

workgroup presents

workgroup hr

The event for HRD's,
ran by HRD's.



**LEEDS
ASPIRE**
18th SEPTEMBER

Michelle Allison
People & Culture Director



Kenneth Ross
Chief People Officer



KCOM

Lindsay Beresford
HR Director



Leeds Bradford
Yorkshire's Airport

Karen Arch
Chief People Officer



BHP

Caroline Cording
Group People Director



mamas
& papas

Kelly Dolphin
Chief People Officer



SBFM

Kaushik Gopalam
Chief People Officer, UK & Europe



TransUnion

Joseph Palmer
Chief People Officer



Tunstall

with thanks to our partners at **Clarion**

The best event for CPOs ever!*

**According to our Director of Woof*



Here's how it works

Workgroups

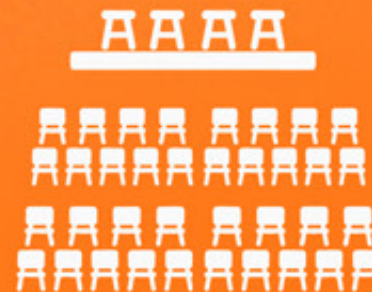


A workgroup is an hour-long, HRD-led discussion group of up to 10 HRDs/CPOs. There are 3 rounds of workgroups, each with five options to choose from.

"workgroup" isn't just our namesake, it's the main format of the day.

Workgroups are HR discussion groups run by HRDs. The day alternates between these group discussions, and full-audience panel discussions to tackle the big juicy topics.

Panels



Panels are where we discuss the big topics as a group. 3+ HRDs, 1 moderator and full audience involvement. There are 3 panels during the course of the day.

Workgroup HR Leeds is the event for CPO's and HRDs in Yorkshire to meet in a safe, fun and informal space. It's time to talk about what actually matters.

Workgroup
Event attendees
include:



Panel 1

Kicking off the day with our woke wake up and our first panel.



The Schedule

0930-1000	A woke wake up call!
1000-1040	Panel 1
1040-1130	Workgroups 1
1130-1150	Round-ups
1150-1210	Break
1210-1300	Workgroups 2
1300-1320	Round-ups
1320-1400	Lunch
1400-1450	Panel 2
1450-1540	Workgroups 3
1540-1600	Round-ups
1600-1620	Break
1620-1700	Panel 3
1700+	Drinks

Has EDI gong too far?

Am I a woke HRD or has 'woke' just become code for "I'm uncomfortable"?

Has political and cultural awareness become the modern-day business swear jar? How do I stick to my EDI strategy without banging a woke-shaped wedge through the business? There's a fine line between awareness and overkill, so where should we draw it?



Tunstall



Effective
Energy Group



TransUnion^{tu}



Clarion



1st workgroup

The Schedule

0930-1000	Our woke wake up!
1000-1040	Panel 1
1040-1130	Workgroups 1
1130-1150	Round-ups
1150-1210	Break
1210-1300	Workgroups 2
1300-1320	Round-ups
1320-1400	Lunch
1400-1450	Panel 2
1450-1540	Workgroups 3
1540-1600	Round-ups
1600-1620	Break
1620-1700	Panel 3
1700+	Drinks

Pick your first
workgroup, there
are 15 to choose
from but here are
the first ones.



**Squeezed but
still standing.**

Growth's great – but ops are stretched, people are tired, and the squeeze is on. How do I still deliver more and bring everyone on the growth journey with me and the business?

Lindsay Beresford
HR Director
Leeds Brsdford Airrport



**Ctrl+Alt+Delete
the Manager Role?**

Are traditional organisation structures setting our managers up to fail? Do we need specialists or generalists? And can AI shoulder some of the burden... or is that just wishful thinking?

Kaushik Gopalan
Chief People Officer, UK & Europe
TransUnion



**A grown-up ship or a
legislation ship?**

How do I have grown-up, human exit chats without triggering offence... or tribunals? When it's not working but they won't walk, how do I avoid going full "you're fired" (US-style) and do the right thing?

Rachel White
People Director
Henry Boot



**Who's in the
driving seat?**

Do we let the business decide the limits of our role, or do we push for what we want? How have other CPOs done it, and made it their own... with or without a supportive CEO?

Kenneth Ross
Chief People Officer
KCOM



**Mo' mergers,
mo' problems?**

What's really behind my plummeting EPS? And what can I do about it when hybrid fatigue has set in, managers are quietly drowning? How can I fix what the board isn't talking about: my people?

