

Session agenda

For the people that drive productivity

**CIPD
Festival of Work**



09.15 - 09.45	CIPD Welcome Address Peter Cheese, Chief Executive, CIPD
10.00 - 10.30 L&D	Learning Agility: Practical skills for a volatile age Tom Cheesewright, Applied Futurist
10.50 - 11.45 Keynote	Keynote: The power of difference - what human evolution teaches us about thriving today Prof. Alice Roberts, Biological Anthropologist, Author and Broadcaster
12.00 - 12.30 Panel, Tech and L&D	Balancing future proofing talent and skills with speed Graeme Burns, AI Strategy, People and Communications Lead, Nationwide Building Society Rahim Hirji, Author, SuperSkills: The Seven Human Skills for the Age of AI Sofia Lim-Oliver, Director of Leadership Development, HiBob
12.45 -13.15 Panel, Tech and L&D	Stop piloting, start performing! What does a people-centred approach to sustainable AI ROI look like? Jon Dawson, Chief People Officer, Lore Group Anna Thomas, Founding Director, IFW Stephanie Coward, HCM Managing Director, IRIS Software Group
13.30 - 14.00 Presentation Leaders and Managers	Trust under pressure: Leading people through change when it matters most Petra Velzeboer, CEO, PVL, and author of Begin with You
14.15 - 14.45 Presentation Leaders and Managers	Fortune favours the brave: An honest conversation about AI, humans and the future Wendy Harris, Head of EMEA, Rippling Eloise Drake, Head of Finance Systems and BI, Inspired Thinking Group Helen Armstrong, CEO and Founder, Silver Cloud HR Stephanie Barrell, Global Head of HR Operations, OpenBet
15.00 - 15.30 Presentation Leaders and Managers	Strategic workforce planning: Unlocking the talent you'll need tomorrow Adam Gibson, Senior Practice Director, Workforce Strategy & Skills, LHH Helen Ketteringham, Chief People Officer, NCFE Mohammed Alwaibari, Chief Human Resources Officer and Senior Advisor
15.45 - 16.15 Panel	In conversation: Towards a bright future for the profession Chloe Smith, President, CIPD (Chair) Neil Carberry (Incoming CE), CIPD
16.35 - 17.25 Keynote Tech	Keynote: Thriving amid uncertainty: How data, behaviour and AI can transform the way we work Tim Harford OBE, Financial Times' Undercover Economist

09.15 - 10.00 Keynote, Leaders and Managers	Closing the gap between fact and truth: How transformational leaders create change Diana Osagie, Founder Courageous Leadership Consultancy, The Academy of Women's Leadership, Leadership Coach and Trainer - Consultant Head Teacher - Author
10.15- 10.45 Panel, Leaders and Managers	Workplace wellbeing - how to build a resilient and high performing workforce Karen Chummun, Deputy Director of People, Talent and Leadership, NHS England Dr Ian Hesketh, Honorary Research Fellow, National Forum for Health and Wellbeing at Work, Reward Gateway Colin Hodgson, Director of Growth, Reward Gateway Edenred
11.00 - 11.30 Presentation	Building future ready business models Trudy Adcock, Senior Director of Global Change and Transformation, AstraZeneca
11.45 - 12.15 Panel	Aligning your people with business goals Nadia Hutchinson, Senior Director, Global HR Services and Operations, Cabot Corporation David Liddle, CEO, The TCM Group Colleen O'Connor, Head of Customer Experience, Enterprise EMEA, Culture Amp
12.30 - 13.00 Case study, Tech	Rebooting a national icon and getting ready for an AI-powered future Sharon Doherty, Chief People Officer, Lloyds Banking Group
13.15 - 13.45 Fireside chat	Driving high performance: How HR leaders build teams that thrive under pressure Hayley Mann, Chief People Officer, Formula E Stacey Matson, VP Customer Growth, HiBob (moderator)
14.00 - 14.30 Panel, L&D	Future-proofing talent-pipelines: Early careers in a disrupted labour market Chair: Lizzie Crowley, Senior Skills Policy Advisor, CIPD Orianne Wightman, Emerging Talent Director, ARM Telisha Matthews, Barrister and Founder, Shiphrah Legal Services and The Guided Growth Network Gemma Tigwell, Head of Talent, Bae Systems
14.45 - 15.15 Panel	Building organisational readiness for continuous change Chair: Rebecca Peters, Senior Policy & Practice Adviser - People, CIPD Tony Lockwood, Transformation Strategist, Author and Podcast Host, The Transformation Leaders Sharon Benson, Head of Organisation Design, AXA UK
15.35 - 16.30 Keynote	Keynote: Pivot, create, thrive: A fireside chat with Richard Osman Richard Osman OBE, TV Presenter, Producer and Best Selling Author

