workgroup

16TH JULY LONDON
HOME HOUSE STUDIO
MARBLE ARCH

CHIPOTLE · STARBUCKS · NHS Royal Free London NHS Foundation Trust · treatwell · AVANTI WEST COAST · LANDOR · first bus

JEN MELLOR	SARA WILLIAMS	BERNADETTE THOMPSON OBE	JAMES HANLON	JO MACPHAIL	CAROL-ANN WHITE	STEVE HARVEY
HR LEAD	HR DIRECTOR	DIRECTOR OF PEOPLE & CULTURE	CHIEF PEOPLE & LEGAL OFFICER	PEOPLE & TRANSOFORMATION DIRECTOR	GLOBAL CHIEF PEOPLE OFFICER	HEAD OF HR

group therapy **FOR HRDs & CPOs**

IN PARTNERSHIP WITH WALKER MORRIS · WM · Q5 · Convergent

How does it work?

"Workgroup" isn't just our namesake, it's the main format of the day. Workgroups are discussion groups run by you - the HRDs.

The day alternates between these closed-door group discussions, and full-audience panels tackling the juiciest topics in HR leadership.

WORKGROUPS

A workgroup is a 50-min HRD-led discussion group of up to 10 HRDs.
There are 3 rounds of workgroups, each with 5 options to choose from.

PANELS

Panels are where we discuss the spiciest and scariest topics in the HR world, as a group with full audience involvement.
There are 3 panels over the course of the day.

Previous C-suite attendees include : mamas&papas · Unilever · Kellanova · COSTA · coursera · STARBUCKS · NOKIA · LG Electronics · serco · Dr Martens · Kellanova · Mondelēz International · gsk · unicef · Salvation Army · Coca-Cola · British Heart Foundation · Taylor Wimpey · Canva · Cancer Research UK · ITN · amazon web services · OXFAM · Meta · Bupa · FUJITSU · Amnesty International · InPost

Schedule

09:00-09:30	REGISTRATION
09:40-10:20	**FIRST PANEL**
10:20-11:10	**FIRST WORKGROUP**
11:10-11:30	ROUND-UPS
11:30-11:50	BREAK
11:50-12:40	**SECOND WORKGROUP**
12:40-13:00	ROUND-UPS
13:00-13:50	LUNCH
13:50-14:30	**SECOND PANEL**
14:30-15:20	**THIRD WORKGROUP**
15:20-15:40	ROUND-UPS
15:40-16:00	BREAK
16:00-16:40	**JUNGLE TIME**
16:45-18:00	DRINKS

9:40
FIRST PANEL

I'M NOBODY'S SCAPEGOAT

Are we in HR just plain bad at communicating how crucial we are to business success?
Is HR just an easy target because we lead the largest business resource there is? Or are our shareholders and ExCos onto something?

AVANTI WEST COAST · NHS Royal Free London NHS Foundation Trust · POGUST GOODHEAD · BT Group

JO MACPHAIL	BERNADETTE THOMPSON OBE	RAMINDER GREWAL	JENNIFER ASHTON
PEOPLE & TRANSFORMATION DIRECTOR	DIRECTOR OF PEOPLE & CULTURE	HR LEAD	PEOPLE, CULTURE & BT GROUP INCLUSION DIRECTOR

MODERATOR

10:20
FIRST WORKGROUP

NO.1
TIKTOKERS & TYPEWRITERS

Gen Z want authenticity, boomers want to be sure their bills are paid. How do create a thriving work culture whether you're seventeen or seventy?

Sara Williams
HR Director
Starbucks

NO.2
KNOW WHAT MAKES THEM TICK

Do you know how to get buy in from your GC? Before going to battle you've got to pick your team - so how do you pick the right allies? Or is winning people over first just a losers game? And is the GC the right ally?

Toria Walters
Chief People Officer
ANS Group

NO.3
ZERO TO 100

How do you scale fast without leaving your team limping from burnout? Can rapid growth and a high-performance culture really go hand in hand?"

Nathalie Hanmer
People Director
FNZ

NO.4
READY.. SET.. GO!

How are we preparing for "all" forms of harassment or is this something we're trying to hand over to the legal team? Can we confidently say our risk assessment is proactive and our documents are up to date? How are we preparing for the worst case scenario - the tribunal?

