CIPD
Annual Conference
and Exhibition

Conference Agenda

Day 1

09:30 - 09:50

Welcome from the CIPD

Chair: Peter Cheese
CEO
CIPD

09:50 - 10:35

Opening keynote: Recent trends in AI - Where did they come from, what do they mean, and where are they going?

Keynote speaker

Prof. Michael Wooldridge
Professor of Computer Science
University of Oxford and Director of Foundational AI Research, The Alan Turing Institute

Chair: Peter Cheese
CEO
CIPD

While AI has been a prominent emerging technology for at least a decade, the speed of progress in the past few years has been remarkable - and possibly unsettling. Generative AI, most notably in the form of Large Language Models (LLMs) such as ChatGPT has gone viral - the first general purpose AI technology to reach a global audience.

In this talk, Michael will review what is generative AI and how is it different, and ask why generative AI has taken off now. He will explore the capabilities of generative AI now, and how will they evolve, and the implications for business, work and society.

10:35 - 11:15

Network break

11:15 - 12:00

A1 Debate panel: Human touch vs machine efficiency...

Workplace AI

Panel discussion

Nikki Sun
Research and Programme Manager
Oxford Martin AI Governance Initiative

Bola Adesina
former Future of Work Programme Manager & DEI Adviser
Legal & General

Emily Campbell-Ratcliffe
Head of AI Assurance
Department for Science, Innovation and Technology (DSIT)

Furat Ashraf
Partner
Bird & Bird

Hayfa Mohdzaini
Senior Research Adviser for Data, Technology and AI
CIPD

Organisations are currently grappling with three issues; how to take full advantage of powerful AI systems, where they are best placed to provide the most value, and also how to govern it's usage. This is particularly difficult to do without clear guidance around ethical standards of AI usage. Despite this, some organisations have experienced increased innovation and an overall

A2 Career Stories: People who thrive - an insight into...

Lead Responsibly

Interactive

Janet Tidmarsh
Head of Inclusion and Development
Whitbread

Pam Flynn
Chief People Officer
Manchester Metropolitan University

Mohammed Waibari
Chief Human Resources Officer
Al Othaim Life

Chair: Mary Connaughton
Director
CIPD Ireland

Hear from leading people professionals on what it took for them to make it to the top. Discover how they started their career, the challenges they faced, and what it took to overcome them. Further discussion will include how to:

- Demonstrate authenticity whilst leading with empathy and transparency
- Instilling agility into your skill set to become a change warrior
- Develop people-centric approaches and create workforces that flourish.

A3 Case studies: Roadmap to Employee-led inclusion

Boost Employee Experience

Case study

Mo Kanjilal
Co-Creator at Watch This Sp_ce and Author 'The Inclusion Journey'

Laura Brown
Acting Deputy Director of Learning and Organisational Development
Chelsea and Westminster NHS Foundation Trust

Josh Hodgson
Employment Specialist and Director
Inclusive Working

Oscar Suarez
Tutor and Director
Inclusive Working

Chair: Lutfur Ali
Senior Policy & Practice Advisor - EDI
CIPD

Presentation 1: How to engage employees in your inclusion journey

- Why it matters to engage employees
- How leaders can empower employees
- Creating a culture of change
- How to celebrate success to keep people going on the journey

Presentation 2: Case study - Progressing towards better

A4 Fireside Chat: Why investing in your people is t...

Skills & Productivity

Paul Devoy
CEO
Investors in People

Andy Haldane
Chief Executive Officer
Royal Society of Arts

Chair: Joanna Jacobson
Head of Marketing Communications
CIPD

Delivered by:

INVESTORS IN PEOPLE

Join Paul Devoy, CEO of Investors in People, for an insightful session on why investing in your workforce is the cornerstone of a successful, prosperous, and sustainable future. With over 20 years of experience in championing workplace excellence, Paul will share his expertise on how organisations that prioritise employee development and wellbeing are not only more resilient, but also better equipped to drive innovation and long-term growth.

As we face an evolving skills market and a growing structural deficit—where more individuals are retiring than entering the workforce—Paul will address the pressing need for organisations to invest in upskilling and reskilling their teams. He will explore how proactive positive impact on ways of working. With this in mind, do we believe AI is a good thing for the world of work?

