

Agenda • Tuesday 10 March

08:00 - 09:00	Registration & Refreshments
9:00 - 09:10	Chair's Opening Remarks Room 1 Perry Timms , Founder & CEO, People & Transformational HR Ltd.
09:10 - 09:40	Reimagining Organisational Structure, Talent Allocation and Career Progression Keynote • Room 1 • HR Tech and AI Andrew Gawn , Head of Change Management, Programs, Analytics and Insights, EMEA, Amazon
09:45 - 10:15	AI Turns Knowledge Into Connection – Not Isolation Presentation • Room 1 • HR Tech and AI Sebastian Tindall , Director of Strategic Enablement, Vitality
	From Inclusion to Impact: Leading with Humanity in the Moments That Matter Presentation • Room 2 • Employee Experience & Engagement Alex Naylor , Chief People Officer, Gravitas Recruitment Group
	From HR to People Thinkers... Leading the future of People Strategy Presentation • Room 3 • Talent & Skills Martin Osler , Partner and Chief People Officer, Johnston Carmichael Chartered Accountants and Business Advisers
10:20 - 10:50	People, Technology, and Global Growth: How AI Is Shaping the Future of International Teams Sponsored by Pebl Presentation • Room 1 • HR Tech and AI Charlotte Johnson , RVP EMEA & APAC, Pebl Givanny Madsen , Strategic Growth, EMEA & APAC, Pebl
10:50 - 11:40	Refreshment & Networking Break
11:40 - 12:10	Not Sure Where to Go With AI? Don't Panic Room 1 • HR Tech and AI Sam Lea-Wilson , People Technology Delivery Manager, People Technology & Digital, Bupa
	Culture by Design: Leveraging Engagement to Shape Behavior Presentation • Room 2 • Employee Experience & Engagement Isha Smith , Global Vice President - Head of Total Rewards, SoundCloud
	The Courage to Be Imperfect: A New Strength for HR Presentation • Room 3 • Talent & Skills Sarah Sen , People & Culture Consultant, Florescence Consulting

12:15 - 12:45

Why HR Must Disrupt Itself to Lead the AI Revolution and Close the Skills Gap

Presentation • Room 1 • HR Tech and AI

Nic Bennett, Global People Business Partner, SUSE

Why Your Company's Story Is Your Most Important HR Tool

Presentation • Room 2 • **Employee Experience & Engagement**

Jon Randall, Culture & Engagement Director, Bladonmore

Skills to Strategies: How to Drive Innovation

Presentation • Room 3 • **Talent & Skills**

Maria Rosaria Bonifacio, VP and People Head, Nokia

12:50 - 13:20

The Secret Sauce: How Intersectionality Can Bring About a Culture of Inclusion and Belonging in an Organisation and Unlock the Full Power of Diversity

