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# employee benefits

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HEALTH FROM WITHIN

# Welcome to Employee Benefits Live 2019

## Welcome to Employee Benefits Live 2019!

We're excited to share this show preview with you to showcase an action-packed two days featuring a host of inspirational speakers and more than 100 of the industry's leading suppliers.

This year's event marks our 21st anniversary and is designed to equip you with the knowledge, tactics and inspiration to create market-leading reward and benefits strategies to help your organisation remain ahead of the curve when it comes to recruiting, retaining and engaging the talent your business needs to truly succeed.

Our four theatres of industry-leading content will reflect some of the hottest topics on organisations' agendas, including gender pay, diversity and inclusion, health and wellbeing, employee engagement, compensation and benefits for the modern workforce, pay and pensions. Our 28 conference sessions and more than 40 speakers will provide you with practical tips and tangible solutions to take back to your workplace.

Also not to be missed are our four keynote sessions, which will open and close each day of the show, featuring outstanding speakers from Twitter, Amazon, Adidas and LinkedIn. This is your opportunity to find out what really happens within those organisations as they share their approach to reward and benefits.

You can find the full programme on pages 6 and 8, as well as read in-depth interviews with some of our speakers on pages 11 and 14, to help you plan your days.

Returning to the event this year is the Mental Health Hub, in partnership with Mind. This appointment-free hub is designed to support employers understand how they can improve mental health in the workplace, offering instant advice, sources of guidance and information on best practice.

When you're in need of a break, head to the Recharge Zone to power up both yourself and your mobile devices with our free charging stations and seated massage. And don't miss the opportunity to catch up with past and present colleagues, or network with new friends, over lunch or a coffee in the Community Café. See page 10 for details of all our show features.

With so much to explore under one roof, these could be the most effective two days of your working year!

We look forward to welcoming you in a few weeks' time!

### Debbie Lovewell-Tuck

Editor  
Employee Benefits



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## Health and wellbeing voted top challenge for second year

38%

OF REWARD AND  
BENEFITS MANAGERS  
CITE WELLBEING AS TOP  
ISSUE CHALLENGING  
INDUSTRY

# The HOT

**For the second year running, reward and benefits managers have voted health and wellbeing as the number one challenge facing this industry, according to a recent survey carried out by Employee Benefits Live.**

Over one third (38%) of our 134 respondents placed health and wellbeing ahead of employee attraction and retention, diversity, gender equality and cost as the biggest issues troubling the sector. In 2018, 32% voted health and wellbeing top.

One quarter of those taking part in the 2019 survey also believe health and wellbeing is the biggest issue facing their own organisation, a huge leap from the 13% who felt this way last year.

Attracting the right employees was cited by 27% of respondents as the most pressing issue facing the industry and their workplace, while 17% claim retention is an industry challenge, yet a further 27% identified it as their hottest internal issue. There was very little change at the bottom of the table with diversity, gender equality and costs accounting for just 18% of 'industry' votes and 21% of those relating to 'individual organisations'.

"Health and wellbeing has been climbing up the agenda personally and professionally for some years, and these statistics imply that awareness – and hopefully action – are still on the rise in the workplace, which has got to be a positive thing for employees," commented Employee Benefits editor Debbie Lovewell-Tuck.



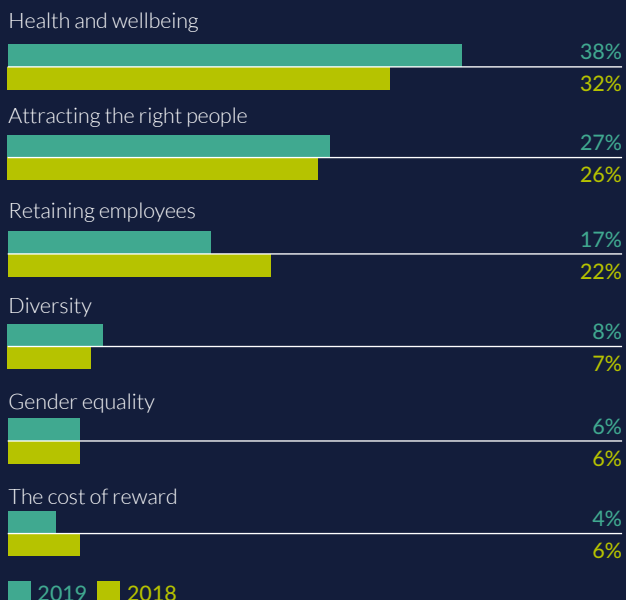
Good employee wellbeing has a positive impact on so many aspects of business success, including attraction, retention and productivity that it is perhaps unsurprising that employers are prioritising spend in this area.