- Dealing with concerns around data privacy and ethics
- Understand how AI algorithms can perpetuate bias and discrimination
- Explore how AI supports efficiency and innovation at work

neuroinclusion

This session led by the Chelsea & Westminster NHS Foundation Trust, will share departmental case studies and dive into strategic solutions to tackle barriers in working with neurodiverse and additional needs employees.

Key takeaways:

- Boost your confidence with best practices.
- Streamline recruitment
- Refine adjustment policies.
- Create a smoother, more inclusive workplace for everyone.

Let's make inclusion effortless and enjoyable.

workforce development can help bridge skills gaps, retain talent, and future-proof your organisation against demographic shifts. Learn how strategic investments in people not only mitigate these challenges but also position your organisation as a leader in a competitive, rapidly changing landscape.

12:15 - 13:00

B1: How behavioural science can level up your FinWell...

Workplace AI

Emily Trant
Chief Impact Officer
Wagestream

Owain Service
CEO
CogCo

Rebecca Pearson
General Manager, UK Care Services
Bupa

Chair: Daphne Doody
UK Market Director
CIPD

B2 Solution Room: How can you deal with difficult peopl...

Lead Responsibly

Fully Booked **Interactive**

Nick Robinson
Author of 'The 9 Types of Difficult People'

Chair: Rachel Suff
Senior Policy & Practice Advisor - Employment Relations
CIPD

Dealing with difficult people at work is a complex challenge and one that can impact wider organisational culture. Solutions must balance the needs of the

B3 Debate: Making flexible working work

Boost Employee Experience

Kate Clay
HR Director
eStar Truck and Van

Claire Cook
Head of Transformation
Phoenix Group

Prof. Fiona Earle
Director, Centre for Human Factors
University of Hull

Chair: Claire McCartney
Policy and Practice Manager

B4 Career Talks: Crafting your early career's skill profile for...

Skills & Productivity

Asha Taak
Early Careers Specialist - Apprenticeships
National Energy System Operator

Graeme Yell
Global Lead for Career Development
Google

Chair: Lizzie Crowley
Senior Skills Policy Adviser
CIPD

Delivered by:

WAGESTREAM

Is your financial wellbeing strategy as effective as it could be? This session will equip you with cutting edge behavioural science, and real-world examples, to get better business impact from your financial benefits.

organisation, the individual involved, and those around them. This session will provide you with actionable takeaways ready to implement in your organisation, with a focus on:

- Understanding why people become difficult at work, the costs of these behaviours, and what to tackle first
- Discovering how to turn things around positively and with empathy to transform difficult interactions
- Developing alliances to gain support and effectively build great working relationships and team dynamics.

CIPD

- Addressing the most pressing issues surrounding the return to the office, focusing on the rise of hybrid working models and flexible working practices.
- How can compressed hours into a 4 day working week work for both employers and employees?
- What is truly working with hybrid working models and flexible working?
- Building trust and maintaining productivity and employee engagement with managing remote vs in-person teams.
- How to successfully coach and learn under hybrid working.

- Discover the core competencies and skills that are critical for navigating your early career within the people profession.
- Understand how to strategically develop and enhance your skill set through targeted learning experiences, coaching and practical application in the workplace.
- Uncover how to leverage your individual strengths and interests to craft a distinct skill profile that sets you apart from the crowd.

Networking lunch

13:00 - 14:00

14:00 - 14:45

C1 Masterclass: From Gen AI to Gen Z – unpacking the...

Workplace AI | Masterclass

Sam Turnpenny
Campus Recruiting Lead
Accenture

Chair: James Cockett
Senior Labour Market Economist
CIPD

What does generative AI mean for the next generation starting work - from schooling through to their first jobs, their approach to life and ways of thinking may be fundamentally different.

C2 Panel: Adapt and overcome - navigating time...

Lead Responsibly | Lighting talks

Angela Ryan
CHRO
SGX Group

Anthony Ariganello
President and Chief Executive Officer
CPHR

Berna Öztınaz
President, European Association of People Management & CHRO, Genel Energy Plc

C3 Case Study: Letting go of the ladder – increasing care...

Boost Employee Experience | Case study

Lorna Macdonald
Head of Operations - Production Capability
BBC

Zoe Cullingworth
HR Business Partner - Career Development
BBC

Simi Jolaoso
Africa Correspondent
BBC News

C4 Case studies: Organisational agility &...

