

workgroup/HR

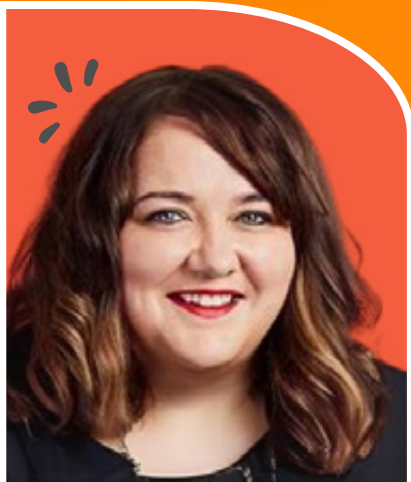
Thursday 21st November 2024
Wallacespace Spitalfields, London

An event for 70 CHROs, run by:



Neil Morrison

Group HR Director



Catherine Gillespie

VP Global HR



Matt Elliot

Chief People Officer



Hannah Reid

People Director



Sara Williams

HR Director



Sunil Malik

People Director



Kirstin Furber

People Director



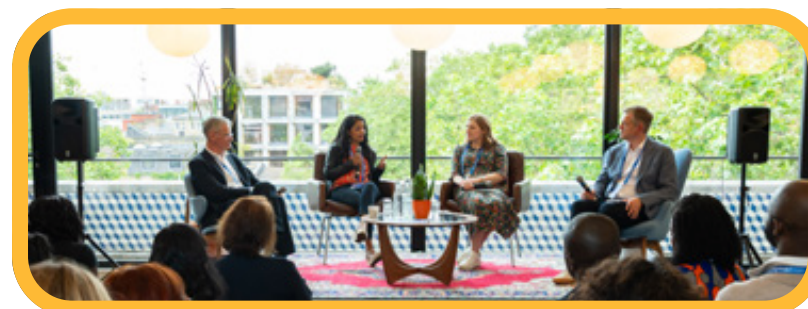
Here's how it works.

There are 2 types of session at the event:

WORKGROUP



PANEL



WORKGROUPS are hour-long discussion groups of 10 CHROs. Each is led by a HRD. There are 18 workgroups to choose from. You pick 3.

PANELS break up the workgroup sessions, where we discuss the big topics as a group. There are 3 panels over the course of the day.

The agenda begins on the next page, starting with the first panel. Registration begins at 0830.

HRD ATTENDEES



REGISTRATION
0830 - 0900
PANEL 1
0910 - 0950



The ABC of Gen XYZ

We ask HRDs from Gen X, Y & Z how they manage multi-generational ‘wants’ and ‘needs’.

How do I keep up now Millennials are focused on pay, Zoomers seek career growth - and news flash - Boomers are the ones who value flexibility most? And will I ever learn to please them all?



Neil Morrison
Group HR Director
Severn Trent Plc



Sara Williams
HR Director
Starbucks



Harry Gasiorski
Former HR Director
Royal Mail



Tolu Afelumo
Wellbeing & Inclusion Consultant
Tolu Wellspring



Chris Groome
Enterprise Manager
ADP



WORKGROUPS 1
0950 - 1040

Choose your first workgroup.

You have 6 workgroups to choose from on the right. Pick one.

These informal discussion groups are capped to 10 participants.
After, we return to the main room for round-ups of each workgroup.

ROUND-UPS
1040 - 1100
BREAK
1100 - 1130



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OPTION 1

The apocalypse checklist.

Are tech advances and global shifts the end of the HR world as we know it? How can we gauge the education environment and prepare for the next 3, 5, 10 years?



Kate Shaw
HR Director
Sportfive

OPTION 2

Brain washing?

Where's the flag for neurodiversity? >25% of people are neurodivergent, so why are we not addressing Autism, ADHD... with the urgency and attention a mainstream issue deserves?



Matt Elliot
Chief People Officer
Bank of Ireland

OPTION 3

The tightrope of diversity.

Are we merely performers when it comes to diversity? How do we balance cash, resources and strategy to ensure our organisations walk the talk, especially for LGBTQ+ communities?



Harry Gasiorski
Former HR Director
Royal Mail

OPTION 4

Take it back now y'all.

Should a side-step to up-skill be considered as much of a promotion as a step up the proverbial ladder? Does it pay to hop or slide in another direction to ultimately move forwards?



Hannah Reid
People Director
Apple

OPTION 5

Leave your mark.

Should I be giving my apprentices an experience Vs a job? How can we be a springboard, inspire talent and utilise tools such as accelerated leadership programmes, AI...



Sara Williams
HR Director
Starbucks

OPTION 6

Baby brain.

How can we create a sense of belonging for everyone irrespective of their stage in the workforce? From first-steps during recruitment, through to co-parenting and beyond...



Bekki Roberts
HR Director Talent & ED&I
Kellanova

WORKGROUPS 2
1130 - 1220

Choose your next workgroup.

Next up is the second round of workgroups. Again, 6 options. Pick one.

Then back to the main room for round-ups, followed by lunch.

ROUND-UPS
1220 - 1240
LUNCH
1240 - 1330



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OPTION 1

The grit in the HR oyster.

