robert McAlpine



Mark Eager-Wright
**Product Manager of HR
Employee Experience**
Smith+Nephew



Karen Brookes
Chief People Officer
Sir Robert McAlpine



Orlagh Hunt
Chief People Officer
Yorkshire Building Society



Tom Falshaw
HR Director
Schneider Electric



Felicity Cooper
**People Operations and
Business Management
Director**
Lloyds Bank



Suzanne Mellor
HR Director
ITW



Helen Francis
**Global Director
of Capability and
Development**
Bacardi



Helen Parker
HR Teams Manager
Securitas



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MAIN THEMES

- **Shaping the Future of Digital Learning**
- **Recruit, Reward, Retain - The Pillars to Success**
- **Apprenticeships - Where Learning Meets Opportunity**
- **Nurturing Talent - Creative Approaches to Employee Engagement**
- **Your Guide to Data Driven Culture Transformation**
- **Championing Mental Health and Well-Being**
- **Fortifying Your Leadership Teams**
- **Flexible Working - Navigating the Transition**

VENUE



DE VERE COTSWOLD WATER PARK HOTEL

Set among the honey-coloured villages and gently rolling hills of The Cotswolds, De Vere Water Park is a hotel as spectacular as its surroundings. In the heart of the 152 lakes that spread across the unique Cotswolds Water Park, this is a place where modern design effortlessly combines with its natural surroundings.



EVENT AGENDA **STRATEGY NIGHT LIVE**



17:00 - 18:00 **Registration and Networking Reception**

18:00 - 18:15 **Drinks Reception**



18:15 - 20:00 **Behind the Headlines - Jennie Bond's Story**



Jennie Bond
Journalist and
Television
Presenter

Broadcaster and journalist Jennie Bond appears regularly on a wide range of television and radio programmes. Her expertise and experience of reporting on the Royal Family over the past 35 years is internationally recognised and she has also appeared on 'I'm a Celebrity Get Me Out of Here.'

In this keynote speech, Jennie will reflect on her experience as the BBC's Royal Correspondent and offer her insights into the ever-changing world of journalism and media. She will discuss the challenges women face entering a typically male-dominated profession, and the successes and achievements of her career to date.



MEET THE SPEAKERS

A fun and interactive way to meet the speaker faculty

20:00 - 21:30 **Networking Dinner**



EVENT AGENDA DAY ONE

08:00 - 08:30 **Registration and Networking Reception**

08:30 - 08:40 **Chair's Opening Remarks**



Alex Quinn
Director of People Services
Rolls-Royce



08:40 - 09:00 **Maximising the Potential of Your Leadership Team**



Aisling Ni Bhriain
Vice President of Talent
Shell

Developing a leadership cadre that can navigate global organisations of substantial size, scale, and complexity during times of disruption and transition takes years of preparation. It requires the identification of individuals with the potential for senior leadership and their purposeful development through roles that offer exposure to a wide range of contexts.

Join Aisling as she highlights how Shell have embedded and modernised their processes to advance leadership roles within the organisation. She will address how a credible and diverse internal bench, provided by HR functions, can create the most significant impact on performance, and deliver tangible value to shareholders and employees.



09:00 - 09:20

The Future of Technological Advancements in HR



Bertie Tonks
Chief People Officer
Collinson

The future of technology is poised for significant evolution that will continue to reshape the way HR processes operate and how organisations manage their workforce. AI and machine learning can be used for a range of functions including candidate sourcing, resume screening, and predictive analytics.

Against the backdrop of such advancements, the often linear state of the talent lifecycle necessitates reform, as organisations increasingly struggle with the demand of their current processes. Join Bertie as he explores the future of technology in HR, how to reinvent the operating model to embrace the developments, and why we should rethink the talent lifecycle as a result.



09:20 - 09:40

Solution Provider Case Study

09:40 - 10:00

Leading With Data in Your Culture Transformation



Sarah Hayes
HR Director
Securitas



Helen Parker
HR Teams Manager
Securitas

At Securitas, they have enabled a culture transformation driven by data analytics to facilitate performance tracking. By introducing Key Performance Indicator (KPI) dashboards, they have overhauled their systems to improve employee performance and personal progression. This initiative has resulted in a reduction in labour turnover and sickness absence rates, both falling below industry standards, attesting to the tangible benefits of the transformation.

Sarah and Helen will outline the successes, challenges, and the future direction of the initiative, providing a comprehensive overview of how to lead with data in your organisation.