Skills & Productivity | Case study

Zoe Sweet
Divisional Director Organisational Effectiveness & Our People Our Future School/Department
Ministry of Justice

Nick Baker
Learning & Development Manager
The Football Association

Chair: Claire Hodson

- How can we tailor our recruitment strategy to attract the generations who grew up with generative AI?
- How might our recruitment processes change to reflect this?
- What regulations or guidelines might be necessary to govern the use of AI in recruitment as technology evolves?

David Bearfield
Director of the Office of Human Resources
UNDP

Chair: Amanda Arrowsmith
People and Transformation Director
CIPD

- Instilling effective communication frameworks that aid employees to navigate times of change, particularly within dispersed workforces.
- Recognising the importance of the people profession in ensuring smooth transitions during periods of change and overcoming resistance.
- Adopting collaborative cultures whereby HR strategies are linked to business outcomes to ensure success.
- Overturning negative workplace cultures through fostering agility whereby employees act as agents of change.

Chair: Victoria Winkler
Director of Professional Development
CIPD

The BBC has always been a magnet for talented and creative individuals who are committed to its purpose and mission. For many, working at the BBC becomes a vocation and employees can spend a long time in the organisation and in role. Set against the backdrop of a flatter, leaner BBC, this created a perception of career 'stuckness' for many employees, evidenced in staff survey scores. In this session, you can hear about how we tackled this and set out to create a rich career proposition focused on empowering individuals, activating team leaders and enabling a culture where fresh career experience and mobility is the norm and 'up is not the only way.

Change Management Lead
CIPD

Case study 1: Improving organisational agility - creating a Centre of Expertise approach

This case study provides an insight into the Centre of Expertise at the Ministry of Justice People Function. Drawing from the rationale to design and develop the Centre of Expertise approach, the case study highlights the key challenges and considerations in drawing what's best from the Ulrich model of HR management. The resultant approach demonstrates how a Centres of Expertise model can produce organisational agility through delivering consultancy, growing community and building capability.

Case study 2: Leading your workforce through transformational change

In this case study you will hear how you can lead your workforce to be resilient and agile when faced with change transformation. You will gain practical advice on how you can support your workforce to overcome the challenges that organisational change brings and what you can do to deliver business results from change strategies.

15:00 - 15:45

D1 Lightning case studies: Building a future-ready...

Workplace AI | Case study

Carl Clarke
Director Talent, Learning, Leadership, Skills, People Performance & Talent Acquisition

D2 Lightning talks: Leading by example - unlocking the...

Lead Responsibly | Lighting talks

Claire Costello
Chief People and Inclusion Officer
Co-op

D3 CIPD Trust session: The intergenerational benefits of...

Boost Employee Experience | CIPD session

Emily Abbott
Co-Founder
Intergenerational England

D4 Workshop: The missing piece - unlocking the power...

Skills & Productivity | Workshop | Interactive

Tom Ravenscroft
Founder & CEO
Skills Builder Partnership

Vodafone

Hani Nabeel
Author
Culture Analytics

Hayfa Mohdzaini
Senior Research Adviser for Data, Technology and AI
CIPD

Skills-based workforce planning is often discussed in the context of preparing for future skills in a digital transformation. While there are many technology solutions to help you, is this the right approach for your organisation?

- When a skills-based approach is helpful - and when it's unhelpful
- Case studies on approaches to skills-based workforce planning and lessons learnt
- Alternative approaches you may want to consider for your organisation

Amanda Rajkumar
Board Member, Global CHRO and HR Practitioner

Steph Edusei
Chief Executive
St Oswald's Hospice

Chair: Helen Osagie
Finance Director
CIPD

- How can leaders navigate the ED&I crossroads to foster diverse, equitable and inclusive workplaces?
- Embedding inclusion and diversity within organisational practice to drive innovation and improve performance.
- Instilling transparency within your ED&I metrics to enhance trust and accountability.
- Inspiring your workforce through a shared vision to create a sense of belonging and drive meaningful work.

Carmen Watson
Chair
Pertemps Network Group

Stuart Paver
Chairman
Pavers

Chair: Sally Elley
Head of CIPD Trust
CIPD

Join this panel session to understand how your workforce could better support all ages to thrive in the workplace and be truly inclusive.

Understand the benefits that an age-diverse workforce can bring – from fostering good team-working, driving real inclusivity to reciprocal mentoring and other advantages.