*Sessions are subject to change



Employee Experience stage

10.00 - 10.30

Panel discussion

Less admin, smarter HR: What AI infrastructure makes possible

Sam Ross, Chief Legal Officer, Remote

Neil Millen, Director, People Business Partners at Personio

12.00 - 12.30

Presentation, L&D,
Leaders and Managers

Beyond a box tick: How to engage every employee

Victoria Watts, Head of Corporate Consulting, PIB Employee Benefits

12.45 - 13.15

Presentation

People at Work 2026: the rise of uncertainty

Annabel Jones, Senior HR Director, ADP

13.30 - 14.00

Presentation

Engagement vs. performance is a false choice: connect the dots to drive impact

Steph Kukoyi, Senior People Scientists, Culture Amp

14.15 -14.45

Presentation,
Leaders and Managers

Sustaining success: Attracting and retaining high potential employees

Rebecca Foden, Visionary leader in global early careers and talent acquisition

15.00 - 15.30

Presentation

From HR systems to people ecosystems: Designing work that works

Jon Ingham, HR Leader & Consultant at Strategic HR Academy

15.45 - 16.15

Presentation
Leaders and Managers

The culture catalyst: Driving performance through inclusion

Nadia Strone, Chief People Officer, Euromonitor International
Lindsay Mitchell, Employee Success Business Partner, The Access Group
Alexander Migale, Head of Organisational Development & Culture,
British Film Institute

10.15- 10.45

Presentation, L&D

Beyond the paperwork:

Onboarding as a performance accelerator

Nicholas Wardle, Author of Monetising the Employee Experience and Keynote Speaker

11.00 - 11.30

Fireside chat

Modernising the digital employee experience for a dispersed workforce: Insights from Glory Global Solutions

Toby Paice, Internal Communications Manager at Glory Global Solutions

Ryan Huggon, Customer Success Manager at Oak Engage

11.45 - 12.15

Lightning talk

Flexible work-life integration for parental inclusion

Dr Keely Duddin, Senior Lecturer in Policing Practice and Organisation,
The Open University

Dr Wenjin Dai, Senior Lecturer in Leadership and Diversity, Open University

12.30 - 13.00

Panel discussion

From mandates to models: Making flexibility work

Dr Holly Birket, Director of the Work Inclusivity Research Centre and Co-Director
of the Equal Parenting Project

Jo Carlin, Chief People Officer, Effective Energy Group

Emma Jayne, Chief People Officer, KYN

13.15 - 13.45

Panel discussion

People first, AI enabled: Norse group's HCM transformation story

Hannah Walton, General Manager of Access People, MLB – The Access Group

Verity O'Brien, Employee Success Business Partner, The Access Group

Katie Marrison, Group HR Director, Norse Group

14.00 - 14.30

Panel, L&D

Fair and transparent: Modernising pay, reward and recognition

Tom Pridmore, Director of Reward, Benefits and Wellbeing, BDO

Richard Watts, People Operations Analyst, Next

Ayesha Aspbury, HR Director - Operations, Pay and Reward,
Competition Markets Authority

14.45 - 15.15

Better tech. Happier people. Real results: reimagining employee experience as a driver of business value

Andy Fowler, Senior Content and Creative Lead, MHR



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Day one | Wednesday 10 June 2026