Sponsored by **Dream and Leap**

Presentation • Room 1 • **Employee Experience & Engagement**

Matt Jenkins, Owner / Founder, Dream and Leap

HR2030: Lead or Be Led

Sponsor **Veran Performance**

Room 2 • **Talent & Skills**

Helen Thiel, Founding Director, Veran Performance

Becky Statham, Transformation Director, Veran Performance

Hatti Howarth, Change Director, Veran Performance

13:20 - 14:20

Lunch & Networking Break

Lunch roundtables

Sponsored by **AssessFirst**

Volume + AI : Stress-Testing Your Hiring Process for 2026

Host: **Becca Guinchard**

Sponsored by **MastVision Collective**

Beyond the Report: Culture, Credibility and Workplace Investigations Roundtable

Hosts: **William Richards and Kate Marston**

14:20 - 14:50	<p>AI, HR, and the Law: Practical Risks and Future Directions Presentation • Room 1 • Health & Wellbeing at Work Andrew Davidson, National Head of Employment, Hempsons LLP</p> <p>HR 3.0 - A New Operating Model for HR Presentation • Room 2 • Employee Experience & Engagement Perry Timms, Founder & CEO, People & Transformational HR Ltd.</p> <p>Future Skills for Our Workforce: Bringing the Learning Culture to Life Presentation • Room 3 • Talent & Skills Aneta Andelić, Head of Talent Attraction, Learning and Development, UniCredit, Germany</p>
14:55 - 15:25	<p>Skills Building in an AI Driven World Presentation • Room 1 • HR Tech and AI Madeleine Thorn, Head of Learning Design, Cambridge University Press & Assessment</p> <p>Leadership and Organisational Culture Across NHS Scotland – A Work in Progress Presentation • Room 2 • Employee Experience & Engagement Fiona Hogg, Chief People Officer, NHS Scotland</p> <p>People Strategy with Impact Presentation • Room 3 • Talent & Skills Nebel Crowhurst, Fractional Chief People Officer, Each Person Moneyappi PTHR</p>
15:30 - 16:00	<p>Transforming at Scale: How SAP Powers Reorganizations with Org Design & Analytics Sponsor Ingentis Keynote • Room 1 • Talent & Skills Clemens Siegfanz, Senior Director People & Culture, SAP SE Steve Jenkins, VP Sales & Partnerships – UKI & MEA, Ingentis Software Ltd.</p>
16:00 - 17:00	<p>Refreshment & Networking Break</p>

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- 17:00 - 17:30 **Leading HR Through the Tech Revolution**
Presentation • Room 1 • HR Tech and AI
Ashley Portlock, Vice President Human Resources, Allegion International
- When Two Worlds Collide – Creating the Right Conditions for the Human and Digital Age Workplace Through Experience**
Presentation • Room 2 • **Employee Experience & Engagement**
Michelle Clark, Executive Director of People, Culture and Transformation, The Children’s Society
- What It Means to Be an Inclusive Leader (And Why It’s Good to Be One!)**
Presentation • Room 3 • **Talent & Skills**
Alessandro Storer, Co-Founder and Executive Director, The House
- 17:35 - 18:05 **Driving Culture Forward: Harnessing AI to Transform Employee Experience and Engagement**
Presentation • Room 1 • HR Tech and AI
Gillian Morris FCIPD, HR Director, Jaguar Land Rover
Perry Timms, Founder & CEO, People & Transformational HR Ltd.
- Designing Belonging: Embedding Inclusion Into the Employee Lifecycle**
Room 2 • **The Inclusive Workplace**
Annisha Taylor, Group Head of Equality, Diversity and Inclusion (People, Culture & Workplace), Ofcom
- How Can We Build Psychologically Safe Communities at Work**
Presentation • Room 3 • Talent & Skills
Mike Jeffries, Training Manager, Birmingham Mind
- 18:05 - 18:10 **Chair Closing Remarks – Close of day**
Room 1
Perry Timms, Founder & CEO, People & Transformational HR Ltd.
- 18:10 - 19:00 **Drinks Reception & Networking**

Agenda • Wednesday 11 March

8:00 - 8:45	Registration & Refreshments
8:00 - 8:35	Breakfast Briefing: Beyond the Breaking Point: A People Leader's 30-Minute Burnout Masterclass Sponsor Health & Wellbeing at Work Networking • Room 1 Dr Rachael Skews, Chartered Coaching Psychologist Hazel Anderson-Turner, Chartered Coaching Psychologist
8:45 - 8:50	Chair's Opening Remarks Room 1 Perry Timms, Founder & CEO, People & Transformational HR Ltd.
8:50 - 9:20	Justifying the Value of Employee Engagement & Stakeholder Engagement Keynote • Room 1 • Employee Experience & Engagement Kevin Green, Chief People Officer, First Bus/FirstGroup plc
9:25 - 9:55	Purpose-Driven Performance: How Data and AI Fuel a Healthier, Happier Workforce Presentation • Room 1 • HR Tech and AI Idris Arshad, Head of People, Asthma + Lung UK
9:25 - 9:55	When Strategy Meets Reality: Making Culture Work Under Pressure Presentation • Room 2 • Employee Experience & Engagement Jo Carlin, Chief People Officer, Effective Energy Group
	Employee Experience & Engagement Unlocking Potential at the BBC: A Commitment to Inclusion Presentation • Room 3 • Talent & Skills Fiona Smithson, Divisional Performance, Leadership, Talent & Inclusion Lead, BBC Zoe Cullingworth, Organisational Development Business Partner, BBC
10:00 - 10:30	When AI Goes Wrong: What HR Leaders Can Learn From Real-World Failures. Stream: HR Tech and AI Sponsor IRIS Software Group Limited Keynote • Room 1 • HR Tech and AI Lizzy Barry, HR Director, IRIS Software Group Silvia Djambaska, Senior Manager- Talent & Organisational Development, IRIS Software Group
10:30 - 11:20	Refreshment & Networking Break