Chair: Lizzie Crowley
Senior Skills Policy Adviser
CIPD

- The importance of taking a holistic approach to skills by ensuring not only learnt skills but essential skills are encouraged in lifelong learning practices and within job descriptions.
- Providing continuous skill-building opportunities to upskill employees and help boost their productivity.
- Utilising skills-based recruitment to identify essential skills in candidates and enhance success within job roles.

16:15 - 17:00

How CIPD is Making work work - CIPD Members only session (available to both conference attendees and exhibition visitor members)

Chair: Peter Cheese
CEO
CIPD

David D'Souza
Director of Profession
CIPD

This will be a unique chance to hear from and directly question CIPD's senior leadership team about the Institute's work over this year on behalf of members and the profession.

- State of the profession – A summary by CEO Peter Cheese of CIPD's national and international achievements for the profession and members
- Insights from the 2024 member survey
- Review Of CIPDs More for 24 campaign
- Showcasing new products and services for members including mentoring and career support
- Q&A with the senior CIPD Leadership team

Close of Day One

17:00

Day 2

09:30 - 10:10

The Corinthians - We were the champions

Keynote speaker

Helen Tither
Director, Films Not Words

Anne Grimes
Former Player, Corinthian FC

Marlene Cook
Former Player, Corinthian FC

Monica Curran
Former Player, Corinthian FC

Jean Wilson
Former Player, Corinthian FC

Chair: Victoria Winkler
Director of Professional Development
CIPD

Manchester Corinthians Ladies Football Club, a team of Mancunian schoolgirls and office workers, was formed during the FA ban on women and became one of the most successful women's teams in history. Touring the world to crowds of 60,000, they were the first women's team to tour South America, won an unofficial European Cup in 1957, and triumphed against Juventus in 1970.

Despite their achievements, they've been largely forgotten. Now, 10 surviving players share their inspiring stories in a new documentary, The Corinthians: We Were The Champions, produced by Films Not Words. The documentary, directed by Helen Tither, reveals their struggles and successes.

The session will include discussions with pioneering players, highlighting the importance of documenting women's sports stories in a landscape where women are underrepresented both on the pitch and on screen.

10:10 - 10:50

Keynote: Reaching for the stars - inspiring the next generation of scientists

Keynote speaker

Dame Dr Maggie Aderin-Pocock
Space Scientist

Chair: Amanda Arrowsmith
People and Transformation Director
CIPD

Maggie will share her inspirational story from a modest background and diagnosed with dyslexia to BBC's 'face of space'.

As well as taking the audience on a journey across space and time, Maggie will discuss her own life and the lessons she has learned along the way; she credits her deep passion for science as the tool that allowed her to break through many barriers. Maggie will also explore some of the deep philosophical questions that we humans have always asked: are we alone in the universe? How did it all begin? And will we ever, literally, reach the stars?

Network break

10:50 - 11:30

11:30 - 12:10

E1 Masterclass: Writing generative AI prompts that...

Workplace AI | Masterclass | Interactive

Hayfa Mohdzaini
Senior Research Adviser for Data, Technology and AI
CIPD

Mike Chatterton
Founder
AI Accelerator

E2 CIPD Trust session: Hiring with conviction

Lead Responsibly | CIPD session

Alasdair Jackson
Chief Executive
Recycling Lives

Dan Cooper
Governor
HMP Preston

Kat Barrett
Group Head of Gateway

E3 Panel: Thriving at work: Cultivating positive employe...

Boost Employee Experience | Panel discussion

Elly Tomlins
Chief People Officer
Britvic

Jane Hinchliffe
Head of People Practices
Tesco Bank HSE

E4 Panel: Sustaining momentum in career...

Skills & Productivity | Panel discussion

JC Townend
Country President
Adecco UK & IRE

Sophie Holmes
Group Head of Future Skills Development
Sky

Gavin Duncan
HR Business Partner
Together for Children

Join this interactive session to learn practical tips on how to get the most out of generative AI tools for your work.

- Learn good practices for writing clear, concise and informative prompts.
- Watch and follow along live demos on how to prompt tools to draft, brainstorm and summarise HR content.
- Discuss how to refine and improve your prompts to get better results.

Tip: to follow along, bring a laptop, tablet or smartphone with internet connection. Open your browser and connect to a generative AI assistant like Claude, Copilot, ChatGPT, Gemini or Perplexity.

