

The Conference Programme

Registration Opens

08.30 Coffee, Breakfast & Informal Networking

GIC Welcome & Interactive Voting

09.00 Find Out How To Get The Most Out Of Your Day, Including An Introduction To Today's Interactive Voting. To participate in Q&A and live polls:

- Please go to **vevox.app**
- Enter the meeting ID:



Morning Chairs' Opening Remarks

09.10

Rupa Grahame
Senior Talent Partner, Group Digital
Sainsbury's

Sainsbury's

Quality Recruitment - Double Perspective

09.20 Standing Out In A Crowded Marketplace To Better Source Skilled & Unskilled Staff When Quality Applicants Are Scarce

Perspective One
Emma Whitehouse
Head of HR Business Partnering
– Taverns, Premium Bars & Estates
Marston's PLC



09.40

Perspective Two
Nicolle Sinclair
Global Head of Talent
BrewDog



Creative Recruitment – Q&A Panel

10.00 Sophisticated Strategies To Deliver Smooth & Personalised Customer Journeys Which Drive Brand Engagement & Interaction

Karen Todd
Resourcing & Development Manager
David Lloyd Clubs



Byron Moses
Recruitment Partner
Daniel Thwaites



David Brammer
Head of Global Recruitment
Kingfisher PLC



Linda Mountford
Northern Europe Commercial HR Director
Thai Union Europe



Break

10.30 Morning Refreshment Break With Informal Networking

UK Skills & Labour Shortage & Brexit Opens

11.00 Pragmatic, Future-Proofing Strategies To Tackle UK Skill Gaps & Ensure Workforce Stability In The European Labour Market In The Face Of Uncertainty

Delegate Discussion

The Future Of Work - Solving The Staffing Challenge Via The Gig Economy

11.20 In An Increasingly Connected & Competitive Environment, The Prospect Of Average Customer Satisfaction Scores, Missed Delivery Schedules Or Unmet Picking Rates May Not Only Result In Ceding Advantage To Your Rivals, But May Impact Your Very Survival

Gary Brown
Senior Business Development (Industrial)
Syft



Advanced Retention Strategies – Q&A Panel

11.35 Implementable Strategies For Increasing Retention Of Not Only Low-Skilled Labour, But Also The Talent Of The Future, To Secure Business Stability & Develop Future Leaders

Claire Frost
Assistant Director of People & Culture
Four Seasons Hotels & Resorts



Phil Pringle
Head of Insight & Engagement
Whitbread



Tina Jennings
HR Director – Global Consumer Brands
Walgreens Boots Alliance



Engagement In Action

12.10 Demonstrating ROI Of Your Employee Investments

Lee Williams
Chief Commercial Officer
Personal Group



Tailoring Rewards & Benefits

12.25 Diversifying Rewards & Benefits Packages Across An Equally Diverse Workforce To Best Fit The Needs Of Employees, Boost Engagement & Stand Out To Applicants

Amir Ali
Head of Engagement, Retention & Nurse Recruitment
Sandwell & West Birmingham NHS Trust



Lunch

12:45 Lunch & Informal Networking for Speakers, Partners & Delegates

Peer-To-Peer Discussions

13.15 Informal Peer-To-Peer Discussions On Industry Topics

A) Engagement

Tina Jennings

HR Director, Global Consumer Brands

Walgreens Boots Alliance



Walgreens Boots Alliance



B) Generation Z & Millennials

Bina Hale

Head of Recruitment - Retail

BP

C) Apprenticeships

Unfacilitated Discussion

D) Equality and Diversity

Unfacilitated Discussion

E) Social Media

Unfacilitated Discussion

Afternoon Chairs' Opening Remarks

13.45

Simon Eade
Head of People Experience UK & Ireland
Volvo Cars UK LTD



Reducing Turnover – Case Study

13.55 **How Businesses Have Taken Pragmatic Steps To Demonstrably Reduce Labour Turnover & Increase Engagement**

Jo Carlin
Director of People & Development
Daniel Thwaites



Attract, Engage, Retain - Employee Engagement From Hire To Retire

14.15 **How Synergy Creative Are Helping Arval UK (BNP Paribas) Look Holistically At The Employee Journey From Attraction Through To Exit, For Engagement And Commercial Success**

Lucy McKerron
Client Development Manager
Synergy Creative



Employee Development – Double Perspective

14.30 **Cost-Effective & Fresh-Thinking Development Strategies That Not Only Boost The Skill-Set Of Your Workforce But Positively Help The Business Bottom Line**

Perspective One
Chris Lincoln
Head of Learning & Development
Be At One Cocktail Bars



14.50 **Perspective Two**
Kaine Davidson
OD Manager
Veolia UK & Ireland



Matt Pitt
Head of People Development
Veolia UK & Ireland



From Annual Surveys To Everyday Experience

15.10 A New Approach To Employee Surveys

Ryan Tahmassebi
Director of People Science
HiveHR



Break

15.25 Afternoon Refreshment Break With Informal Networking

Sainsbury's Revamping Leadership – Case Study

15.55 Restructuring Leadership Roles & Developing People To Drive Talent & Ensure Your Teams Have The Right Capabilities

Holly Lowes-Bond
Head of HR Zone South
Sainsbury's



Employer Branding – Case Study

16.15 Advanced Strategies To Position Your Business Into An Employer Of Choice & Stand Out From The Competition In The Battle For Talent

Rachel Ovington
HR Business Partner Corporate & Commercial
KP Snacks Ltd



Afternoon Chairs' Closing Remarks

16.35

Simon Eade
Head of People Experience UK & Ireland
Volvo Cars UK LTD



Official Close Of Conference

16.45