

### **Registration, Informal Networking & GIC Welcome**

08:30 – 09:20

### **Morning Chair's Opening Remarks**

09:20 – 09:30

Fiona Evans, Director of People & Culture, **RSPCA**

### **Candidate Attraction- Double Perspective**

#### **Critical Questions Answered! How Can You Attract Top Talent & Be Seen As An Employer Of Choice?**

- How are you innovating, structuring, and developing within your candidate experience to attract, engage and retain top talent?
- Elevate engagement and attraction by crafting authentic and personal experiences that set you apart from the rest
- Guarantee success by delving deeper into the candidate journey to ensure candidates experiences result in successful hire and retention of a diverse and skilled workforce
- How can you streamline your onboarding process to maintain maximum attention and engagement to seal the deal?

09:30 Michael Gilchrist, TA Operations & Employer Brand Manager, **Legal & General**

09:50 Lily De Franca, Head of Talent Acquisition & Retention, **Majestic Wine**

### **Market State Of Play- Panel Discussion & Q&A**

10:10 – 10:40

#### **Showcase Success & Stay Ahead Of The Market By Leading The Way In Talent Acquisition With Fresh, Targeted & Effective Strategies To Win Top Talent Every Time**

- Disrupt the talent landscape! Think outside of the box to identify and attract top candidates in an increasingly competitive market with new, fresh and innovative attraction strategies
- Capitalise on the latest trends and leverage brand new insights, knowledge, and data surrounding the post-pandemic realities to best prepare and predict future market play
- How can you stand out in today's market? What exactly are candidates looking for in terms of recruitment processes today? Benchmark success and predict what the market will do next and how you can best prepare for all eventualities

Luke McClaran, HR Director, **Vitality**

Deboleena Dasgupta, Global Lead -Talent, DEI & Culture, **HSBC**

Simon Gomez, Head of Talent Acquisition & Employer Brand, **wagamama**

### **Data-Driven Recruitment Tactics To Secure The Best Talent**

10:40 – 10:55

Discover how to attract top talent through data-driven recruitment tactics and intelligent automation. Charles Hipps discusses how organizations can streamline their workloads and reduce time to hire whilst also creating inclusive experiences that candidates deserve. Unlock the power of data to accelerate your DE&I initiatives and supercharge your recruitment efforts.

Charles Hipps, CEO & Founder, **Oleoo**

### **Morning Refreshment Break With Informal Networking**

10:55 – 11:25

### **Diversity & Inclusion- Panel Discussion & Q&A**

11:25 – 11:55

#### **Transform Your Recruitment & Attraction Strategies To Diversify Talent Pools, Attract New Talent & Create Inclusive & Unbiased Pipelines For Improved Retention & Engagement**

- Tailor your recruitment and attraction strategies and cultivate inclusivity by promoting an authentic and inclusive culture which attracts and engages a diverse talent pool
- Critical questions answered! How can you be inclusive without discriminating? How do organisations identify bias taking place, and how can you then combat this?
- Take tangible steps to mitigate unconscious bias from candidate selection by tackling removing barriers to entry, empowering people to get through recruitment processes, with the best tech, tools and systems in place
- Benchmark the progress you have already made in order to conduct a review into your talent, recruitment and acquisition processes to really drive ongoing inclusive and fair recruitment

Alessandro Storer, Head of Inclusion & Belonging, **OVO Energy**

Sharlene John, Head Of Recruitment, **Selfridges**

Ruth Morton, Senior Diversity & Inclusion Manager, **Openreach**

Gemma Betney, Head of Recruitment, Prehires & Inclusion, **Anglian Water Services**

Lianne Greenland, Early Talent Attraction Specialist, **GSK**

### **Digitalisation**

11:55 – 12:15

#### **Digitising People Assessment In Recruitment Processes**

- How to effectively roll out a global talent assessment digital transformation project
- Utilising digital assessment tools to drive fairness and inclusion
- Using assessments insights and talent analytics to enable data-driven hiring decisions

Margarita Echeverria, Global Head of Talent Assessment, **Vodafone**

### **Changing Candidate Expectations**

12:15– 12:35

#### **Cut-Through The Increasingly Competitive Market By Keeping Up With Changing & Evolving Candidate Expectations With Refreshed, Strategic & Future-Proofed Talent & Attraction Strategies**

- What are candidates really looking for in job descriptions and companies today? Examine how candidates needs and requirements are shifting, and how you can best translate those insights into real results
- Adapt your strategies, upskill teams and alter your role requirements or accountabilities in order to attract, engage and retain top talent
- Identify and align with your candidates' values, to provide an opportunity that is the right fit for both the candidate and employer by being flexible and agile to move with the fast-paced and competitive recruitment processes