**Debbie Lovewell-Tuck**  
Employee Benefits editor

### The biggest issues we are facing ...

#### AS AN INDUSTRY



#### IN OUR ORGANISATIONS





# Topics

## Getting the right balance?

**Pensions retain top spot as benefit with highest employee take up**

**In our recent Employee Benefits Live survey, we also asked our panel which benefits have the highest take up in their organisation, compared with those their employees most value.**

Pensions topped the chart as the benefit with the best take up for the second consecutive year. Flexible working jumped two places, knocking private medical insurance (PMI) down the table to third. It also took first place as the 'most valued' benefit, sliding up the chart from second in 2018, and implying that a shift towards a better work-life balance is being sought after by an increasing number of employees over and above the more long-term benefits of post-retirement security.

Interestingly, while PMI was considered the most valued benefit last year, it bombed to fourth place in our 2019 poll along with flexible holidays. Bonuses, however, crept up two positions to number three – a side effect of the increased cost of living and political uncertainty, perhaps?

We also asked our pollsters how they would reward employees if money were no object. The results were pretty much on par with 2018, however, better PMI (which they also believed was the 'most valued' last year) was nudged off the top in place of unlimited holidays. Now, that, I think is something we can all relate to.

### ★ Top 5 benefits with the best take up

2019	2018
1 Pensions	Pensions
2 Flexible working	PMI
3 PMI	Flexible holidays
4 Flexible holidays	Flexible working
5 Childcare vouchers	Childcare vouchers

### ★ Top 5 benefits most valued by employees

2019	2018
1. Flexible working	PMI
2. Pension	Flexible working
3. Bonuses	Flexible holidays
4. PMI	Pensions
5. Flexible holidays	Bonuses

### ★ Top 5 benefits managers would offer if money was no object

2019	2018
Unlimited holidays	Better PMI
Better pensions	Unlimited holidays
Bonuses	Better pensions
Better PMI	Bonuses
Flexible holidays	Flexible holidays

# Agenda Day 1

## Tuesday 1 October

10.00 - 11.00 Theatre 1	<b>KEYNOTE K1: Bringing happiness into the workplace</b> <b>Bruce Daisley</b> , vice president – EMEA, <b>Twitter</b> SPONSORED BY 	13.30 - 14.10 Theatre 1	<b>A2: Session to be announced</b> <b>TBC</b>
11.20 - 12.00 Theatre 2	<b>HB</b> <b>MASTERCLASS: B1: Personalising employee wellbeing for high-impact, quantifiable results</b> <b>Stephen Bevan</b> , director, employer research and consultancy, <b>Institute for Employment Studies</b>	13.30 - 14.10 Theatre 3	<b>PP</b> <b>C2: Breaking down gender barriers and closing the gender pay gap</b> <b>Loraine Martins</b> , director of diversity and inclusion, HR, <b>Network Rail</b> <b>Rachel Billington</b> , HR diversity and inclusion lead, <b>Metropolitan Police</b>
11.20 - 12.00 Theatre 4	<b>EE</b> <b>D1: Cultivating a more engaged and productive workforce</b> <b>Kate Griffiths-Lambeth</b> , group HR director, <b>Charles Stanley</b> <b>Denise Sanderson-Estcourt</b> , head of people, <b>Open Data Institute</b>	14.30 - 15.10 Theatre 2	<b>HB</b> <b>B3: A picture of health: aligning benefits and wellbeing initiatives</b> <b>Josie Lazenby</b> , senior manager – wellbeing and benefits, <b>Virgin Atlantic</b> <b>Charlotte Dymock</b> , HR business partner, <b>The Poppy Factory</b>
11.30 - 12.10 Theatre 1	<b>HRBEN</b> <b>PANEL SESSION: A1: HR crystal ball gazing – the future of employee benefits</b> <b>Paul Gilliam</b> , HR director, <b>L'Oreal</b> <b>Sarah Churchman OBE</b> , chief inclusion and wellbeing officer, <b>PWC</b> <b>Karen Mosley</b> , managing director, <b>HLM Architects</b> <b>Sheila Champion</b> , total rewards consultant, EMEAR human resources, <b>Cisco</b>	14.30 - 15.10 Theatre 4	<b>EE</b> <b>PANEL SESSION: D3: Communication is a two-way street: listen, respond, engage</b> <b>Georgina Reeves-Saad</b> , employee engagement and experience lead, <b>global HR - The British Council</b> <b>Alan Millbrow</b> , head of wellbeing & recognition, <b>Three UK</b> <b>Magali Demierre</b> , global head of employee experience, <b>Philip Morris International</b> <b>Julie Markey</b> , people director, <b>Ocado</b>
11.30 - 12.10 Theatre 3	<b>PP</b> <b>C1: How to create a culture of wellbeing</b> <b>Gary Dewin</b> , people director, <b>Co-op</b> <b>Matt Frost</b> , business development director, <b>Gallagher Communication</b>	14.40 - 15.20 Theatre 1	<b>HRBEN</b> <b>A3: Engaging a new generation of workers</b> <b>Natasha McLaren</b> , pensions and benefits manager, <b>University of Lincoln</b> <b>Emma Codd</b> , global special advisor on respect and inclusion, <b>Deloitte</b>
<b>LUNCH</b>			
13.20 - 14.00 Theatre 2	<b>HB</b> <b>B2: Session to be announced</b> <b>TBC</b>	14.40 - 15.20 Theatre 3	<b>PP</b> <b>MASTERCLASS: C3: Digital retirement revolution: the pensions dashboard</b> <b>Rob Yuille</b> , assistant director, head of long-term savings policy, <b>Association of British Insurers (ABI)</b>
13.20 - 14.00 Theatre 4	<b>EE</b> <b>D2: How strategic recognition and unique benefits can power company growth</b> <b>Debra Corey</b> , best-selling author and advisor, <b>Reward Gateway</b> <b>Sarah Mortimer</b> , talent acquisition and communications manager, <b>Charles Tyrwhitt</b>	16.00 - 17.00 Theatre 1	<b>KEYNOTE K2: Overcoming the diversity gap</b> <b>Ben Farmer</b> , head of HR, UK corporate, <b>Amazon</b>

