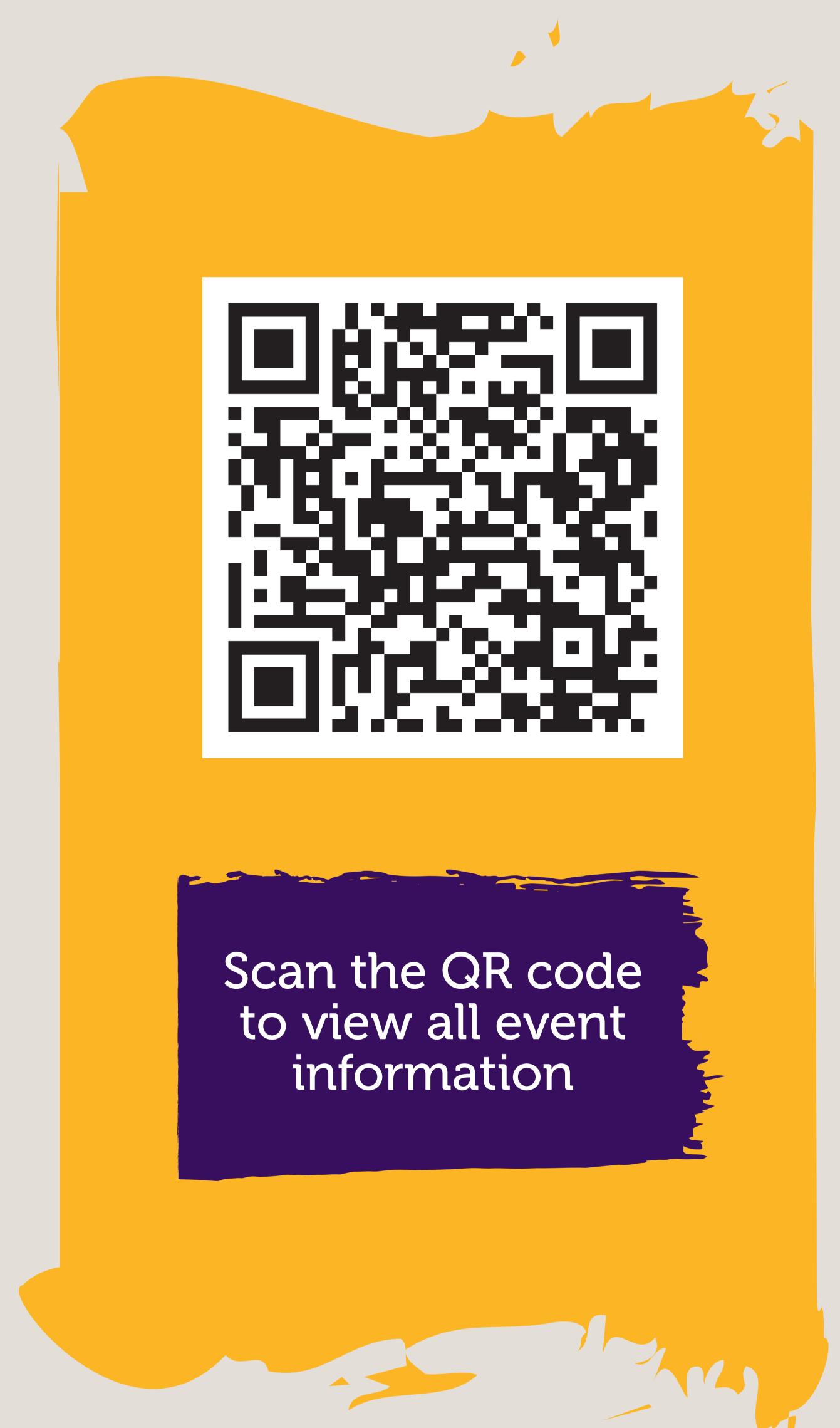
Stage programme

Trail key Senior Leaders Comms Line Managers Learning and

Development



Main Stage Workplace **Transformation Stage** 09.15 - 09.45 CIPD Welcome Address 10.00 - 10.30 Internal Communications: A strategic weapon in the war for frontline talent 10.50 - 11.45 Leading with confidence in times of crisis and uncertainty 12.00 - 12.30 Making every player count: rethinking recognition in a club-wide culture 12.45 - 13.15 Hiring for potential: investing in people, not just CVs 13.30 - 14.00 From support to strategy: redefining HR's role at the leadership table 14.15 - 14.45 Unpacking the Employment Rights Bill - 15.00 - 15.30 how to navigate legal change and what The talent crunch - securing and could be the new normal 15.00 - 15.30 Brave new world: putting AI to work modernising benefits & rewards to 15.45 - 16.15 Redefining reward: investing in people for lasting impact workforce 16.35 - 17.25 Inside the mind of a Taskmaster: Alex Horne

1 12.30 - 13.00

Employee Experience Stage 10.00 - 10.30 Great tech-spectations - how to use your HR technology to enhance employee experience 12.00 - 12.30 The state of work in the UK - what employees really want in 2025 12.45 - 13.15 Will a return to corporate "masculine energy" spell the end of HR? 13.30 - 14.00 Data driven performance how to harness your HCM data to unprecedented growth and employee experience 14.15 - 14.45 New Look's implementation journey and learnings retaining your talent pipeline

15.45 - 16.15

Adapting to workplace trends -

engage and retain a multi-generational employee voice

ZENSAI **Employee Engagement Stage** 10.00 - 10.30 The culture credit card: are you borrowing engagement without paying it back? 12.00 - 12.30 How we're creating a Global Human Success Movement 12.45 - 13.15 How NHS Royal Berkshire Trusts revolutionised internal comms for 8000 hospital employees 13.30 - 14.00 Collective voice and Industrial relations: AI, and impact data to enhance equipping people professionals with the performance right knowledge and skills to manage these relationships 14.15 - 14.45 Finding the best global talent while mavigating compliance & risk 15.00 - 15.30