10:05 - 10:25

Solution Provider Case Study - Stream 1/2/3/4

10:30 - 11:00

Business Meetings



11:00 - 11:20

Humanising Digitally Delivered Coaching for Team Excellence



Jennifer Madeley
People Director
TalkTalk

When we see a high-performing team in action, we know we are getting the best out of our organisation. At TalkTalk, they have assembled a new leadership team, with a strong emphasis on fostering emotional and intellectual collaboration. To maximise the team's potential, they have provided a comprehensive coaching programme which includes six months of unlimited digital coaching and access to an external performance coach. The programme allows for the design and creation of personalised and unique self-development plans for both the individual and group.

Jennifer will use raw data collated from self-reporting and reflection tools, to highlight the successes of the scheme. This session will explore how digitally delivered coaching can be humanised to drive overall performance and enhance both personal and team efficiency.

TalkTalk
For Everyone

11:20 - 11:40

Solution Provider Case Study

11:40 - 12:00

The Power of Emerging Talent Programmes – Develop and Diversify Your Workforce



Steve Hughes
Emerging Talent
Lead
Sanofi

Sanofi have established their new global talent strategy, specifically identifying the need to invest in early talent as a top priority through a range of programmes. Steve will share the detail of how Sanofi in UK & Ireland has invested in early talent, across the Future Leader Graduate Programme, Apprenticeships, Industrial Placements and Internships. This session will provide you with the tools to deploy initiatives that broaden your employment proposition with early / emerging talent and to successfully nurture early talent within your organisation.

sanofi

12:05 - 13:00

Group 1 - P2P Connect Speed Networking



12:05 - 13:00



**Rashree
Chhatrisha**
Reward Director
Saga

Group 2 - Group Discussion Inclusive Engagement - Rewards, Recognition, and DE&I

Rewards and recognition serve as powerful motivators for employees, helping to foster a positive workplace culture. Implementing a recognition and benefits scheme can help companies engage with colleagues at different levels and career stages, while considering their diversity, equity, and inclusion practices.

This session will be set in an interactive format, whereby Rashree will encourage conversations around your thoughts, challenges, questions, and examples to build a shared retrospective board as a useful takeaway.

Discussion points include:

- What are the advantages to implementing a discounts and benefits platform?
- How can you provide support during the cost-of-living crisis for lower paid employees?
- How can you ensure you are able to cater for all employees, regardless of their background, age, and gender?



SAGA

13:00 - 14:00

Networking Lunch



14:00 - 14:55

Group 2 - P2P Connect Speed Networking



14:00 - 14:55



Rashree Chhatrishya
Reward Director
Saga

Group 1 - Group Discussion **Inclusive Engagement - Rewards, Recognition, and DE&I**

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SAGA

15:00 - 15:45

Business Meetings



15:45 - 16:05

Connecting Organisational Design and HR



Dami Onalaja-Aliu
Vice President of
Organisational
Design and
Strategy
JPMorgan Chase
& Co.

The effectiveness of your operating model has a significant impact on whether your business achieves its overall strategic objectives, as it positions you and your team to meet the diverse needs of customers, shareholders, and other stakeholders.

The link between organisational design and HR often goes unnoticed, but it works to foster dedicated and stable teams, guide data-driven decision-making, and cultivate a customer-centric approach led by the workforce.

In this session, Dami will demystify the role of organisational design and explore how it offers a crucial advantage to HR functions when creating high-performing teams.

JPMORGAN CHASE & CO.

16:05 - 16:25 **Solution Provider Case Study**

16:30 - 16:50 **Solution Provider Case Study - Stream 1/2/3/4**

16:55 - 17:15 **Smith+Nephew's Path to a New Employee Experience and Skills-Based Culture**



Michele Martin-Taylor
Vice President of HR Solutions and Employee Experience
Smith+Nephew



Mark Eager-Wright
Product Manager of HR and Employee Experience
Smith+Nephew

The role of organisation psychology in HR is significant, as it focuses on understanding and applying psychological principles to enhance the performance, well-being, and effectiveness of individuals, teams, and organisations.

For the past 10 years, Bacardi has explored how these principles can be brought to life in the way executives are hired into the organisation and developed. The approach has been crafted to be high touch and engaging

but also built to deliver insights back to the business. One of the core insights emerging is the role of values as Bacardi brings in leaders who will thrive in their culture and take their cultural pillars or Fearless, Founders and Family to the next level.

The team are constantly challenging themselves to leverage the latest research, capitalise on technology and take a strategic perspective on the skills needed for the future.

Join Elizabeth and Helen as they share their insights and challenges in supporting Bacardi to deliver against their ambitious growth strategy through people and culture.

