LONDON

4TH DECEMBER 2025

THE MINISTRY, BOROUGH, SE1 1DN

workgroup HR LONDON

with thanks to our partners ADP, my STAFF CLOUD, Gateley LEGAL

hallords — Paul O'Hara — Chief People & Property Officer

OXFAM — Joyce Idonloye — Chief People Officer

Matt Payne — Director of HR

RealVNC — Louisa Gregory — Chief People Officer

LexisNexis — Sunil Malik — Vice President of Human Resources

RNIB — Sean Milosevic — Chief People Officer

BT — Jennifer Ashton — People & Culture Director

Here's how it works

"Workgroup" isn't just our namesake, it's the main format of the day. **WORKGROUPS** are discussion groups run by I-RECs.

The day alternates between these intimate group discussions, and full-audience **PANELS** tackling the big, juicy topics.

WORKGROUPS

A workgroup is an hour-long, I-REC-led discussion around one of the topics. 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. It's a chance to hear from the audience moderator and there are 3 panels over the course of the day.

THE SCHEDULE

0900-0940	Registration
0940-1020	**Panel 1**
1020-1110	**Workgroups 1**
1110-1150	Round-ups
1150-1160	Break
1160-1240	**Workgroups 2**
1240-1300	Round-ups
1300-1350	lunch
1350-1430	**Panel 2**
1430-1520	**Workgroups 3**
1520-1540	Round-ups
1540-1600	Break
1600-1640	**Panel 3**
1640+	Drinks

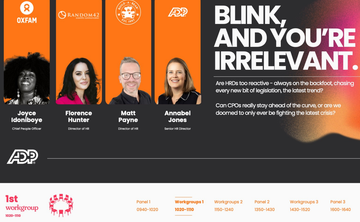
Our amazing partners helped us create this event!

Panel 1

0940-1020

Panel 1 **0940-1020** | Workgroups 1 1020-1110 | Workgroups 2 1150-1240 | Panel 2 1350-1430 | Workgroups 3 1430-1520 | Panel 3 1600-1640

MODERATOR: ADP



Joyce Idonloye — Chief People Officer, Oxfam

Florence Hunter — Director of HR, Randstad

Matt Payne — Director of HR, RNIB

Annabel Jones — Senior HR Director, ADP

BLINK, AND YOU'RE IRRELEVANT.

Are HRDs too reactive - always on the backfoot, chasing every new bit of legislation, the latest trend?

Can CPOs really stay ahead of the curve, or are we doomed to only ever be fighting the latest crisis?

ADP

1st workgroup

1020-1110

Panel 1 0940-1020 | **Workgroups 1 1020-1110** | Workgroups 2 1150-1240 | Panel 2 1350-1430 | Workgroups 3 1430-1520 | Panel 3 1600-1640

Pick your first workgroup!

EMPOWERED, NOT DEPENDENT

Do we take too much ownership of our employees' wellbeing? How do we balance caring for our employees with empowering them to take control of their own wellbeing, and in turn, their own careers?

Eleanor Manuel — Head of People & Culture, **The Kite Factory**

THERE'S MUD IN MY GLASS

What have you learned from muddy waters, and your most turbulent times as an HRBP that tools up new hires, to ensure resilience, to meditate on our learnings, and to allow us to see priorities clearly again?

Sunil Malik — VP of Human Resources, **LexisNexis**

FORCED DIVERSITY?

What do you do when you want a diverse workforce, but your HQ isn't in a diverse area? How can we keep our workplaces diverse, if we're demanding they come back into the office?

Joyce Idonloye — Chief People Officer, **Oxfam**

BEAR-LY MAKING THE CUT!

Which providers do other HRDs swear by? How do I benchmark what solutions make the cut or not? And when do I even decide whether to do it ourselves or outsource? Let's watch holes.

Matt Payne — HR Director, **Build a Bear**

TYPEWRITERS & TIKTOKERS

Is our environment truly multi-generational by design? How do I make sure my typewriters and my Strokes feel valued, heard and set up to thrive?

Sara Williams — HR Director, **Starbucks**

2nd workgroup

1150-1240

Panel 1 0940-1020 | Workgroups 1 1020-1110 | **Workgroups 2 1150-1240** | Panel 2 1350-1430 | Workgroups 3 1430-1520 | Panel 3 1600-1640

Pick your second workgroup!

IS THE SUN SETTING ON EDI?

Has EDI served its purpose? Is there any solid ground to what's happening in the US? How much difference have EDI programmes really made in your organisation? How do you keep it on the radar, without it becoming divisive and talking it too far?