Day two | Thursday 11 June 2026



Wellbeing stage

- 10.10 - 10.40**
Panel discussion
**From silence to strategy:
Turning menopause insight into better workplaces**
Dr Amy Pressland, Head of Talent and Performance, Benenden Health
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- 12.10 - 12.30**
Presentation
Measuring the ROI of employee wellbeing
Chris Britton, People Experience Director, Reward Gateway
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- 12.55 - 13.25**
Panel discussion
**Reducing absence:
A preventative approach to workforce wellbeing**
Hayley Farrell, Global Health, Safety, Wellbeing Director, Arcadis
Sally Belcher, Wellbeing Director, The Crown Estate
Amanda Bunten, Global Head of Employee Health and Wellbeing, GSK
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- 13.40 - 14.10**
Fireside chat,
Leaders and Managers
**The ROI of mental wellbeing:
Systemic changes to prevent stress and burnout**
Dr Katie Green, Senior Lecturer in Leadership, Manchester Metropolitan University
Adam Turner, National Head of Health, Wellbeing, and Flexible Working, NHS England
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- 14.25 -14.55**
Panel discussion
Leaders and Managers
**Trust at work:
Driving performance, productivity, and sustainable wellbeing**
Liam Linacre (moderator), Account Manager and Practitioner, Investors in People
Chris Tredget, COO, Fortem Solutions
Claire Harley, Hospital Director, Benenden Hospital
Rick Holt, Chief HR Officer for HCA Healthcare
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- 15.10 - 15.40**
**Beyond the payslip:
Pay timing, dignity and the hidden levers of financial wellbeing**
Rachel Harte, Head of Impact, Hastee - a Zellis Company
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- 15.55 - 16.25**
Panel discussion
**The motivated workplace:
How inclusion and trust drive productivity**
Ewen MacPherson, Chief People Officer, Havas
Romain Muhammad, People, Performance & Culture Leader, DEI Expert, Leadership Coach, Keynote Speaker & Author
Hayley Blake,



Wellbeing stage

- 10.10- 10.40**
Presentation, L&D
**From perks to purpose:
Embedding financial wellbeing in your strategy**
Victoria East, Head of Client Relations, Wealth at work
Natalie Quilter Reward and Benefits Lead, Hyde Housing
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- 10.55 - 11.25**
Masterclass
HR's own resilience: Strategies for wellbeing in people teams
Lauren Davis, Clinical Psychologist & Mental Health Coach for Leaders & HR, LJD Wellbeing
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- 11.40 - 12.10**
Presentation
Leaders and Managers
**Easing the squeeze: Why supporting every family life stage
is the future of wellbeing**
Jennifer Liston Smith, Strategic Advisor, Bright Horizons
Leah Gray, UK & Ireland Benefits Manager, Marsh
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- 12.25 - 12.55**
Presentation
**Unlocking neurodivergent talent and creating truly
inclusive workplaces**
Temi Fawehinmi, Head of Diversity, Inclusion and Wellbeing, Hertfordshire County Council
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- 13.10 - 13.40**
**From sign-up to switched on:
How HR leaders are cracking benefits engagement**
Lauren Berkemeyer, CMO, YuLife
Adam Home, Co-Founder, Open Org
Amber Panting, Head of People, Wolf & Badger
Tarinee Wong, Chief People Officer, Puma Capital Group
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- 13.55 - 14.25**
Panel discussion
Building stronger collaboration between OH and HR
Robin Cordell, President, Faculty of Occupational Medicine
Dr Shriti Pattani OBE National Clinical Expert, Occupational Health & Wellbeing, NHSE,
Catherine Ritchie, Senior Global Wellbeing Manager, Clifford Chance
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- 14.40 - 15.10**
Presentation
Redesigning the workplace for men's mental health
Elliott Rae, Founder, Parenting Out Loud