## Streams

<b>EE</b> <b>Employee engagement</b> Sponsored by 	<b>HB</b> <b>Health benefits</b>	<b>HRBEN</b> <b>HR and benefits strategy</b> Sponsored by <b>SALARY FINANCE</b>	<b>PP</b> <b>Pay and pensions</b> Sponsored by 
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# Agenda Day 2

## Wednesday 2 October

10.00 - 11.00 Theatre 1	<b>KEYNOTE K3: Boosting performance and wellbeing in a new era of HR</b> <b>Tony Cooke</b> , vice president - HR Region West, <b>Adidas</b> SPONSORED BY <b>benni</b>	13.20 - 14.00 Theatre 3	<b>FW</b> <b>C5: Establishing a culture that nurtures financial wellbeing</b> <b>Sally Purbrick</b> , head of reward, <b>Anglian Water</b> <b>Mark Bradshaw</b> , reward and pensions director, <b>Kier</b>
11.20 - 12.00 Theatre 1	<b>EW</b> <b>A4: Balancing organisation productivity and modern work practices with employee wellbeing</b> <b>Joanne Morrissey</b> , HR director, <b>Microsoft Ireland</b> <b>Patricia Hyland</b> , group sales director, <b>Spectrum.Life</b>	14.10 - 14.50 Theatre 1	<b>EW</b> <b>PANEL SESSION: A6: Placing mental health at the very centre of your wellbeing strategy</b> <b>Susannah Robertson-Hart</b> , occupational psychologist, SSR specialist (Health), <b>BBC</b> <b>Kate Rand</b> , people and operations director, <b>Beyond</b> <b>Emma Mamo</b> , head of workplace wellbeing, <b>Mind</b> <b>Dr. Richard Peters</b> , chief medical officer, <b>Network Rail</b>
11.20 - 12.00 Theatre 4	<b>DI</b> <b>D4: Leadership to drive diversity and tackle unconscious bias</b> <b>Dr. Maria Angelica Perez</b> , global head of diversity and inclusion, <b>Standard Chartered</b> <b>Candice Cross</b> , director, global leadership development, <b>InterContinental Hotels Group</b>	14.10 - 14.50 Theatre 4	<b>DI</b> <b>D6: Inclusive engagement for a diverse workforce: one size never fits all</b> <b>David Bell</b> , HR director, Central North West London, <b>NHS Trust</b> <b>Elizabeth Baston</b> , chief marketing officer, <b>Wealth Wizards</b>
11.30 - 12.10 Theatre 2	<b>BT</b> <b>B4: Technology to enhance reward and benefits offerings</b> <b>Elliot Rees-Davies</b> , global head of reward, <b>Aspen Insurance</b>	14.20 - 15.00 Theatre 2	<b>BT</b> <b>B6: Digital for deeper, more efficient engagement and retention</b> <b>Jo Bartnicke</b> , global change manager-employee experience, <b>Unilever</b> <b>Tim Goodchild</b> , benefits program lead, <b>Anaplan</b>
11.30 - 12.10 Theatre 3	<b>FW</b> <b>C4: Session to be announced</b> <b>TBC</b>	14.20 - 15.00 Theatre 3	<b>FW</b> <b>MASTERCLASS: C6: Designing a blueprint for financial wellness and understanding the impact on employee engagement</b> <b>Natalie Jutla</b> , employee offer and benefits lead, pay and reward, <b>DEFRA</b>
<b>LUNCH</b>			
13.10 - 13.50 Theatre 1	<b>EW</b> <b>A5: Fostering a culture to support health and become an employer of choice</b> <b>Meghan McCarthy</b> , head of HR, <b>SAP UK&amp;I</b> <b>Fiona McAslan</b> , wellbeing lead, <b>RBS</b>	15.10 - 16.10 Theatre 1	<b>KEYNOTE K4: Compensation and benefits for the modern employee</b> <b>Katherine Gilbert</b> , director - compensation and benefits EMEA and Latin America, <b>LinkedIn</b> SPONSORED BY <b>BLACKHAWK NETWORK</b>   <b>HAWK INCENTIVES</b>
13.10 - 13.50 Theatre 4	<b>DI</b> <b>D5: Strategies for ensuring inclusive workplaces and eliminating bullying and harassment</b> <b>Marc McKenna-Coles</b> , global diversity and inclusion manager - HR, <b>Lloyd's</b> <b>Asif Sadiq</b> , head of diversity, inclusion and belonging, <b>The Telegraph</b>		
13.20 - 14.00 Theatre 2	<b>BT</b> <b>B5: Session to be announced</b> <b>TBC</b>		

