

workgroup/HR

London

An event for CHROs, run by:

Now includes:



HR Traitors



Kevin Green

Chief People Officer



Vickie Elsey

Group People Director



Jennifer Ashton

HR Director



Sara Williams

HR Director



Caroline Cording

Group People Director



James Hanlon

Chief People Officer



Julie Mason

People Director



Thursday 1st May, 2025
Wallacespace Clerkenwell, London



Here's how it works.

There are 2 types of session at the event:

WORKGROUP



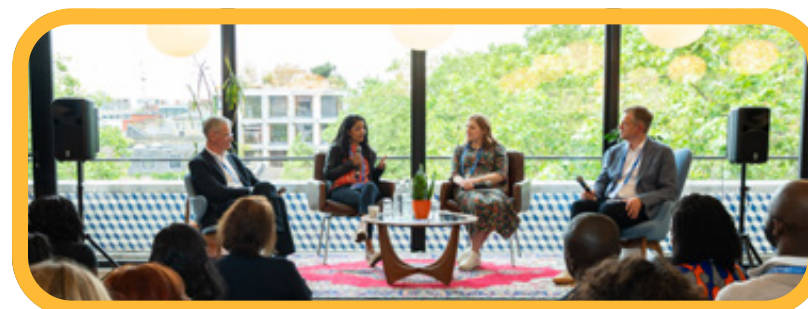
WORKGROUPS are hour-long discussion groups of 10 CHROs. Each led by a HRD. There are 18 workgroups to choose from. You pick 3.

PANELS break up the workgroup sessions, where we discuss the big topics as a group. There are 3 panels over the course of the day.

The agenda begins on the next page, starting with the selection of our **HR Traitors**, followed by the first panel.

Registration begins at 0830.

PANEL



HRD ATTENDEES



REGISTRATION
0830 - 0900
TRAITOR SELECTION!
0900 - 0915
PANEL 1
0915 - 1000



One step forward, ten steps back?

Are Musk, Zuckerberg, Trump onto something or are we stuck in a loop of regression?

When our CEOs demand rigid returns, DEI efforts are sidelined and automation takes over - are we losing sight of the very people whose experience, rights, and well-being we're here to protect?



James Hanlon
Chief People Officer & Legal Officer
Treatwell



Jennifer Ashton
HR Director
BT Group



Neil Morrison
Group HR Director
Severn Trent



Kerri O'Neill
Chief People Officer UK & Ireland
Ipsos UK



WORKGROUPS 1
1000 - 1050

Choose your first workgroup.

You have 6 workgroups to choose from on the right. Pick one.

These informal discussion groups are capped to 10 participants. After, we return to the main room for round-ups of each workgroup.

ROUND-UPS
1050 - 1110
BREAK
1110 - 1140



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OPTION 1
Hot potato? HR will handle it.



Why are we always left holding the 'bag' in a game of hot potato? How can we smash age-old attitudes and slow down the number of 'spuds' that land in our workflows?



Louise McCree
HR Director
Dalkia EDF Group

OPTION 2
Pitch perfect pays.



How can I increase my impact as well as my pay packet using my presentation skills? I want to boost my ideas, initiatives, proposals, and my employee communications... help!



Stephanie Lunn
Global People & Culture Director
Guinness World Records

OPTION 3
Salt of the Earth.



How can I change the perceptions of my blue collar, unionised workforce? How can I help them feel as seen, valued, and heard as the white collars!



Kevin Green
Chief People Officer
First Bus Plc

OPTION 4
Fax to the future.



Is my function falling behind? How are HR jumping on the AI bandwagon? What AI tools are other CPOs even using - and at what cost?



Tejal Shah
Former Global Head Talent
Kantar

OPTION 5
As clear as CMO.



Why aren't we, as HR leaders, more like marketers who clearly align themselves with their customers? Should we campaign more for our people and educate our boards about what they want?



Neil Morrison
Group HR Director
Severn Trent

WORKGROUPS 2
1140 - 1230

Choose your next workgroup.

Next up is the second round of workgroups. Again, 6 options. Pick one.

Then back to the main room for round-ups, followed by lunch.

ROUND-UPS
1230 - 1250
LUNCH
1250 - 1340



OPTION 1

Is AI my ride-or-die?

How do I balance using AI as a powerful copilot, whilst avoiding getting kicked out of the driver's seat all together?



Julie Mason
People Director
Mitie

OPTION 2

Buried in the sand.