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10.10 - 10.40	Empowering HR Leaders: Practical AI Strategies for Workforce Transformation Steven Shoemaker, Senior Manager People Analytics, Deel
12.10 - 12.30 Panel discussion	Driving organisational success through inclusive leadership Tinnie Ledwitch-Madsen, Head of Inclusion, Wellbeing & Engagement, Post Office Simon Fanshawe Co Founder, DiversitybyDesign Nina Goswami, Head of Inclusion UK, Clifford Chance
12.55 - 13.25	From the pitch to your business: What it really takes to lead through a rebuild Maisie Goss, VP of Marketing, Employment Hero Charlie Boss, CEO, Bristol City FC Tom Tainton, CEO, Bristol Bears Clair Flynn, People & Culture Lead, Employment Hero
13.40 - 14.10 Panel discussion, Leaders and Managers	Establishing a culture of sustainable high performance Stephen Pobjoy Ibe, Senior Stakeholder Lead, CIPD (Chair) Ayesha Bedwei, Global People Leader, PwC Tax and Legal Services Wendy Doherty, Chief People Officer, Talk Talk David Frost, Group People and Organisational Development Director, Dole plc
14.25 -14.55	Bend, don't break: Building TA elasticity for real-world volatility David Archer, Head of RPO Client Experience, Europe & APME, ManpowerGroup Talent Solutions
15.10 -15.40	The best time in history to lead HR - if you know what's coming Nina Carøe, Chief Human Success Officer, Zensai
15.55 -16.25	Unlocking productivity through performance management Tim Pointer, Portfolio Chief People Officer and Operating Partner, Three Hills Annisha Taylor, Group Head of Equality, Diversity and Inclusion, Ofcom

10.10- 10.40	The leadership revolution: How to equip leaders for the biggest workplace change in a generation Stephanie Kelly, Chief People Officer, IRIS Software Group Stephanie Coward, Managing Director of HCM, IRIS Software Group
10.55- 11.25 Presentation, L&D Leaders and Managers	Leading for social change: Volunteering that transforms workplaces Leah De Silva, Senior Programme Manager, CIPD Trust (chair) Rob Oxley, People Director, John Sisk & Son Cheryl Samuels, People & Culture Director, Evelina London ((part of Guy's and St Thomas' NHS Foundation Trust) Anne Maltby, Talent Programme Lead, GSK
11.40 - 12.10 Masterclass, L&D Leaders and Managers	From managing change to inspiring it: HR's role in leadership success Lorraine Mills, Principal Consultant, Right Management
12.25 - 12.55 Masterclass, Leaders and Managers	Supporting leaders to enable cultures of change, innovation and growth Natal Dank, Author of 'Agile HR'
13.10 - 13.40 Leaders and Managers	Kind resilience: Navigating continuous change with self-care and purpose Hannah Alexander-Wright, Co-Director, Go Slow to Go Fast Nick Wright, Founder, Go Slow to Go Fast
13.55 - 14.25	Strategic leadership: The Royal Navy's data-driven approach to talent Captain Mike Young MBE, Leadership Assessment Advisor, Royal Navy Alison Hartwell, Global Marketing Director, SHL
14.40 - 15.10 Panel discussion Leaders and Managers	How can we ensure today's leaders are ready for future challenges? Mark Adam, Director General - People & Capability, Ministry of Justice Michelle Clark, Executive Director of People, Culture and Transformation, The Children's Society Sarah Gregory, Deputy Chief People Officer, BBC



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Practical solutions stage

10.10 - 10.30

Fireside chat

The Employment Rights Act: Practical solutions to HR's biggest challenge

Amanda Chadwick, Speaker and Presenter
Natalie Izzard, Head of Partnerships, The Electric Car Scheme

12.00 - 12.30

Workshop

Getting to grips with pay reporting action plans

Claire McCartney, Policy and Practice Manager, Resourcing and Talent Management, CIPD
Francisca Beloso, Associate Director of Inclusive Diversity, Alvarez and Marsal
Gillian Unsworth, Deputy Director, Women's Equality Division, Office for Equality and Opportunity

12.45 - 13.15

Leaders and Managers

Shaping tomorrow's workforce: Strategies for growth, mobility and engagement

Lisa Cappuccini, Career Development Solution Lead, LHH
Pauline Muldoon, Practice Leader, Career Development & Mobility, LHH

13.30 - 14.15

Workshop

HR's playbook for navigating grievances in an age of AI

Alexandra Mizzi, Legal Director, Howard Kennedy LLP

14.30 - 15.00

Case studies

Practical steps to deliver an effective EDI strategy

Kirstie Loveridge, Chief People Officer, AEG International
Mabinty Esho, Head of Culture and Inclusion, Comic Relief