## Streams

<b>BT</b> Benefits technology	<b>DI</b> Diversity and inclusion Sponsored by <b>myeva</b> <small>BRINGING TO YOU BY Wealth Wizards</small>	<b>EW</b> Employee wellness Sponsored by <b>spectrum</b> <b>.life</b>	<b>FW</b> Financial wellbeing Sponsored by <b>neyber</b>
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## Interview with Debbie Lovewell-Tuck, Employee Benefits Editor

As an award-winning pensions and benefits journalist with more than 16 years' experience in the industry, Debbie became editor in 2014.

Since then, Employee Benefits has won the title Pensions/ Benefits Publication of the Year at the Willis Towers Watson HR Media Awards on three occasions.

She is a seasoned professional in the world of reward.



### **Q The final programme is impressive. How have you shaped it?**

We're really excited about this year's programme. It features all the hot topics on employers' agendas, including mental health, and diversity and inclusion. As ever, the programme features speakers from a wide range of employers, incorporating high-profile household names, alongside smaller organisations which excel in reward and benefits.

### **Q What about big themes? What should we look out for?**

One of the questions always on everyone's lips is 'what does the future hold for employee benefits?' I'm excited to hear our panel of experts from L'Oréal, HLM Architects, PWC and Cisco discuss their views on this topic, covering key issues including how the workplace is changing, what HR practitioners can do to support changing workforce demographics, how technology is transforming HR, and the biggest challenges for HR over the next 10 years.

As challenges around personal finance, such as debt and in-work poverty, continue to hit the headlines, how to support employees' financial wellbeing is a very real issue for employers. The best way to achieve this, however, is something many organisations look for guidance and help with. Our session on establishing a culture that nurtures financial wellbeing, which will feature speakers from Kier Group and Anglian Water, is aimed at providing just that, touching on topics such as launching a financial wellbeing strategy, demystifying retirement, how to play a more active role in safeguarding employees' financial wellbeing and ensuring employees make use of the benefits available to them.

Tackling gender inequality is another huge issue for many organisations. In response, our session on breaking down gender barriers and closing the gender pay gap will cover how to create an organisation that fully embraces diversity and equality. I'm looking forward to hearing how Network Rail and the Metropolitan Police are working to accomplish this and the results they have achieved.

### **Q Any top tips for the show?**

I can't recommend our keynote sessions highly enough. This year, I'm proud to announce that we have four fantastic brands opening and closing each day of the conference. On 1 October, make sure you don't miss Twitter's Bruce Daisley, vice-president – EMEA, share how to bring happiness in to the workplace, and Amazon's Ben Farmer, head of HR, UK Corporate, discussing overcoming the diversity gap.

On 2 October, they will be followed by Adidas' Tony Cooke, vice president – HR Region West, who will share how to boost performance and wellbeing in a new era of HR, and LinkedIn's Katherine Gilbert, director – compensation and benefits EMEA and Latin America, who will reveal how LinkedIn is evolving to engage employees in a dynamic workplace in the context of compensation and benefits for the modern employee.

I would also recommend allowing yourself enough time to visit the exhibition, as well as the conference, and ensure you make the most of your day. Our vast range of exhibitors will be on hand to help you find the solutions you need, and showcase new ideas.

Finally, I would encourage you to make the most of all of the expertise available under one roof. Once you have attended conference sessions and met with our exhibitors, take the opportunity to network and catch up with peers at the community café.