How do we keep morale high when times are tough? How do we come together to create something precious from grit caused by a mass redundancy, new legislation or even a complete takeover?



Elly Tomlins
Chief People Officer
Britvic

OPTION 2

Love thy Sunday.

How can I manage the pressure of my job and create the space needed to switch off? What can I do to support myself and others, so I can once again cherish my Sundays?



Kirstin Furber
People Director
Channel 4

OPTION 3

Pack your own suitcase?

We all want to take our leaders on a journey, but how do I make sure that the business ideas we pack, align with those of the SLT, so we can take flight together?



Natasha Manuelpillai
Regional People & Culture Director
First

OPTION 4

Mind the gap.

How can I ready myself for change now that our Labour government has pledged equal pay for ethnic minorities? What do I need to do to be an accountable employer of choice?



Luke Ives
Culture, Equity & Inclusion Manager
Arup



Tolu Farinto
Partner
Utopia

OPTION 5

I wan'na be like you!

With so many inspirational individuals out there in the HRD jungle, what does it takes to be the VIP? How do we trailblaze and grow our personal brand? Oh, oobee doo!



Laura Stocker
People Director
Vet-AI

OPTION 6

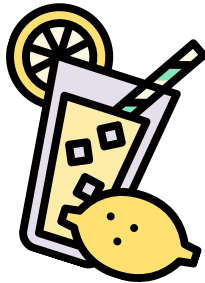
If you don't know, pick C!

Are all happiness scales crap, or do some hold more value? Why do I even bother asking my staff to do an eNPS? Are we just guessing the answer to employee happiness?



Neil Morrison
Group HR Director
Severn Trent Plc

PANEL 2
1330 - 1410



When life gives you lemons

What can tough or traumatic life events teach us as leaders?

How can we use it to lead with empathy without overstepping?

Is it *always* appropriate to know the details of a colleague's divorce, illness, accident, or loss?



Kirstin Furber
People Director
Channel 4



Ian Jessop
Global Senior People Director
Orbia



Hannah Reid
People Director
Apple



WORKGROUPS 3
1410 - 1500

Choose your last workgroup.

Here are your final 6 workgroups.
Pick one.

Then back to the main room for the final round-ups, followed by a short break before the final panel session of the day.

ROUND-UPS
1500 - 1520
BREAK
1520 - 1540



OPTION 1

Reverse inclusion.

Can I measure exclusion? We strive for inclusion, but what is driving exclusion? How can we identify who we are leaving out and why? And how can I tackle this head first?



Catherine Gillespie
VP Global HR
Coca-Cola Europacific Partners

OPTION 2

Dr's Director's orders?

We know good sleep, exercise and a good diet makes people happier, healthier and more productive, so is it my job to tell my team when to sleep, exercise or even what to eat?



Rachel Mooney
People Strategist
RMM People

OPTION 3

How does your garden grow?

How will my employees flourish if I fail to 'water' every one of them regularly? How can I balance spending time growing my team with the commercial aspect of my role?



Sasha Watson
Chief People Officer
Beam

OPTION 4

Break a leg!

Why is psychological safety still an afterthought? We are ruthless about reducing physical accidents, but what about mental health? Who is responsible for *our* wellbeing?



Ian Jessop
Global Senior People Director
Orbia

OPTION 5

Behind closed doors.

How can we better educate perpetrators, support victims, and play a pivotal role in ending domestic violence behind closed doors as People Directors?



Bertie Tonks
Chief People Officer
Collinson

OPTION 6

Grey is the new black & white.

Should I back a blanket policy for everyone, or create lots of niche 'grey' policies? After all, not everyone needs IVF, has a stroke, or buries a beloved pet...



Kat Jones
HR & H&S Director
Eden Springs

PANEL 3
1540 - 1700

HR TRUMPS: THE GAME

Which HR Directors will come up trumps? Whose policy trumps another?

Get ready to lay your card on the table in this giant, interactive game of HR TRUMPS!

Prizes to be won!

CLOSE + DRINKS + CANAPÉS
1700 onwards.

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YOUR HOST



Lucy Gordon
Partner
Walker Morris

+ Drinks and canapés.



WALKER
MORRIS



Three ways to sign up.

1. Sign up online for £550+VAT [here](#).
2. Request an invoice, by contacting Claire [here](#).
3. Join **Workgroup Premium***.

Please note - registrations from those who do not direct an in-house HR function will be refunded.

However, sponsorship enquiries can be made via email [here](#).

*Workgroup Premium is a paid subscription, which gives you and a colleague - passes to all Workgroup GC/CMO/CHRO events. Sign up [here](#).



Follow Workgroup on LinkedIn [here](#) for all event updates.

"Workgroup HR sounds awesome. I love Claire's energy and admire what she is creating in the CHRO space. Leadership can be a lonely place and an event that focuses on sharing personal experience and **having fun** is one I want to support."



Hannah Reid
People Director
Apple

"I love how **you can pick the most relevant sessions** for you, this means that you feel like you get a truly **customised experience**. I am excited for Workgroup HR and the great mix of workgroups and edgy panels topics on offer to me."



Harry Gasiorski
Former HR Director
Royal Mail