Katie Williams
Chief People Officer
Focus Group





2nd workgroup

The Schedule

0930-1000	Our woke wake up!
1000-1040	Panel 1
1040-1130	Workgroups 1
1130-1150	Round-ups
1150-1210	Break
1210-1300	Workgroups 2
1300-1320	Round-ups
1320-1400	Lunch
1400-1450	Panel 2
1450-1540	Workgroups 3
1540-1600	Round-ups
1600-1620	Break
1620-1700	Panel 3
1700+	Drinks

**Pick your second
workgroup, there
are 15 to choose
from so here are
the second ones.**



Pedigree schmedigree!

How do we stop worshipping fancy degrees and titles and start hiring real skills? What does it take for a business to ditch traditional titles and specs and open their eyes to diverse career paths... and can AI do the heavy lifting?

Michelle Allison
People & Culture
Director
EE



The hunger to leave games!

What will stop my entry-level crew making a b-line for the door when the pay's not great, the work's tough, and no one's buying the 'growth journey' chat? If money's off the table, what's left to make them stay and care?

Alex Miell
Chief People Officer
SmartSearch



The forgotten function.

HR drives profit, productivity, and purpose – so why are we still treated like a prehistoric afterthought? What does it take for our teams to be noticed outside a pandemic, ER drama, or people crisis?

Ann-Marie Bradley
Head of HR
Wrexham AFC



Hair of the dog in HR?

How do we remedy the knee-jerk decisions made by our higher-ups (or their predecessors)? How can we think more long-term – and avoid the extra workload or guilt caused by the 'hangovers' we inherit?

Laura Stocker
People Director
VET-AI



R-E-S-P-E-C-T, find out what it means to be a C-P-O!

What does it take to earn (and keep) the respect of my CEO and CFO? How commercial should I be since we all know money talks? And does respect start with me caring about their worlds, so they care about mine?

Joseph Palmert
Chief People Officer
Tunstall



Panel 2

Easing you back from lunch with our second panel session.



The Schedule

0930-1000	Our woke wake up!
1000-1040	Panel 1
1040-1130	Workgroups 1
1130-1150	Round-ups
1150-1210	Break
1210-1300	Workgroups 2
1300-1320	Round-ups
1320-1400	Lunch
1400-1450	Panel 2
1450-1540	Workgroups 3
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1620-1700	Panel 3
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Bursting the London Bubble

Caroline Cording



Group People Director

mamas
& papas

Kenneth Ross



Chief People Officer

KCOM

Michelle Allison



People & Culture Director

EE

Moderator Opportunity Available - Contact Claire

Without big city salaries or flashy HQs, what really attracts and keeps top people?

How can businesses outside the M25 stay competitive? Is it bold branding, hybrid flexibility, or a culture that delivers? We ask HR leaders how they're building world-class teams - no London postcode required!



3rd workgroup

The Schedule

0930-1000	Our woke wake up!
1000-1040	Panel 1
1040-1130	Workgroups 1
1130-1150	Round-ups
1150-1210	Break
1210-1300	Workgroups 2
1300-1320	Round-ups
1320-1400	Lunch
1400-1450	Panel 2
1450-1540	Workgroups 3
1540-1600	Round-ups
1600-1620	Break
1620-1700	Panel 3
1700+	Drinks

**Pick your third
workgroup,
choose wisely...
it's the last one!**



**Scaredy cat
CPO?**

How do you lead confidently in a world of hypersensitivity, individual needs, and endless rules – and how do you stop leading in fear when employee-centricity has gone too far?

Chief People Officer
**BHP, Chartered
AccountantsE**



Bossing it.

Could I be a CEO – or are CPOs just seen as one-trick ponies? Why don't more of us make the leap, and can a people-first mindset really lead the business – and the bottom line?

Marie Fosh
Chief People Officer
InHealth



The anti-DEI-ers!

HR leaders don't reject DEI, but does it really work? Are we squirming inside whilst our SLT's push back, cherry-picking their own truth? How can we cope now that 'permission' has divided views far and wide?

Jo Carlin
Chief People Officer
Effective Energy Group



**So long, farewell... and
still a fan on LinkedIn!**

Does a graceful exit really matter – or are we just kidding ourselves? Can we truly say goodbye well, especially when it costs us financially to support someone's next move? Or is it just a smiley "good riddance"?

Kelly Dolphin
Chief People Officer
SBFM



Paws off the pressure!

Step away from the strategy decks and into the fur. Meet Bundy – 55kg of Bernese Mountain Dog and 'professional' calm-bringer. No agenda, just warm paws, deep breaths, and a moment to reset before the finale. Come for the dog, stay for the peace.

Bundy Dunn
Director of Woof
Workgroup



Panel 3

Wrapping up the day with our final panel session.