Smith+Nephew

17:15 - 17:45 **Business Meetings**



17:45 - 18:05

The People Services Transformation at Rolls-Royce



Alex Quinn
Director of People Services
Rolls-Royce

In the realm of people services, HR professionals are seen as architects of a positive workplace culture rather than simply policy enforcers. By adopting this mindset, you realise benefits across multiple end-to-end processes and promote authentic employee engagement.

At Rolls-Royce, they have enabled a solution that gives employees on-demand access to learning resources online and via an app. Having invested over £32 million in employee learning, they have delivered more than one million hours of training to their staff, empowering their personal and professional development.

Join Alex as she shares valuable insights into how Rolls-Royce have developed their people services, emphasising the “human” aspect to human resources.



18:05 - 18:25

Bacardi's Journey to Psychometric Assessment



Elizabeth Dixon
Vice President of HR
Bacardi



Helen Francis
Global Director of Capability and Development
Bacardi

Organisational psychology focuses on applying psychological principles and theories to enhance the performance, well-being, and effectiveness of individuals, teams, and organisations. At Bacardi, they are bringing these principles to life by implementing a robust online psychometric assessment that is high touch and engaging for their employees.

Leveraging the technology in a way that allows for strategic self awareness, employees are able to harness their skills and capabilities, aligning their personal values with organisational objectives. One of the core insights emerging from the approach is its ability to bring in leaders who will thrive in their culture, supporting their 'Fearless, Founders, and Family' values.

Join Elizabeth and Helen as they share their insights and experiences on how Bacardi's innovative approach is transforming culture and enhancing engagement.



Winedown Workshop

Fizz and Bizz, join our relaxed fun end to the day.

Canapés | Cocktails | Conversations

18:25 - 18:55

Workshop One

Breaking the Stigmas Around Mental Health



Simon Howard-Drake
Head of HR
Travers Smith

Mental health is an important topic for Travers Smith as they seek to address the stigmas which surround it, particularly within the legal sector. The firm has considered how it can support health in the widest sense, recognising that a combination of initiatives play a role in safeguarding emotional and physical well-being in the workplace.

Simon will share the mental wellness programmes that Travers Smith have implemented, including weekly virtual sessions focused on relaxation techniques, free counselling services, and the ongoing training of line managers and mental health first aiders.

Join this workshop to explore how organisations can do more to remove unnecessary sources of stress and promote better mental health and well-being for its employees.



TRAVERS. SMITH

18:25 - 18:55

Workshop Two

Navigating the Barriers to Agile and Flexible Working



Karen Brookes
Chief People Officer
Sir Robert McAlpine



Rachael Smith
Head of HR, Strategy, and Transformation
Sir Robert McAlpine

There are many compelling reasons as to why flexible working is imperative for businesses in today's dynamic world. Modern workplaces must consider staff engagement, sustainability benefits, and the evolving landscape of work driven by technology.

Join this workshop to gain valuable insights on how to leverage flexibility to create a more adaptive, engaged, and competitive workforce. Karen will share their journey, considering the shifting demographics and changing employee expectations within the confines of a conventional construction company.



Sir Robert McALPINE

18:25 - 18:55

Workshop 3

Strategies for Attracting and Retaining Generation Z



Suzanne Mellor
HR Director
ITW

Gen Z is the most connected generation who has never known a world without the internet. This generation is the most ethically and racially diverse generation in history. And, with Gen Z now representing 5% of the current workforce, is it time to rethink how companies brand themselves to become more appealing to Gen Z candidates? And, once hired, does the traditional workplace model fit for the next generation of employees? How, as HR Leaders, do we navigate and guide the organisation to be fully effective with four generations working together.

Join Suzanne to discuss:

- What generational differences are we seeing in the workplace?
- How can we attract/ engage and retain Gen Z?
- Do we need to adapt different work practices for Gen Z, and is this realistic in every business/ industry?



18:55 - 19:10

Coffee and Networking Break - Day 1 Close



20:00 - 20:30

Drinks Reception



20:30 - 22:00

Networking Dinner



EVENT AGENDA DAY TWO

08:05 - 08:20 **Coffee and Networking Break**



08:20 - 08:40 **How to Build a Digital Learning Ecosystem**



Laura Beattie
Talent Director
AstraZeneca

At AstraZeneca they have recently developed a learning ecosystem, consisting of a comprehensive re-evaluation of their technology infrastructure, governance, and learning services. This has transformed individual experiences and had a profound impact on the overarching attitude toward learning and development within the organisation.

