workgroup presents

# workgroup hr

an event *for HRDs, by HRDs.*

**LEEDS ASPIRE**
**18th SEPTEMBER**


**Katie Williams**
Chief People Officer
focus group


**Kenneth Ross**
Chief People Officer
KCOM


**Lindsay Beresford**
HR Director
Leeds Bradford Yorkshire's Airport


**Karen Arch**
Chief People Officer
BHP


**Caroline Cording**
Group People Director
mamas & papas


**Kelly Dolphin**
Chief People Officer
SBFM


**Kaushik Gopalan**
Chief People Officer, UK & Europe
TransUnion


**Gemma Paterson**
Head of Culture Innovation
Lloyds Banking Group

with thanks to our partners at **Clarion** elevation recruitment group Parkinson Lee

**The best event for CPOs ever!***

**According to our Director of Woof*



# Here's *how it works*

workgroup hr

## Workgroups



A workgroup is an hour-long, HRD-led discussion group of up to 10 HRDs/CPOs. There are 3 rounds of workgroups, each with five options to choose from.

## Panels



Panels are where we discuss the big topics as a group. 3+ HRDs, 1 moderator and full audience involvement. There are 3 panels during the course of the day.

"workgroup" isn't just our namesake, it's the main format of the day.

Workgroups are HR discussion groups run by HRDs. The day alternates between these group discussions, and full-audience panel discussions to tackle the big juicy topics.

**Workgroup HR Leeds is the event for CPOs and HRDs in Yorkshire to meet in a safe, fun and informal space. It's time to talk about what actually matters.**

**Workgroup Event attendees include:**

# Panel 1

Kicking off the day with our woke wake up and our first panel.

## The Schedule

| | |
|---|---|
| 0900-0930 | Registration |
| 0930-1000 | Woke Wake up |
| **1000-1040** | **Panel 1** |
| **1040-1130** | **Workgroups 1** |
| 1130-1150 | Round-ups |
| 1150-1210 | Break |
| **1210-1300** | **Workgroups 2** |
| 1300-1320 | Round-ups |
| 1320-1400 | Lunch |
| **1400-1450** | **Panel 2** |
| **1450-1540** | **Workgroups 3** |
| 1540-1600 | Round-ups |
| 1600-1620 | Break |
| **1620-1700** | **Panel 3** |
| 1700+ | Drinks |

# Has EDI gong too far?

**Am I a woke HRD or has 'woke' just become code for "I'm uncomfortable"?**

Has political and cultural awareness become the modern-day business swear jar? How do I stick to my EDI strategy without banging a woke-shaped wedge through the business? There's a fine line between awareness and overkill, so where should we draw it?

**Gemma Paterson**



Head of Culture Innovation

LLOYDS BANKING GROUP

**Jo Carlin**



Chief People Officer

Effective Energy Group

**Kaushik Gopalan**



Chief People Officer, UK & Europe

TransUnion

Moderator

**Sarah Tahamtani**



Partner

Clarion

workgroup

elevation recruitment group | Parkinson Lee

Clarion

# 1st workgroup

## The Schedule

| | |
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| 0900-0930 | Registration |
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## Ctrl+Alt+Delete the Manager Role?

Are traditional organisaton structures setting our managers up to fail? Do we need specialists or generalists? And can AI shoulder some of the burden... or is that just wishful thinking?



**Kaushik Gopalan**
Chief People Officer, UK & Europe
**TransUnion**

## Squeezed but still standing.

Growth's great – but ops are stretched, people are tired, and the squeeze is on. How do I still deliver more and bring everyone on the growth journey with me and the business?



**Lindsay Beresford**
HR Director
**Leeds Bradford Airrport**

**Pick your first workgroup, there are 12 to choose from but here are the first ones.**

## Who's in the driving seat?

Do we let the business decide the limits of our role, or do we push for what we want? How have other CPOs done it, and made it their own... with or without a supportive CEO?



**Kenneth Ross**
Chief People Officer
**KCOM**

## Mo' mergers, mo' problems?

What's really behind my plummeting EMPS? And what can I do about it when hybrid fatigue has set in, managers are quietly drowning? How can I fix what the board isn't talking about: my people?