How can I free up my time, let go of the outdated, dysfunctional, or even unpleasant aspects of my role as a CPO? Why are we so bad at talking about what we should stop vs start doing to make way for innovation?



Joseph Palmer
Chief People Officer
Tunstall Healthcare

OPTION 3

No Mercy.

How can we embrace and express healthy femininity at work without compromising our credibility or impact? What does this mean for DEI metrics, fertility support, and the unspoken expectations around female leadership?



Jennifer Ashton
HR Director
BT Group

OPTION 4

Mind over map.

How do I move beyond a UK-centric mindset and build a truly global business? What's holding me back —talent pools, legal barriers, or cultural blind spots?



Caroline Cording
Group People Director
Mamas and Papas

OPTION 5

Bossing it 24/7.

How can outside-the-office activities, like hitting the gym, having a wild hobby, or juggling parenthood, make me a better leader and help me build my personal brand at work?



Bertie Tonks
Chief People Officer
Collinson

PANEL 2
1340 - 1420



HRassic Park

Are we stuck as CPOs – clinging onto archaic practices because "it's the way we've always done it"?

Why does HR move at a different pace?
Are we holding ourselves back, or is the "dinosaur" label outright unfair?

Is AI making HR's human core extinct, or is it our evolution?



Bertie Tonks
Former Chief People Officer
Collinson



Tejal Shah
Former Global Head of Talent
Kantar



Johanna Dickinson
Group Director HR
Intersnack Group GmbH & Co. KP



Thomas Niven
Managing Director
Attensi



WORKGROUPS 3
1420 - 1530

Choose your last workgroup.

Here are your final 6 workgroups.
Pick one.

Then back to the main room for the final round-ups, followed by a short break before the final panel session of the day.

ROUND-UPS
1530 - 1540
BREAK
1540 - 1600



OPTION 1
Wing and a prayer.

Are most of our incentives just a leap of faith? With uncertain data and direction, do we simply choose the rules or data that suit us best on issues like productivity and EDI.. we're all human, right?



Vickie Elsey
Group People Director
Greene King

OPTION 2
Pinocchio productivity.

Are we lying about office productivity? Do offices really boost productivity and profit, or are flexible work patterns better? Who really 'nose' best?



Kat Jones
HR + H&S Director
Eden Springs UK

OPTION 3
Hire hopes.

Is hiring disadvantaged youth, refugees, the neurodiverse, or ex-offenders truly worth the investment of time and effort? Are we actively creating environments where non-traditional talent can thrive - or just hoping for the best?



Sara Williams
HR Director
Starbucks

OPTION 4
We're going through changes (ooh...)

How do you handle non-stop change? Do you stick out mass restructures, acquisitions, and adapt to yet another new CEO? Or hop off the 'crazy train'?



James Hanlon
Chief People Officer
Treatwell

OPTION 5
Society's not my problem!

Should HR leaders put humanity first? Do we have a duty to society? And how do we 'do what's right' when there's no quick ROI?



Grant Conway
Former Chief People Officer
The Go-Ahead Group Plc

PANEL 3
1600 - 1700

HR TRAITORS: THE GAME

Think you could spot a traitor among your peers?

In groups, you'll tackle a dilemma - then gather at the round table to banish one of your own!

Was someone sabotaging your solution? Acting a little too suspicious?

It's time to find out!

CLOSE + DRINKS + CANAPÉS
1700 onwards.



YOUR HOST

Lucy Gordon
Partner
Walker Morris



+ Drinks and canapés.
UNCLOAKED



WALKER
MORRIS



How do I sign up?

1. Email Claire and secure your spot [here](#).
2. Contact Claire on [LinkedIn](#) and ask for an invite.



Follow Workgroup on LinkedIn [here](#) for all event updates.

Please note - registrations from those who do not direct an in-house HR function will not be accepted.

However, sponsorship enquiries can be made via email [here](#).



“Workgroup HR was one of the best HR events I’ve been to. We get invited to so many things, but this is unique. The topics were not things that you typically see at other conferences, there’s a twist and it’s... dare I say fun!”



Hannah Reid
People Director

Apple



Daniel Hill
HR Director

BRITISH AIRWAYS

“Workgroup HR provided an opportunity to connect with fellow HR leaders and explore the topics we’re all grappling with. We discussed important topics chosen by HRDs — all without the slightest hint of anyone touting for business!”



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