The Schedule

0930-1000	Our woke wake up!
1000-1040	Panel 1
1040-1130	Workgroups 1
1130-1150	Round-ups
1150-1210	Break
1210-1300	Workgroups 2
1300-1320	Round-ups
1320-1400	Lunch
1400-1450	Panel 2
1450-1540	Workgroups 3
1540-1600	Round-ups
1600-1620	Break
1620-1700	Panel 3
1700+	Drinks

Fix You-r leadership? Are CPOs truly *trusted advisors?*

We say we're strategic partners – but do our businesses really trust us?

Are we showing up with authenticity, openness, and influence where it counts?

This Chatham House finale flips the script: no yellow spotlight, just real talk.

You are the panel, guided by the **Question Cam** to explore what it truly means to be a trusted advisor at the top table.

We're all human, after all.



** According to our lawyers we must specify this is absolutely **not** a silhouette of Chris Martin and has nothing to do with a notorious CPO scandal*



You have 3 ways to get involved:

workgroup

1

Sign up online for £350+VAT [here](#).

2

Attend all our HR, Legal, CMO and CFO events, as part of your Workgroup Premium* subscription.

3

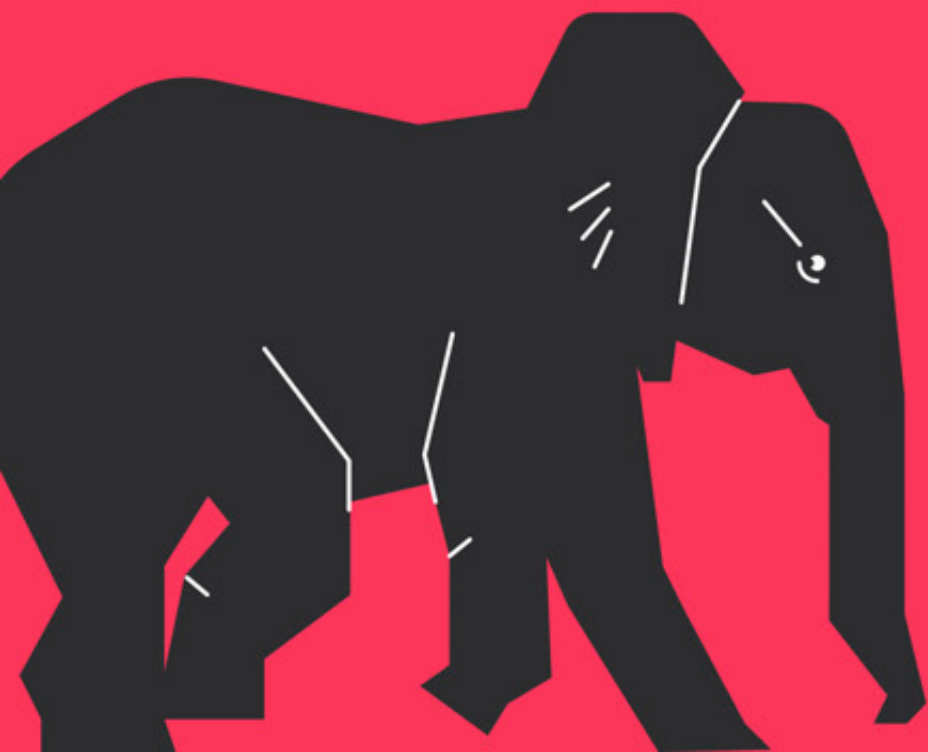
Email Claire [here](#) to ask for an invoice!

Please note - applications from those who do not lead an in-house HR team will be rejected.

*Workgroup Premium is a paid subscription, which gives you - and your deputy - passes to all Workgroup HR Events. Also includes free passes for your GC, CMO and CFO to our Legal, Marketing and Finance events. Contact Claire [here](#).

workgroup

Where the elephant in the room is always invited



workgroup exists for in-house professionals who do big jobs in isolating roles.

We bring them together to share openly, listen deeply, and leave feeling more connected; to their peers and their own purpose.

This event is one of many. We run our format across Legal, HR, Finance, Marketing and more.

Find your **workgroup**
Find your herd.



Hannah Parsons



Director of Workgroup CMO

Kayleigh Armitage



Brand & Creative Director

Zenia Petsa



Director of Workgroup CMO

Peter Daniels



Founder & Director of Workgroup Legal

Charlotte Hudson



Director of Operations

Nicola Berlin



Director of Workgroup Legal North



Clair Dunn



Director of Workgroup HR

Shakira Peronet



Director of Workgroup HR

Bundy Dunn



Director of Workgroup