15.15 - 15.45

Fireside chat

People over platforms: How strategic partnerships and human collaboration are reshaping global HR

Erin Goodey, Director, People Services, Oyster
Jo Regan-Iles, Group Human Resources Director, Kwalee

16.00 - 16.30

Masterclass

Beyond the deal: Mastering the M&A and TUPE transition

Jo Regan-Iles, Group Human Resources Director, Kwalee



Practical solutions stage

10.15 - 10.45

Roundtable

AI adoption: decisions that shape outcomes

Lizzie Crowley, Senior Skills Policy Adviser, CIPD
Steve George, Head of Learning, CIPD

11.00 - 11.30

Payroll, people & penalties

Laura Burns, EMEA Solutions Consultant, Rippling

11.45 - 12.15

Presentation

HR legal updates: Navigating the next era of employment law

Harry Abrams, Partner, Shoosmiths

12.30 - 13.00

Presentation

How to use your apprenticeship levy to power digital transformation

Matt Rawlins, Director of Growth - Data and Technology, Kaplan

13.15 - 13.45

Fireside chat

Keeping Britain working: A real-world leadership conversation

Paula Constant, CEO, Personal Group
Jenny Hinde, Chief People Officer, Personal Group

14.00 - 14.45

Masterclass

AI, productivity and the human edge: How HR can redesign work for the AI era

Erica Farmer, AI & Skills Speaker, Author of 'AI for People Professionals'

15.00 - 15.30

Masterclass

HR's guide to navigating the Employment Rights Act

Amanda Chadwick, Speaker and Presenter



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10.00 - 10.30	<p>The next wave of people tech: what HR leaders should be paying attention to now</p> <p>Paul Glover, Head of Professional Services, Phase3 Louise Johnston, Head of Customer Success, Phase 3</p>
12.00 - 12.30 Masterclass	<p>Building an HR tech-toolkit to free up time for human-centred skills</p> <p>Jason Bloomfield, Global Head of HR Change, Experience Design & TA Transformation, Former Ericsson</p>
12.45 - 13.15	<p>Rewiring work: How to design teams for the AI era</p> <p>Alicia Lenart, Head of HR and Vice President of Business Partners, Atlassian</p>
13.30 - 14.00 Case studies	<p>How do you introduce AI into learning design without losing trust, creativity, or people?</p> <p>Philip Atkinson, Head of Portfolio 2, Learning Design and Delivery, Department for Work and Pensions Vicki Lomax, Learning Delivery and Design AI & Innovation Team Lead, Department for Work and Pensions</p>
14.15 -14.45	<p>Being the carpenter, not the nail: thriving as a knowledge worker in the age of agentic AI</p> <p>Steve Elcock, Product Director, AI and HCM, Zellis</p>
15.00 -15.30	<p>Building digital experiences that remove barriers to volunteering</p> <p>Vanessa Moscardo-Parker, Business Director, GoVo Mat Benka, Assistant Director of Product, GoVo</p>
15.45 -16.45	<p>Preparing for mandatory payrolling: a company wide responsibility</p> <p>Mathew Akrigg, Policy and Advisory Leader, CIPP</p>

10.15- 10.45	<p>HR's next frontier: managing agents like people</p> <p>Nelson Sivalingam, CEO and Co-Founder, HowNow</p>
11.00- 11.30 Masterclass, L&D Tech trail	<p>Putting learning at the heart of the AI-mediated organisation</p> <p>Tess Hilson-Greener, Founder, HR2035 Foundation and Creator of the PXB Ecosystem™</p>
11.45 - 12.15 Tech trail	<p>Dealing with AI use in recruitment</p> <p>Andrew Stephenson, Director, Dove Nest Group</p>
12.30 - 13.00 Presentation, Tech trail	<p>Colleague, assistant, or tool – how should agentic AI be positioned to boost productivity?</p> <p>Antonio Weiss, Senior Partner, The PSC and author of The Practical Guide to Digital Transformation (Kogan Page, 2026)</p>
13.15 - 13.45	<p>Your L&D is working. Can you prove it?</p> <p>Steve Finch, Brand Ambassador at Thinqi</p>
14.00 - 14.30 Case studies	<p>Using podcasts to transform internal communications to reach a diverse, non-desk workforce</p> <p>Claire Webber, People Director, Cotswold Outdoor Group Steph Tye, Internal Communications Manager, Cotswold Outdoor Group</p>
14.45 - 15.15 Case studies, Tech trail, Comms trail	<p>The rise of digital doppelgangers</p> <p>Nic Elliott, HR Director and Head of Employment, Actons Solicitors</p>