**Katie Williams**
Chief People Officer
**Focus Group**

# 2nd workgroup

## The Schedule

| | |
|---|---|
| 0900-0930 | Registration |
| 0930-1000 | Woke Wake up |
| **1000-1040** | **Panel 1** |
| **1040-1130** | **Workgroups 1** |
| 1130-1150 | Round-ups |
| 1150-1210 | Break |
| **1210-1300** | **Workgroups 2** |
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## The hunger to leave games!

What will stop my entry-level crew making a b-line for the door when the pay's not great, the work's tough, and no one's buying the 'growth journey' chat? If money's off the table, what's left to make them stay and care?



**Alex Mielli**
Chief People Officer
**SmartSearch**

## From shaken to stirred.

How do we keep my people motivated when external pressures are shaking confidence? What can we do as people leaders to tackle NI hikes, cost-of-living rises, and endless government policies... all without draining morale or engagement?



**Clare Sheridan**
Head of People
**Evoke**

# Pick your second workgroup, there are 12 to choose from so here are the second ones.

## Hair of the dog in HR?

How do we remedy the knee-jerk decisions made by our higher-ups (or their predecessors)? How can we think more long-term - and avoid the extra workload or guilt caused by the 'hangovers' we inherit?



**Laura Stocker**
People Director
**VET-AI**

## R-E-S-P-E-C-T, find out what it means to be a C-P-O!

What does it take to earn (and keep) the respect of my CEO and CFO? How commercial should I be since we all know money talks? And does respect start with me caring about their worlds, so they care about mine?



**Caroline Cording**
Group People Director
**Former Mamas & Papas**

# Panel 2

Easing you back from lunch with our second panel session.

## The Schedule

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| 0900-0930 | Registration |
| 0930-1000 | Woke Wake up |
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# Bursting the London Bubble

**Without big city salaries or flashy HQs, what really attracts and keeps top people?**

How can businesses outside the M25 stay competitive? Is it bold branding, hybrid flexibility, or a culture that delivers? We ask HR leaders how they're building world-class teams - no London postcode required!



**Caroline Cording**
Group People Director
mamas & papas



**Kenneth Ross**
Chief People Officer
KCOM



**Katie Williams**
Chief People Officer
focus group



Moderator
**Sarah-Lee Neesam**
Partner
Parkinson Lee
elevation recruitment group

workgroup
elevation recruitment group
Parkinson Lee
Clarion

# 3rd workgroup

## The Schedule

| | |
|---|---|
| 0900-0930 | Registration |
| 0930-1000 | Woke Wake up |
| **1000-1040** | **Panel 1** |
| **1040-1130** | **Workgroups 1** |
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## Bossing it.

Could I be a CEO - or are CPOs just seen as one-trick ponies? Why don't more of us make the leap, and can a people-first mindset really lead the business - and the bottom line?



**Maz Fosh**
Chief People Officer
**InHealth**

## The anti-DEI-ers!

HR leaders don't reject DEI, but does it really work? Are we squirming inside whilst our SLT's push back, cherry-picking their own truth? How can we cope now that 'permission' has divided views far and wide?



**Jo Carlin**
Chief People Officer
**Effective Energy Group**

# Pick your third workgroup, choose wisely... it's the last one!

## My survey says... now what?

How can I use data to drive real change - strengthening manager-employee relationships, reducing turnover, and resolving pay issues? And just how powerful is listening to my employees, really?



**Kelly Dolphin**
Chief People Officer
**SBFM**

## Scaredy cat CPO?

How do you lead confidently in a world of hypersensitivity, individual needs, and endless rules - and how do you stop leading in fear when employee-centricity has gone too far?



**Karen Arch**
Chief People Officer
**BHP, Chartered AccountantsE**

# Panel 3

Wrapping up the day with our final panel session.

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# Fix You-r leadership? Are CPOs truly *trusted advisors?*

**We say we're strategic partners - but do our businesses really trust us?**

Can you *really* fix broken trust? What does it take to establish credibility? How do you demonstrate worth?

This Chatham House finale flips the script: no yellow spotlight, just real talk.

You are the panel, guided by the ***Question Cam*** to explore what it truly means to be a trusted advisor at the top table.

We're all human, after all.




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NEW!

SCAN HERE FOR THE SHARED PHOTO GALLERY OF TODAYS EVENT!

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