**I can't  
recommend  
our keynote  
sessions highly  
enough.**

# 2019 Show Features

## The Mental Health Hub in partnership with Mind

We are delighted to partner once again with mental health charity, Mind. Pop along to their stand to discuss how you can improve mental health in the workplace, explore the **free resources** they have available and **new online courses** on offer for small businesses.



## Need to recharge your batteries?

We know events can be a busy time for you as visitors, exploring the exhibition floor, listening to some great content sessions and catching up with old and new peers. So check out the **Recharge Zone** if your phone needs an extra boost or if you want to recharge your own batteries and have a quick 10-minute rest or massage.

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## Photo booth

Everyone loves a photo booth, head over to this fun feature with your colleagues to get a team day out photo to take back to the office.

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## Birthday Graffiti Wall

We love a bit of creativity at Employee Benefits, so this one's just for fun! Grab some spray paint and help decorate our birthday graffiti wall. Don't worry about getting messy, we've got you covered. Gloves will be provided and all paints are water based.

## The Community Café

ExCeL London is going to be very busy on the days of Employee Benefits Live as there are many other events taking place too. To save time queueing for the boulevard concessions, our café situated in the heart of the show floor is the perfect place to grab snacks, beverages and lunch. Alternatively the café is a great place within the event if you're interested in networking. With 2,500+ like-minded individuals from the HR, reward and benefits space gathering across two days, this is the perfect opportunity to catch up with peers, form new relationships and share ideas and experiences.

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## VIP Lounge

If you've been invited as a VIP, ensure you visit the VIP lounge situated just past the Community Café. You'll be able to network with other like-minded individuals and use the facilities available within the lounge.

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## Information Station

Do you have a specific question, request or simply cannot find what you're looking for? Head to the Information Station where our friendly show team are on hand to answer your questions and to help make your visit as smooth as possible.





We caught up with some of the speakers from this year's fabulous line up.

## Speaker Hot Seat



**Kate Rand**

people and operations director, Beyond

**Q Tell us something surprising about yourself**

I'm a certified bartender and can make over 200 cocktails from memory.

**Q What's your favourite holiday destination and why?**

Can I cheat and say my house? As much as I love trips abroad, I love cosying up in my house next to my husband on the sofa! I'm all about giving myself time to recuperate as my work can be really hectic!

**Q What are the biggest challenges that are currently facing the industry?**

HR as a sector needs to become more flexible to stay relevant. We are drastically behind in terms of evolution. There are small pockets of rebel HR people who are trying to make a difference, but our biggest challenge is ourselves.

**Q What one thing could all organisations do to better address gender inequality?**

Stop looking at quotas and start looking at removal of barriers. It's a mindset shift to one of belonging, and this happens by creating an inclusive workplace where everyone is able to belong, not just because they make up the quota in that particular area. Quotas do not promote equality, because they fail to tackle the root cause of the problem.

**Q Why should reward managers attend your session?**

Reward is an interesting conundrum when you take into consideration these factors. Multi-generational workforces and smaller gaps between generations mean successfully motivating everyone using extrinsic/intrinsic rewards is tough. It is unlikely you will find the answer in best practice, but you will need to co-create it with your employees.



**Asif Sadiq**

head of diversity, inclusion and belonging, The Telegraph

**Q Tell us something surprising about yourself**

I was a police officer for 12 years!

**Q What's your favourite holiday destination and why?**

It would have to be America as there is so much to explore, and each state is so different. The cultural differences are just fascinating.

**Q What are the biggest challenges that are currently facing the industry?**

One of the biggest challenges is how we create a truly inclusive offering that is not excluding anyone and celebrates differences beyond traditional diversity boxes.

**Q What one thing could all organisations do to better address gender inequality?**

Be open to having the difficult conversations and ready to listen to different opinions.

**Q Why should reward managers attend your session?**

I will explore how we can tackle unconscious biases without the traditional bias training and how we can move the conversation forward from diversity to inclusion.



**Stephen Bevan**

head of HR research development, Institute for Employment Studies

**Q Tell us something surprising about yourself**

I once had dinner with President Lech Walesa of Poland.

**Q What's your favourite holiday destination and why?**

France – such a close neighbour but so different in many ways (food, lifestyle, weather).

**Q What are the biggest challenges that are currently facing the industry?**

We have a very buoyant but uncertain labour market. Employers are struggling to attract and keep talent - and are not finding that traditional measures are particularly helping. More innovation and imagination is needed.

**Q Why should reward managers attend your session?**

I'll be challenging some of the widely held beliefs about the way the world of work is evolving and the place that reward should have in the 'deal' we offer a more diverse and precarious workforce.



**Charlotte Dymock**

HR business partner, The Poppy Factory

**Q Tell us something surprising about yourself**

As a vintage fashion aficionado, I sew a lot of my own clothes using vintage patterns. I'm also champion bargain hunter – I even found my original vintage 1950s wedding dress at a car boot sale for £30!