Nick Morrison — Group HR Director, **Severn Trent**

PUTTING A WO/MAN ON THE MOON

How can we as People leaders ensure our values run through the business to have real impact on our colleagues and wider communities. Do your colleagues really understand why you do what you do and the role they have to play in your business objectives?

Elaine Smith — Head of People & Culture, **Summercrosse**

FREE HUGS

Who better to have group therapy with than a room of CPOs and HRDs? Come and share what's nagging at you, tell us what's stressing you out. Let's figure it out together!

Sean Milosevic — Chief People Officer, **RNIB**

STOP POINTING THE FINGER

Who sets the guardrails for AI? Who takes the responsibility if nobody knows the answer? And can we ensure employees are empowered by AI and not anxious about using it?

Florence Hunter — Human Resources Director, **Randstad**

FREEDOM OR FREELOADER?

Is remote working giving my people freedom or an excuse? Are employee perks fluff or fuel? How can I keep my employees happy and productive – without losing my office (or my mind) as a CPO?

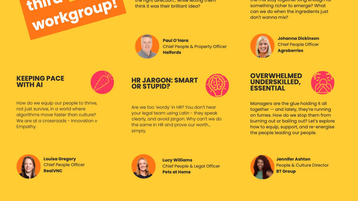
Jamie Hadley — Head of Workplace, **My Well Way** (Formerly Head of Workplace at **Bupa**)

Panel 2

1430-1520

Panel 1 0940-1020 | Workgroups 1 1020-1110 | Workgroups 2 1150-1240 | **Panel 2 1350-1430** | Workgroups 3 1430-1520 | Panel 3 1600-1640

MODERATOR: Gateley LEGAL



Louisa Gregory — Chief People Officer, RealVNC

Sunil Malik — VP of Human Resources, LexisNexis

Jennifer Ashton — People & Culture Director, BT

Helen Webster — Legal Director, Gateley Legal

I.T.'(S) TAKING OUR JOBS

Should we really expect our blue-collar workers to be excited by AI?

Shouldn't we as I-RECs and CPOs be fighting for their jobs? And can we really expect AI to not perpetuate existing biases?

3rd workgroup

1430-1520

Panel 1 0940-1020 | Workgroups 1 1020-1110 | Workgroups 2 1150-1240 | Panel 2 1350-1430 | **Workgroups 3 1430-1520** | Panel 3 1600-1640

Pick your third workgroup!

THE PUPPET MASTER

How do I challenge my team without losing collaboration? How can I ask the kind of questions that make my people in the right direction... while letting them think it was their brilliant idea?

Paul O'Hara — Chief People & Property Officer, **Hallords**

OIL & VINEGAR

How can I turn a merger into a vinaigrette - not a separation? Are CPOs emulsifiers - the ones who helps the mix stay together long enough for something better to emerge? What can we do when the ingredients just don't wanna mix?

Johanna Dickinson — Chief People Officer, **Agrobanka**

KEEPING PACE WITH AI

How do we equip our people to thrive, not just survive, in a world where algorithms move faster than culture? We are at a crossroads - innovation v. Empathy.

Louise Gregory — Chief People Officer, **RealVNC**

HR JARGON: SMART OR STUPID?

Are we too 'wordy' in HR? You don't hear your legal team using Latin - they speak clearly, and avoid jargon. Why can't we do the same in HR and prove our worth... simply.

Lucy Williams — Chief People & Legal Officer, **Pets at Home**

OVERWHELMED UNDERSKILLED, ESSENTIAL

Managers are the glue holding it all together – and lately, they're running on fumes. How do we stop them from burning out or bailing out? Let's explore how to equip, support, and re-energise the people leading our people.

Jennifer Ashton — People & Culture Director, **BT Group**

Panel 3

1600-1640

Panel 1 0940-1020 | Workgroups 1 1020-1110 | Workgroups 2 1150-1240 | Panel 2 1350-1430 | Workgroups 3 1430-1520 | **Panel 3 1600-1640**

MODERATOR: Gateley LEGAL

WE'RE ALL MAD (HATTERS) HERE

What happens when we stop hiding our other hats and start using them? Parent, mentor, strategist, gardener, therapist, tech buyer, rule-breaker. The chaos is real — but so is the magic. It's time to celebrate the many hats we wear as HR leaders. It's time to accessorise!

Get involved!

Email Shakira: **shakira@workgroup-events.com** to Sign up!



Shakira Persaud — Head of Workgroup — Questions? Email Shakira here!

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workgroup

We exist for in-house professionals who do big jobs in isolating roles, hosting our event across multiple sectors.

We bring in-house leadership together to share openly, listen deeply, and leave feeling more connected to their peers and their own purpose.

This Event is one of many. We run our format for CMOs, GCs, CFOs and more.

For more information, check out our website.