workgroup

30TH APRIL 2026
BIRMINGHAM
& WAY FORWARD

iDHL · GAIL'S BAKERY · DB Cargo · PayPlan · PRIDE · TEN Executive Education · Best. Foodcopter


BEN TURNER
HR Director


ADAM TRUELOVE
Head of Talent


LAURA CLARKE
HR Director


RENE THACKERAY
Global People & Culture Director


CHAR BAILEY
Director of People


SARA ANDREWS
Global People & Culture Director


CHARLENE PITT
HRD at TEN

group therapy FOR HRDS & CPOS

IN PARTNERSHIP WITH MILLS & REEVE · MyStaffShop

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 & CPOs.

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

Workgroups

A workgroup is an hour-long,HRD/CPO-led discussion group of up to 12 HRDs.
There are 2 rounds of workgroups, each with five options to choose from.

Panels

Panels are where we discuss the big topics as a group with full audience involvement.
There are 3 panels over the course of the day.

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	THIRD PANEL
16:40+	DRINKS

Our previous c-suite attendees include:

Deliveroo · Canva · Sky · Williams · Aviva · Mercedes · COSTA · Amazon · Nestlé · Coca-Cola · Accenture · Deloitte · Siemens · NOVO · Gallbreakers · WPSD · Bupa · Mondelēz · Cirrus · McMinn · Nissan · nanu · and many more

09:40 First Panel

MODERATOR: JAMIE ROSLING, Executive Director, MyStaffShop

AM I A LIABILITY?

Are HRDs holding business back?

HR leadership roles keep multiplying. Business productivity doesn't.

Has the function designed to unlock people's potential become a drag on results?


LAURA CLARKE
HR DIRECTOR, DB Cargo


BEN TURNER
HR DIRECTOR, iDHL


CHAR BAILEY
DIRECTOR OF PEOPLE, PRIDE


JAMIE ROSLING
Executive Director, MyStaffShop

10:20 First Workgroup

pick your first workgroup

NO.1 THE ROI: RETURN ON INCLUSION

How do other HRDs prove and articulate the value of DE&I beyond "it's the right thing to do"? What metrics can you pin to show the link between inclusion and business performance?


Char Bailey
Director of People
Birmingham Pride

NO.2 KNOW YOUR LIMITS

When should I say no to my CEO? What are my red lines, and how do I decide what hills to die on? Should I have a couple allies on side first, or take the conversation offline?


Laura Clarke
HR Director
DB Cargo

NO.3 KEEPING PACE WITH AI

How do we equip our people to thrive, not just survive, in a world where algorithms move faster than humans?
We see it as a crossroads. Innovation v Empathy....


Sara Andrews
Global People & Culture Director
Technip Energies

NO.4 THE COST OF FAST GROWTH

How do we as HRDs set the pace of fast growing teams? Is burnout an inevitable part of the story?


Ben Turner
Head of People
iDHL

NO.5 KEEPING PACE WITH AI

How do we equip our people to thrive, not just survive, in a world where algorithms move faster than humans?
We see it as a crossroads. Innovation v Empathy....

Sara Andrews
Global People & Culture Director
Technip Energies

11:50 Second Workgroup

pick your Second workgroup

NO.1 UH OH ... LINDA GOT A PROMOTION

What happens when you promote the office wit starter? How do other HRDs navigate the awkward progression and DM saved, so that people aren't just promoted just for being in the company a while?


Vickie Preston
Head of People
Mansfield Building Society

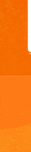
NO.2 LET ME SHOW YOU THE DOOR

Are we so focused on making sure a company is a place to stay that we forget about designing ways for people to leave successfully?


Shelley Dillon
Head of People
M Team

NO.3 IT'S NOT ME IT'S YOU

Thinking of leaving HR? Feeling like you've been? Before you pack your bags, how do you know it's not just the industry or the company stage/size? When do I know it's time to jump ship, not to quit HR altogether?


Rashpal Bansal
HR Director
Robert Walters

NO.4 WHEAT FROM THE CHAFF

What are other HRDs' hacks for narrowing in the best candidates? How do you cut down on all the naff applications, and reduce the workload of our talent teams? Is AI really the answer?


Jo Regan Iles
Head of People
Mazars

13:50 Second Panel

MODERATOR: SHAKIRA PERDOEL, Director, workgroup

COMPUTERS DON'T KNOW CULTURE

Are we surfacing the best talent, or quietly filtering out brilliance?

Is AI transforming recruitment, or just adding another layer of process that we and our hiring to ingest?


MARTYN HOOD
HR DIRECTOR, Fidelity


JO REGAN-ILES
GROUP HUMAN RESOURCES, kwalee


SARA ANDREWS
GLOBAL PEOPLE & CULTURE DIRECTOR, TEN Executive Education


SHAKIRA PERDOEL
Director, workgroup

14:30 Third Workgroup

pick your third workgroup

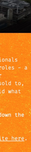
NO.1 AI V THE LEARNING TEAM

How do we protect our workforce when AI looks like a cheaper and quicker alternative to the CEO? What data do we need to draw upon to use AI as a work enhancer and not a human replacer?


Martyn Hood
Group Director of People & Culture
Fidelity Fellfinders

NO.2 WHAT'S MY NORTH STAR?

How do other HRDs define their purpose to the business? Is it keeping people happy? Or is it helping the business grow and meet its goals?


Laura Ibbotson
Head of HR
The Green Spark Group

NO.3 WHAT ABOUT US?

How well do we do at taking care of ourselves? As HRDs we are constantly taking care of others but who is taking care of us? What can we do in practice to make sure our mental health isn't the price we pay to be great HR leaders?


John Craig
Head of HR Services
Mitie

NO.4 HELP! (I NEED SOMEBODY)

Why does HR only get called when it's already gone wrong? How do I get HR in the room before the crisis hits, not just roped in after?


Richard Noble
Head of HR
Mitie


Alex Thackray
Director, MyStaffShop

16:00 Third Panel

MILLS & REEVE

IS EDI BAD FOR BUSINESS?

Have we pandered too far to woke culture, or is inclusion the underrated money-maker?

Is it part of the reason we're seen as fun fluffy, or is it literally our responsibility to lead on equity over business outcomes?

MODERATOR: ABI WATKINS, Partner, Mills & Reeve


JAMES HARLOW
Director of People and Organisational Development, treatwell


RENE THACKERAY
Global People & Culture Director, PayPlan

SHARAN MANCHI
HR Operations Director, n-fuze

SHELLEY DILLON
Head of People, M Team


ABI WATKINS
Partner, Mills & Reeve

MILLS & REEVE

with thanks to MILLS & REEVE · MyStaffShop

Email Shakira to Register!

Please note - applications from those who do not lead an in-house HR team will be rejected.

check out our highlight video from the last one!

Our events exist to give c-suite professionals like you - who do big jobs in isolating roles - a space to air your scarfies, and share your passions. All without any fear of being sold to, forced into meetings with vendors, or told what you already know.

We Currently run parallel events up and down the country for CFOs, GCs, CPOs and CMOs.

For more information, check out our website here.

workgroup