Laurence Icke, Recruitment Manager, **THIS**

### **Lunch Break & Informal Networking**

12:35 – 13:35

### **Breakout Discussions – Informal Peer-To-Peer Discussions**

13:05 – 13:35

- A. Social Media
- B. AI & ML
- C. Leadership Skills
- D. Vision & Values

### **Afternoon Chair's Opening Remarks**

13:35- 13:45

Alessandro Storer, Head of Inclusion & Belonging, **OVO Energy**

### **Hybrid Working- Panel Discussion & Q&A**

13:45 – 14:15

#### **Establish A Flexible & Robust Attraction Framework In The Midst Of A Turbulent Labour Market With Hybrid-Friendly Strategies To Ultimately Reach, Attract & Retain Candidates Today**

- As hybrid working continues to remain a prerequisite for candidates today, how can you best attract and retain top talent and meet the demands of the changing workforce whilst ensuring your business needs are prioritised?
- It's a hybrid balancing act! How can you offer the flexibility and convenience of hybrid working whilst still ensuring a supportive, inclusive, and high-performing team dynamic in the office?
- Are you effectively responding and adapting to a hybrid world? Upskill and equip your leaders and managers to maximise productivity, inclusivity, and leadership in your work culture and recruitment processes
- Break down the digital barriers within hybrid working, ensure candidate retention and reduce turnover with hybrid-friendly strategies that stand out from other employers
- What will the office space look like post-Covid, and how will this impact candidate attraction and engagement moving forward?

Katie Shaw, Head of People, **Marks and Spencer**

Nazaneen Challawala-Hatimi, Global Internal Communications Director, **AXA XL**

### **Fostering A Culture Of Belonging**

14:15- 14:35

#### **Deep Dive Into The Importance Of Belonging, DEI & Its Role Relating to Organisational & Team Culture For Existing Employees & New Talent**

- How might we better cultivate and maintain a culture to truly engage people (especially new talent) in experiences and moments that foster a true sense of belonging?]
- Tips and formats that work best to reach, engage and motivate employees in today's hybrid workforce
- Better understand the role you play in creating a sense of belonging

Anna Botten, Global Project Lead, People & Organisation and DEI Champion, **Siemens PLC**

Rachel Wilson, Global Head of HR Projects & Initiatives & Culture Lead, **Siemens PLC**

### **The Future Of Workforce Resourcing**

14:35 – 14:55

**A case study showing the impact of the ‘great resignation’ and post-pandemic labour shortages on our business in 2021 and how recruitment and retention became the number one business priority.**

**The case study will show how we successfully transformed our resourcing model with a people first approach and how it enabled a return to operating at full occupancy.**

**Specifically covering:**

- The business background to Center Parcs, our workforce, and previous resourcing solutions
- The scale and criticality of the resource problems in summer 2021
- How a project team led by HR and Operations, identified problems and barriers with current practices and developed a new concept of village ‘Resource Hubs’ which launched in November 2021
- Objectives and outcomes – measuring success from every viewpoint and exploring what’s next?

Margaret Mitchell FCIPD, Director of HR, **Center Parcs**

### **Afternoon Refreshment Break With Informal Networking**

14:55 – 15:25

### **Retaining Top Talent**

15:25 – 15:45

**Develop, Support & Retain Top Talent By Designing Long-Term Retention Strategies Which Allow Positive Career Progression & Growth, Ensure New-Starter Engagement & Provide Clear & Genuine Development Opportunities**

- Invest in your people and tick every box! Combine attractive new-starter packages with the promise to prioritise and invest in candidates by giving them the opportunity to flourish and grow within your organisation
- Reshape to retain! Outside of the traditional career progression roadmaps, what else are you implanting and offering to diversify methods of retaining talent?
- Develop a framework which embodies employee value proposition not just for external but also for internal talent too
- Harness the power of internal support to encourage maximum career progression and potential that develops and retains top talent

Ivie Aroko, Senior Program Director – Talent Framework, **Warner Music Group**

## **Developing Winning Skillsets**

15:45 –16:05

### **Move Beyond Tick Boxes To Truly Explore The Potential Of Diverse Skill Sets That Set Candidates Apart From The Rest**

- Ask the right questions! Are you paying attention to detail in terms of skill set requirements today?
- What are you looking for? Educate your talent and recruitment teams to look at job roles and top talent differently, focusing on the importance of transferrable skills and key words on CV's
- Develop a framework which embodies employee value proposition not just for external but also for internal talent too
- Don't close the door too early! Re-focus on identifying potential to grow, rather than the finished article, demonstrating the ability to learn and develop long-term within your organisation

Jennifer McCartney, Director Talent & Leadership Development, **PayPal**

## **Afternoon Chair's Closing Remarks & Official Close Of Conference**

16:05 – 16:15