11:20 - 11:50

Panel: Beyond the Hype: AI That HR Leaders Are Willing to Stake Their Reputation On

Panel discussion • Room 1 • HR Tech and AI

Moderator: Gosia Syta, Founder, Walk Your Talk

David James, CLO, 360Learning

Julian Stodd, Captai, Sea Salt Learning

Nic Bennett, Global People Business Partner, SUSE

Panel: How Social Enterprises Can Help HR Leaders put the S in ESG

Panel discussion • Room 2 • **Employee Experience & Engagement**

Moderator: Paula Gibson, Communications Manager, Waste to Wonder

Andy Daly, Head of Corporate Partnership, Social Enterprise UK

Christy Acton BEM, Founder and CEO, Standing Tall

Panel: Developing the Next Generation of Leaders: Empowering Gen Z in the Workplace

Panel discussion • Room 3 • Talent & Skills

Moderator: Charlie Hart, Director, Ausome Charlie Ltd.

Mark Hendy, Chief HR Officer, Siderise

Haris Sultan, Joint Non-Executive Director, NHS Foundation Trust

Idris Arshad, Head of People, Asthma + Lung UK

11:55 - 12:25

Unlocking Business Value Through L&D: How Mature Learning Functions Drive Skills, Performance and Strategic Advantage

Presentation • Room 1 • HR Tech and AI

David James, CLO, 360Learning

Engagement: A Blueprint for People-Centric Transformation

Presentation • Room 2 • **Employee Experience & Engagement**

Genna Harwood-Armitage, Head of Culture and Inclusion, Maximus

Value-Enhancing HR: Building a Bold, Embedded, and Impactful People Function

Presentation • Room 3 • **Talent & Skills**

Gethin Nadin, Chief Innovation Officer, Benifex

12:30 - 13:00

Spotting Authentic Talent Behind AI-Polished Applications

Sponsor AssessFirst

Keynote • Room 1 • HR Tech and AI

Becca Guinchard, Head of Revenue, UK & North America, AssessFirst

13:00 - 14:00

Lunch & Networking Break

14:00 - 14:30

Collective Capability: Creating a Socially Dynamic Organisation

Presentation • Room 1 • HR Tech and AI

Julian Stodd, Captain, Sea Salt Learning

How to Easily Engage With Your Team

Presentation • Room 2 • Employee Experience & Engagement

Colin Butler, HR Director/Head of HR/VP People,
North Warwickshire and South Leicestershire College

2026 Leadership: Same Role – New Rules

Presentation • Room 3 • Talent & Skills

Mark Hendy, Chief HR Officer, Siderise

14:35 - 15:05

Acting vs Reacting: When Data Collides with Real Life in HR

Presentation • Room 1 • HR Tech and AI

Clotilde Teson Ruiz, Europe and Asia Director HR & Culture, Global Director
Sustainability, DRAXTON Mobility Inspired

The People Team's Radical New Role in Agitating for a Better World of Work

Presentation • Room 2 • Employee Experience & Engagement

Sarah Eglin, CPO / Director of People & Culture, Barnardo's

Me, My Colleagues & Our Mental Health

Presentation • Room 3 • Talent & Skills

Tracey Dangerfield, Director, SkillBase First Aid

15:10 - 15:55

Empowering Employees Through Moments That Matter

Panel discussion • Room 1 • Employee Experience & Engagement

Natalie Quilter, Head of Reward,
Wellbeing and Benefits (Reward and Benefit Lead), The Hyde Group

Daniel Chan, Senior Wellbeing & Employee Experience Manager,
International QBE Insurance

Ian Hodson, Director of People and Culture, Housing21

Tracy Plant, Human Resources Director, CIS Security

15:55 - 16:00

Chair's Closing Remarks – Close of event

Room 1

Perry Timms, Founder & CEO, People & Transformational HR Ltd.