**Q What's your favourite holiday destination and why?**

I found India absolutely fascinating when I visited 10 years ago, and it's definitely on my bucket list to return!

**Q What are the biggest challenges that are currently facing the industry?**

Equipping managers and senior leaders with the key skills to lead and motivate, manage through change, and work in synergy with each other to drive organisational success.

**Q What one thing could all organisations do to better address gender inequality?**

Support working fathers. There's been a lot of discussion recently about how organisations should support working mothers, which is obviously much-needed, but the flip side is also crucial: It won't be possible to achieve true equality and close the gender pay gap while women remain the default primary carers for children, but some family-friendly policies may inadvertently perpetuate this status quo.

**Q Why should reward managers attend your session?**

Provision for wellbeing is more important than ever, but with budgets being squeezed ever tighter, HR and reward professionals need to think creatively about how we can deliver the best value to effectively support staff.

## Need a massage?

NEW

**BackHug** will debut its robotic massage solution for the workplace; a unique solution to relieve neck and back aches, which affect 70 per cent of employees at some point during their careers.



G66

## OH, WE DO LIKE TO BE BESIDE THE SEASIDE

**Coastal Cottages of Pembrokeshire** will showcase the Coastal Treats packages, a new approach to employee rewards, swapping out financial rewards packages in favour of refreshing coastal getaways in luxury self-catering accommodation.



A41

## OOH TASTY

Stop by **tastecard's** stand to see how its engaging financial wellbeing benefit that helps employees to save money while enjoying more of the things they love. As the UK's largest discount dining membership offering your employees 2 for 1 meals or 50% off food at 6,000+ restaurants nationwide. Additionally, with tastecard+ your employees can enjoy lifestyle benefits, available 7 days a week, including up to 40% off cinema, 50% off days out, 60% off theatre, 70% off hotels and more nationwide. Visit Tastecard at Employee Benefits Live to find out more and to sign up for your 3 month free trial.



C34

## SHOWCASING THE 360 RECOGNITION PLATFORM

The 360 Recognition platform from **TerryberryReward** provides a single hub for all reward and recognition needs such as long service awards and retirement incentive schemes, social recognition, channel partner programmes, customer loyalty schemes, manager driven recognition, health & safety, suggestion schemes, customer referrals. Visit the stand for a demo.



A64

## NEW EMPLOYEE LOAN PRODUCTS

**TransaveUK Credit union** will be launching a new loan product for company employees at Employee Benefits Live together with a financial education portal that will be available to all its savers and borrowers.



C10



A55

## IS THERE A DOCTOR IN THE HOUSE?

Visit the **alldayDr** stand to check out the innovative AI-enabled Health & Wellness Kiosk. Monitor vital stats, receive an in-depth health overview and an informative insight into personal nutrient. The kiosk will give a clear, comprehensive look into your health, while founder and CEO Dr Suhel Ahmed can advise on how to improve your health and wellbeing. You could also win a free Health & Wellness day for your workplace, worth £3,500.

## WIN a Wellbeing Taster

NEW

The team from **Towergate Health & Protection** will be showcasing lots of ways companies can boost the health and wellbeing of their employees. They're even offering the chance to win a free taster of one of their bespoke wellbeing services.



C33

## Introducing free Debt Portal

NEW

The brand new free debt portal – **Workplace Finance** – can offer employees access to financial education and affordable loans.



D10

## Help for parents

NEW

Employee wellbeing platform, **Catapillr** is launching a new employee benefit, the Childcare Cash Advance scheme, or C-CAS. With the Government voucher scheme no longer taking new applications, and tax-free childcare showing low take-up, C-CAS will allow UK businesses to offer a low-cost alternative designed to help working parents with increasing childcare costs.



G46



## My Rewards: A Winner

NEW

MLP will showcase its unique employee benefits platform, my rewards. It is also offering the first 50 visitors to the MPL stand a free, exclusive 'my rewards gift' which includes amazing experiences such as hotel stays, track days and much, much more!"

E11

## Champagne Lifestyle

NEW

Visit The Engagement Works' stand and sign into Engage – an interactive device designed to drive internal communication, employee engagement and connect leaders to the workforce with ease – for your chance to win a bottle of champagne on the day!

 Engage

G76

## A SMARTER WAY

Financial wellbeing organisation Smarterly helps employees save, directly from pay, no matter who they are, how much they earn or where they're at in life. Showcasing its recently launched range of risk-rated ethical portfolios and announcing the findings of its latest research programme, Smarterly is offering £20 to everybody that sets up a Smarterly ISA at the show.