Learning and Development Stage 10.10 - 10.40 Why feedback is the silver bullet to high performing teams 12.10 - 12.40 Practical ways to build trust & strengthen team engagement 12.55 - 13.25 Bridging the expert to leader gap 13.40 - 14.10 Closing the knowing vs. doing gap - gamified learning, 14.25 - 14.55 Cracking the engagement puzzle understanding human motivation to energize and inspire your team 15.10 - 15.40 Is continuous learning through formal Building employee trust using Internal L&D programs more valuable than onthe-job training? 15.55 - 16.25 Diverse, disparate, global - how Avon

make an impact



Wellbeing Stage

Leadership and Management Stage Equality, Diversity and Inclusion Stage 10.10 - 10.40 10.00 - 10.30 Scaling global teams with confidence: Line managers session: workforce planning for the future Leading by example - driving EDI leadership for a thriving workforce 12.10 - 12.40 What is 'good' leadership? 12.00 - 12.30 Rethinking DEI: all action, no thought 12.55 - 13.25 The AI-driven leader: connecting 12.45 - 13.15 people for smarter performance What does a future-focused Equality Act look like? 13.40 - 14.10 Fit for the future – navigating the 13.30 - 14.00 From neurodiversity to neuroinclusion: turning awareness into action 14.25 - 14.55 What does it really mean 14.15 - 14.45 Breaking down language to promote to be change ready? an EDI-focused culture 15.10 - 15.40 Leading change without 15.00 - 15.30 It's only banter losing your mind 15.45 - 16.15 15.55 - 16.25 Leadership as competitive advantage – An inside job: highlighting the strategic talent development at scale practical opportunities within the prison estate for employers and HR to create life-changing chances