In this session, Laura will outline how the transformation has empowered employees, giving them autonomy to shape and hone their capabilities through access to digital custom-curated learning plans. She will discuss the practical implementations of the project, shedding light on the strategies and practices employed to make their new approach to talent management a success.



08:40 - 09:00 **Maximising HR's Role in Driving a Successful ESG Strategy**



Judy Keir
Chief People Officer
SMS plc

Environmental, Social, and Governance (ESG) Strategy is not only a compliance requirement, but a powerful tool that can give organisations a competitive edge in today's socially conscious world. By prioritising ESG values, HR professionals can be the driving force behind a more sustainable, responsible, and successful organisation that provides a competitive advantage.

Judy will outline how, with a successful ESG Strategy, you can enhance your employee value proposition, boost engagement, and encourage volunteering and community support. By nurturing a values-driven culture, HR can be integral to aligning the workforce with broader business ambitions of sustainability.



09:00 - 09:20

Unlocking the Power of Reward and Retention



Nick Page
Divisional
Director
of Reward
and People
Regulatory
St James's Place

As companies race to invest in technology and automation, there is a necessity for the workforce to be digitally enabled to support these advancements, creating fierce competition in the realm of talent retention.

In this session, Nick will cover how rewards can be optimised to improve retention through enhancing market alignment, budget prioritisation, targeted reward allocation, and by working closely with business partners to identify key talent. He will also look at how companies are adapting their approach to fixed and variable pay throughout the cost-of-living crisis, and the best way to address this in your own organisation.



09:20 - 09:40

Solution Provider Case Study

09:40 - 10:00

Striking the Balance Between Efficiency and Empathy



Felicity Cooper
People
Operations
and Business
Management
Director
Lloyds Bank

Finding the balance between streamlined processes while offering personalised services to colleagues can be a difficult challenge. Lloyds, in their commitment to serving their 65,000 employees, has adopted an innovative strategy.

Join Felicity as she discusses how they continues to improve on the employee experience, whilst increasing the efficiency of people operations on a day-to-day basis, and how to strike the balance between the two.



LLOYDS BANK

10:05 - 10:25

Solution Provider Case Study - Stream 1/2/3/4

10:30 - 11:30

Business Meetings



11:35 - 12:05



Efficiency Brunch

Topic led roundtables around efficiency challenges in your organisation

12:10 - 12:30



Orlagh Hunt
Chief People Officer
Yorkshire Building Society

Delivering Change Through Culture, Accountability and Leadership

In this session, Orlagh will explore how to set the right expectations and support for leaders to drive behaviour change and mindset shifts, enabling them to lead the changes required in the organisation and bringing their teams on the journey with them.

She will share her experiences and most importantly the practical tools that can be applied in any organisation to improve staff capabilities.



12:30 - 12:50



Dan Hutchinson
Vice President of HR
Schneider Electric

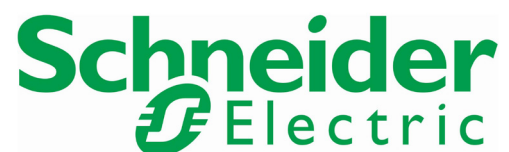


Tom Falshaw
HR Director
Schneider Electric

Well-Being in Action - Empowering Your Employees

At Schneider Electric they have undergone a large culture transformation that places mental, emotional, and social wellness at the centre of their people strategy. They have introduced valuable support mechanisms such as 'toolbox talks,' and trained over 100 mental health first aiders to better assist their employees.

Dan and Tom will explore how they have continued to implement initiatives such as their digitally enabled mental wellness assessment, where employees can develop personalised wellness plans. This session will address all facets of well-being, providing you with a deeper understanding of how to improve your people strategy approach.



12:50 - 13:10

From Hire to Retire - A Digital Employee Lifecycle



Suzy Jearum
Associate
Director of
Employee
Experience
Coca-Cola
Europacific
Partners

Coca-Cola Europacific Partners (CCEP) have been on a journey to leveraging design thinking and data-driven insights, revolutionising their end-to-end digital employee experience. With a visionary approach, they have successfully created a consumer-friendly portal that encompasses all aspects of the employee lifecycle onto one platform.

This session will explore how CCEP have improved their recruitment and onboarding functions and introduced their new talent marketplace where employees can grow and develop. Suzy will share the successes and challenges of streamlining their processes, offering insights into how you can improve employee experience through a forward-thinking digital approach.



13:10 - 13:20

Chair's Closing Remarks

13:20 - 13:35

Coffee and Networking Break - Event Close



13:20 - 14:20

Networking Lunch