 Smarterly  
easier investing for everyone

E20

## MOT your wellbeing

NEW

Pitstop by Harley Therapy for a Wellbeing MOT. An innovative solution for forward-thinking organisations to safeguard their workforce's mental health, long term. Harley Therapy's Wellbeing MOT Programmes enable employees to access mental health assessments, wellbeing check-ins with professional therapists and on-going personalised self-help, all for a fraction of the price of traditional EAP schemes

 harley  
THERAPY

G70

 HEALTHSHIELD  
WE'VE GOT YOU COVERED

D31

## FREE HEALTH CHECK

Health Shield is committed to supporting the long-term health of the workforce by offering businesses a set of preventative wellbeing tools. Visit the Health Shield stand for a free health check, which will take place within a 10-minute appointment. Their practitioners use Point of Care health testing equipment to conduct tests for blood pressure, cholesterol and diabetes and all results are provided within three minutes.

## UNMIND 2.0 LAUNCHES AT EBL 2019

Launching exclusively at Employee Benefits Live, Unmind 2.0 is a digital innovation designed to look after your mind; a seamless and immersive experience, be sure to catch a live demo on the Unmind stand.

 unmind

F62

## ON YOUR HEAD

To celebrate being the fastest growing cycle to work scheme four years running, Cycle2Work is giving away four LIVALL BH60 Bluetooth Enabled Smart Helmets over at Employee Benefits Live! Its revolutionary features include smart lighting, hands-free phone, intelligent SOS alert and integrated speakers.

 cycle2work

B62

## INCORPORE LAUNCHES HEALTH ASSESSMENTS

Incorpore will be launching its health assessments employee benefit at this year's show. As a leading corporate wellness company providing health and fitness solutions to 1,700 corporate clients, serving over 6 million people and partnering with 3,500 UK health clubs, Incorpore benefits include HealthFlex and My Health Discount employee schemes

 INCORPORE  
HEALTH FROM WITHIN

D61

## Turning to Health Technology

NEW

Featured as Forbes' '2018 & 2019 Best Health Tech Gadget', Painpod is a portable device that, using the natural bio-mechanics of the human body, can help promote a more active lifestyle at the office, during the commute or at home – visit stand A44 for a demo.

 results in  
wellness  
advancing good health

A44



## An interview with Paul Gilliam, HR director, L'Oreal



### The Future of Employee Benefits

Paul Gilliam has more than 20 years' HR experience and will join a panel discussion about the future of employee benefits. We caught up with him ahead of the event to see why, in this ever-changing modern world, adapting employee benefits to suit has never been more important.

#### What are the biggest challenges that are currently facing the industry?

The beauty / FMCG industry is facing an unprecedented period of change with a number of key 'shifts', most notably consumers are more digitally aware and more interested in the ingredients that are in the products they use. Trends towards increased transparency and heightened awareness of healthy living are matched in employees.

The number of competitors in our industry is growing with many new, agile, small competitors joining the mix. There are also shifts in the categories that are growing, with skincare now accelerating and make up declining. Finally, there are significant channel shifts with e-commerce and discount retailers winning and many of the traditional department stores struggling.

It's a huge period of change and uncertainty but also opportunity, which will require new ways of thinking and working in order to navigate successfully.

#### You're taking part in a panel discussion about the future of employee benefits. What do you think are going to be the biggest factors influencing employee benefits in the future?

Against this backdrop of change, there are a number of factors to consider.

How do we get a higher level of personalisation in our benefits offers and move away from the traditional one-size-fits-all approach? What impact does having a multi-generational workforce have on the benefits we provide? What benefits should we be providing for the increasing freelance and off payroll employee groups?

How do we simplify the benefits experience for employees who are used to the uncomplicated consumer experience of using Amazon or Netflix? How can new technology be an enabler for benefits success and not just in terms of reducing benefits administration?

There are also some age-old challenges that we still haven't cracked such as, how do we better communicate the benefits we are offering and increase the perceived value of them, compared to the financial investment we might be making?

#### Tell us something surprising about yourself

I once worked as part of the security team for John Prescott when he was Deputy Prime Minister, however I think he was more likely to protect me!

#### Why should attendees come along to your session?

In this rapidly changing world, it's important we continue to look forward and anticipate what the future could look like and how we need to evolve accordingly. The session is a good opportunity to step away from the day-to-day challenges and consider what the future of reward is and how we can use it to build compelling and engaging places to work.

How do we get a higher level of personalisation in our benefits offers and move away from the traditional one-size-fits-all approach?