Communications

Enhancing job quality through

15.45 - 16.15

Main Stage		Phase	
Workplace Transformation Sta	ge Employee Ex	perience Stage	Employee Engagement Stag
O9.15 - 10.00 Creating a high-performance a complex and rapidly-change 10.15 - 10.45 A modern way to think about career in 2025 11.00 - 11.30 Future gazing - how will AI in the labour market 11.45 - 12.15 Owning the story: how HR called (not follow) the data con 12.30 - 13.00 In conversation with Alison McGovern MP on 'Get Britain 13.15 - 13.45 The science behind happines 14.00 - 14.30 Addressing the skills agenda 14.45 - 15.15 Led by Debate Mate: How can you be a future react 15.35 - 16.30 Breaking barriers: a fireside of with Alex Scott MBE	quit companies; the 11.00 - 11.30 It your Who should own your experience platform 11.45 - 12.15 Inpact Workforce Manage — strengths, challer priorities 12.30 - 13.00 The HR advantage using financial well resilient, high-perference platform 13.15 - 13.45 How can organisate engaged whilst ball 14.00 - 14.30 Can a leadership prioritie organisation from London's most dy leader? - transforming the 14.45 - 15.15	tinues - people don't ey quit managers our employee n? (Hint: It's not IT) ment Report 2025 nges and strategic - libeing to build a orming team ions keep employees ancing budgets? rogram reshape an 's culture? Insights a mbitious initiative Met Police	Supporting employees and buildi resilience through change 14.00- 14.30 The power of the employee benefits the supporting employee benefits and building resilience.

	the new wellness and benefits scandal	-
	11.00 - 11.30	a
	Effective Employee Resource	1
	Groups are essential in the workplace:	Т
	how do you get it right?	d
	11.45 - 12.15	1
	The Strava for work: your fitness score	Is
	for employee learning, development	1
	andperformance	ጉ
	12.30-13.00	S
	Modern employment and the	1
	growing significance of the	l
	psychological contract	S
S	13.15- 13.45	1
	Supporting employees and building	Т
2	resilience through change	ta
	14.00- 14.30	1
	The power of the employee benefits	R
, ,	experience for creating emotional	C
	connection	
	14.45-15.15	
	Engaging employees with your core	
	values and purpose to attract and retain	
	talent	

ployee Engagement Stage

Learning and Development Stage	
10.10-10.40	1
Democratising leadership development	l
- why all leaders need to be developed	S
all of the time	1
10:55 - 11:25	F
The future of learning -	r
digital decline or AI-driven evolution?	b
11:40 - 12:10	1
Is your workforce future-ready?	}
12.25 - 12.55	S
How to enable a mindset of growth at	1
scale	}
13.10 - 13.40	r
Upskilling the upskillers - how is the	1
skillset for L&D professionals evolving?	}
13.55-14.25	8
The power of apprenticeship for future	k
talent and social impact	1
14.40 - 15.10	F
Reigniting the spark of learning in	1
continued complexity	
	6
	f

e	Wellbeing Stage
ent	10.10- 10.40 Leading under pressure – how supportive management shapes culture 10:55 - 11:25
?	Financial wellbeing: Does employee happiness really impact a business's bottom line?
	11:40 - 12:10 How can the profession best
at	support their own wellbeing? 12.25 - 12.55 How to create a financially
	resilient workforce
g? Ire	13.10 - 13.40 How do we manage work life balance and productivity, while tackling the burnout problem?
	13.55- 14.25 Find your voice – for people people 14.40 - 15.10 Thriving at work - understanding
	and supporting mental health for all employees, including people professionals

Leadership and Management Stage
10.10- 10.40
The evolution of HR:
what's the next chapter?
10:55 - 11:25
Creating an OKR structure to
drive high performing organisations
11:40 - 12:10
How do you build line
manager capability?
12.25 - 12.55
Are you having the right
conversations to build trust,
engagement and performance?
13.10 - 13.40
Tackling workplace conflict for a
thriving workforce
13.55- 14.25
Break silos, spark innovation and
stretch leaders: how one media
company built a future-ready
leadership culture across powerful
individual brands
14.40 - 15.10
Leadership for people,
not sheeple!

10.15 - 10.45 Scaling neurodiversity provision 11.00 - 11.30 Embedding psychological safety to drive inclusion and future-proof workplaces: from senior leadership buy-in to lasting behaviour change 11.45 - 12.15 Representation matters: creating a more representative people profession 12.30 - 13.00 Championing neurodiversity in the workplace 13.15 - 13.45 Rewriting the rules of employee engagement 14.00 - 14.30 **Keeping EDI efforts** connected to business strategy 14.45 - 15.15 Resilience and the power of opportunity

Headline sponsor

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