Heeral Gudka
Founder
Convergent

Florence Hunter
Group Head of HR
The Torrington Group

NO.5
STURDY SHOES AND SHARP ELBOWS

How can I stand out as an HR Director? Do I need to be loud and outspoken, or is my real power something else - like mastering the psychology of my employees or delivering facts over fluff?

Salima Shariff
HR Director
Infineum

11:50
SECOND WORKGROUP

NO.2
OIL & VINEGAR

Merging two companies isn't just about systems and structures — it's about people, habits, and values. When cultures collide, things can get messy. Let's talk about how to make your merger more vinaigrette than vinegar.

Johanna Dickinson
Chief People Officer
Agroberries

NO.3
WHEN NOBODY'S WATCHING...

How do we ensure working from home doesn't result in a decline in productivity? Should we all be back in the office like we used to? So what do we do to stop people that are taking the mickey?

Bernadette Thompson
Director of People and Culture
North Middlesex University Hospital

NO.4
MOVERS N SHAKERS

AI is reshaping skills fast, putting real pressure on the "build vs hire" talent debate. Can growing talent from within create a more resilient approach to workforce planning? And are organisations truly ready to unlock internal mobility at scale?

Sharon Rice-Oxley
Partner
Q5 Partners

Jennifer Ashton
People Culture & BT Group Inclusion Director
BT group

NO.5
CTRL +ALT + DELETE

Are you taking the reins when it comes to HR and tech? Do you really trust Finance or IT to make decisions that protect our people? How do we lead business success from the front if all we know is ctrl + alt delete

Michelle Clark
Director of People, Culture and Transformation
The Children's Society

13:50
SECOND PANEL

AI ATE MY MIDDLE MANAGEMENT?

Are middle managers still essential — or just expensive middleware in an AI-driven world?

AI doesn't get tired, doesn't book alignment meetings, and doesn't create yet another steering committee... so what exactly are we still paying managers for? Is this inevitable efficiency — or controlled chaos?

MODERATOR

BUILD-A-BEAR EST. 1997 · FIDELITY FULFILMENT · ANS · untypical

MATT PAYNE	STEVE HARVEY	TORIA WALTERS	KAYLA TOMPKINS
DIRECTOR OF HR (UK)	HEAD OF HR	CHIEF PEOPLE OFFICER	CHIEF PEOPLE OFFICER

14:30
THIRD WORKGROUP

NO.1
JUST A TICK BOX

How do you know that the work you are doing to support under-represented groups is actually any use or is just a tick box exercise that isn't really achieving much?

Jo Macphail
People & Transformation Director
Avanti West Coast

NO.2
HOW MUCH IS TOO MUCH?

Checking in that people aren't taking their work home with them? No fried food options at the canteen? Is employee wellbeing our responsibility? What and where are the limits?

Janine La Rosa
Chief People Officer
NHS BHRUT

NO.3
IF YOU CAN'T HANDLE THE HEAT...

Are we strengthening HR's ability to handle difficult decisions, or unintentionally softening the function? How do we better equip teams to make tough judgement calls and build resilience?

Raminder Grewal
Global Human Resources Director
Pogust Goodhead

NO.4
NO LONGER FIT FOR PURPOSE

Employee engagement is at an all time low. What do we do ? Another survey! What conversations do we need to be having with the CEO? Or is quiet quitting simply part of every business?

Bola Ogundeji
HR Director
Zevida Ansel

16:00

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I'M OUTTA HERE!

THE ULTIMATE HRD JUNGLE CHALLENGE

Who dares step into the jungle to face the trials of HR leadership? Battle through quick fire questions, spicy scenarios and bush-grub inspired challenges to be crowned monarch of the jungle. Let's win stars for the group and unlock the drinks that will follow our grand finale!

WITH
LUCY GORDON
&
GIULIA PATTI

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WHERE IS IT?

- HOME HOUSE STUDIO
- THURSDAY 16TH JULY 2026
- 9:00AM-18:00

Please fill out this form to express your interest in attending the event. Note that submissions require manual approval and do not guarantee a spot.
This event is strictly for the most senior HR leader within your company (e.g., CPO, CHRO, HR Director, Head of People, etc.). Completing this form does not confirm your place. All submissions will be reviewed and require manual approval before acceptance.

Full Name *
First Name | Last Name

Email Address *
example@example.com

Company *

Job Title *
Please Select

If 'Other', please specify your job title

LinkedIn Profile URL *

If we let you in, can we email you the important bits so you don't accidentally turn up at the wrong place, on the wrong day, dressed for the wrong event? *
Please Select

Submit Application

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