It's a huge period of change and uncertainty but also opportunity

# The Handy App

## Benefits of downloading the app

- **You'll get important event announcements** – whether it's a room change, session change or prize draw, if you download the app we'll let you know in real-time about the most crucial information.
- **Plan your day** – to make your visit more productive, you can add your pre-booked sessions to **My Schedule** within the app and set reminders to alert you on when sessions are about to take place. Please note, adding sessions to **My Schedule** that you've not pre-booked does not guarantee your place. **Please book your sessions via your confirmation email.**
- **Explore the interactive map** – navigate your way around the show floor, take a look at who's exhibiting and check out the exciting show features on offer.
- **You're saving the planet!** – downloading the app instead of picking up printed materials is one of the easiest ways to be more eco-friendly.
- **Got a burning question?** Interact and put your questions forward to our speakers using the Slido feature.
- **It's FREE!**

## How to download the app

The app is available on iOS and Android. To download the app simply follow the instructions below.

1. Search and download the free Guidebook app in your iOS App Store or Google Play store
2. Open Guidebook and tap "**Find Guides**" in the bottom right corner
3. Tap "**Have a passphrase**" and enter '**EBL19**' to download our Employee Benefits Live guide



Alternatively, you can scan the QR code.



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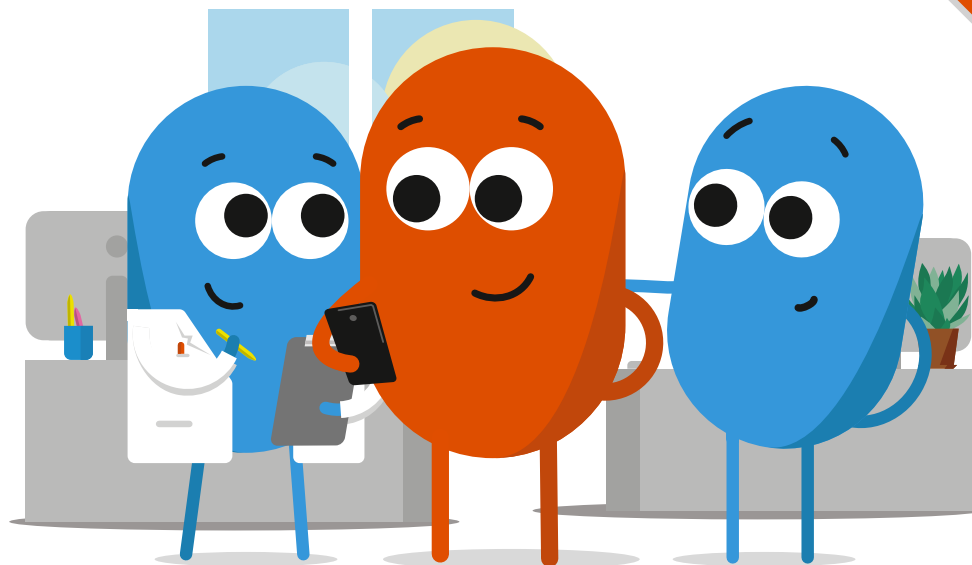


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# Implement your health and wellbeing strategy with Health Shield

## Improve staff wellbeing

Take the next step in boosting your employee health and wellbeing strategy.

Offering a growing number of innovative benefits, we provide solutions to help you look after the mental and physical health of your employees. From an Employee Assistance Programme to money back on everyday optical and dental costs, we pride ourselves on meeting your needs and budget.

## Make your team feel valued

Incorporating a Health Cash Plan into your benefits package will not only safeguard your employees' long term health, but will also show that you value their wellbeing. Our Workplace Health Screening<sup>1</sup> complements our range of Health Cash Plans and Occupational Health Programme<sup>1</sup> - all designed to help you support your employees' wellbeing. Our plans are constantly evolving to include benefits and features that support and improve physical and mental health, giving your employees the best chance to thrive at work.

## Why choose Health Shield

- ✓ Create a bespoke Health Cash Plan to suit the needs of your business
- ✓ Access to our NHS-approved mental health app, Thrive, to improve mental wellbeing\*
- ✓ EAP service and a 24/7 counselling helpline - available as part of selected Health Cash Plans
- ✓ Help improve employee wellbeing and encourage employees to look after their own health with Workplace Health Screening†
- ✓ We pride ourselves on the exceptional products and services that we offer, and are fully committed to supporting the long-term health of your employees

For more information about supporting employees at work call

**01270 588555**

[www.healthshield.co.uk](http://www.healthshield.co.uk)

\*The app meets NHS standards for clinical effectiveness, safety, usability and accessibility and has a supportive evidence base. Thrive is only available via a Tailored Health Cash Plan.

†Company-level graph-based report available on a minimum of 25 employees having health assessments due to data protection and employees' right to remain anonymous.

Health Shield Friendly Society Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

1. These non-insurance products are provided by Prevent Ltd trading as Health Shield. This company is a subsidiary of Health Shield Wellbeing Limited, a direct subsidiary of Health Shield Friendly Society.