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Skills, learning and development stage

- 10.10 - 10.40**
Anything but contactless: How Dojo is building a single front door for their employee experience
Scott Dudley-Jones, Learning Impact Manager, Thrive
Daisy Crouch, Senior Quality and Training Manager, Dojo
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- 12.10 - 12.30**
Presentation, L&D
Agility in the age of AI: How leaders must develop effective teams
Scott Christie, Head of Training & Integration, Strengthscope
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- 12.55 - 13.25**
Panel, L&D
Unlocking the value of extended careers through lifelong learning
Adeife Onwuzulike, Global Director: Culture, Engagement and Inclusion, Euromonitor International
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- 13.40 - 14.10**
L&D, Tech trail
Leading through the AI shift: inside NatWest's AI for Leaders programme
Gavin McQuillan, Head of Learning and Development, Natwest
Michaela Clark, VP, GTM, General Assembly
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- 14.25 -14.55**
Presentation, L&D, Tech trail
The Neuroscience of Learning in the AI Era
Dr. David Rock, CEO, NeuroLeadership Institute.
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- 15.10 -15.40**
Masterclass, L&D, Tech trail
How L&D can use AI coaches to improve business outcomes through personalised learning
Radha Bharj, CEO and Founder, TFOW
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- 15.55 -16.25**
The end of HR as three separate functions
Nelson Sivalingam, CEO and Co-Founder, HowNow

Skills, learning and development stage

- 10.10- 10.40**
L&D / Tech trail
How assessment, understanding communication, and using AI can help strengthen essential skills at work
Hieu Phan, Chief Operations Officer, Clarity4D
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- 10.55- 11.25**
Panel, L&D
The journey to a skills-based organisation
Alex Boulting, Global OD & HR Transformation Leader, Ebbnflow
Simone Carroll, CHRO and Director
Stephen Findlay, Head of Organisational Development, Skills Development Scotland
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- 11.40 - 12.10**
Masterclass, L&D
Leaders and Managers
**Safe to stay?
Developing leaders to build psychological safety at work**
Dr Christopher Davies, Thought Leadership manager, IOSH
Dr Shaun Lundy, President Elect, Institution of Occupational Safety and Health, IOSH
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- 12.25 - 13.10**
Fishbowl
From learning provider to strategic performance partner – where next for L&D?
Nic Wagstaff, Founder and CEO, Inspire - Rewire
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- 13.25 - 13.55**
Leaders and Managers
Microsoft Copilot for HR & L&D: What actually works, where it falls short, and what to do next
Travis Campbell, Regional VP Sales, Zensai
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- 14.10 - 14.40**
Less content, more conditions: growing your L&D function when AI does the heavy lifting
Matthew Smith, Head of Knowledge, Learning and Development, Nesta Group
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- 14.55 - 15.25**
Presentation, L&D
Powering digital careers with skills: The Arnold Clark Skills Framework for the Information Age (SFIA) story
Davie Gow, Chief Technology Officer, Arnold Clark



*Sessions are subject to change

Session Trails



Comms

Build trust and transparency to elevate employee engagement.



Demo

See innovation in action with hands-on demonstrations.



L&D

Fostering growth through continuous learning.



Leaders & Managers

Building strong leaders and helping manage teams for tomorrow's challenges.



New exhibitor

Highlighting leading service and solution providers appearing at the Festival for the first time



Tech trail

Empowering workplaces through technology and digital transformation.