Programmes
Wincanton

Chair: Leah De Silva
Senior Programme Manager
CIPD

With the rehabilitation of people with convictions high on the agenda alongside overcrowding in the criminal justice system, how can HR/People Professionals be game-changers in creating more inclusive policies, practices and perceptions?

Join this panel session to help you understand how to support people with convictions to enter and flourish in the workplace. Our expert speakers are on hand to share practical suggestions and ideas to support you every step of the way.

Emma Illingworth
Head of People Transformation
OVO Energy

Laura Fink
People & Culture Director
HiBob

Chair: Rachel Suff
Senior Policy & Practice Advisor - Employment Relations
CIPD

- What should an organisation's responsibility be towards wellbeing vs employees' own responsibility?
- How can we create a supportive work culture conducive to employee happiness and fulfilment whilst avoiding stress and burnout?
- Empowering managers to champion employee wellbeing initiatives.
- Evaluating the effectiveness of employee wellbeing programmes, with a focus on continuous improvement.

Woosh Raza
Consultant
Previously Executive Director of People at NCVO

Chair: Lizzie Crowley
Senior Skills Policy Adviser
CIPD

- How can organisations integrate green and digital upskilling into their workforces to contribute to both personal and business growth?
- Increasing the value of talent and retention by supporting career progression through reskilling and career activism.
- Explore how the evolving skills agenda will impact the future of workforce planning.

12:25 - 13:05

F1 Round table discussion: AI as a virtual assistant for...

Workplace AI
Interactive

Idris Arshad
Head of People
Asthma + Lung UK

Ben Redshaw
HR Consultant - AI

Chair: David D'Souza
Director of Profession
CIPD

F2 Fireside chat: Is the people profession the guiding...

Lead Responsibly
Interactive

Dr. Tara Shine
Co-CEO
Change by Degrees

Chair: Mary Connaughton
Director
CIPD Ireland

Sustainability sits at the centre of many organisations

F3 Case Studies: Compensating fairly: Rewar...

Boost Employee Experience
Case study

Najeeb Marghalani
Talent Management Senior Manager
Savola Foods

David Keogh
Head of Reward
Bank of Ireland

Chair: Charles

F4: Workshop: Learning in a new age - how AI and digit...

Skills & Productivity
Interactive

Steve Williams
Learning & Leadership Development Director
Accenture

Chair: Steve George
Head of Learning
CIPD

From mental health support and health diagnostics to personalised support for time and workload management, AI offers many possibilities for enhancing your wellbeing initiatives.In this session, you'll brainstorm ways in which AI-embedded solutions can help nurture a healthy and performing workforce. Delegates will work through one question at a time on roundtables:

- Where can AI-embedded solutions support your wellbeing initiatives for supporting a happy, healthy and performing workforce? Include existing solutions or new ones you'd like to see in the market.
- Where wouldn't you use AI-embedded solutions in your wellbeing initiatives for supporting a happy, healthy and performing workforce? What alternatives would you consider? (e.g. other technology solutions, process changes, skill development)
- Is hyper-personalisation of wellbeing initiatives crucial for nurturing a happy, healthy and performing workforce in your organisation? Discuss situations where it'd be helpful or unhelpful to leverage AI and other technology solutions to enable hyper-personalisation.

today, with many now aligning their goals and actions to the sustainability agenda. But how can the people profession help drive sustainable people practice? Hear from senior business leaders, collaborate with peers, and develop your next steps in your sustainability journey. With further discussion on:

- Assessing the value of social sustainability and what are the risks involved?
- Collaborating with internal stakeholders to build partnerships to drive forward sustainable and ethical practices
- Empowering employees to take action and play an active role in driving positive change
- Placing sustainability and financial value hand in hand to drive growth moving forward.

Cotton
Senior Policy Advisor - Reward
CIPD

- The impact of reward and recognition on employee motivation, engagement and retention.
- Designing effective reward and recognition programmes tailored to diverse employee needs – and does it always need to be financial?
- How can we build a fair pay transparency policy?

- How can digital learning unlock the creative, innovative and divergent thinking of your workforce?
- Harness the power of AI to help employees meet the needs of an ever changing skills agenda.
- Gain actionable insights into how you can integrate AI and automation to drive your L&D strategies.

Networking lunch

13:05 - 14:15

14:15 - 15:00

Coming soon

Keynote speaker | Fireside chat

coming soon

15:00 - 15:55

15:00 - 15:55

Why words matter

Keynote speaker

Susie Dent MBE
Lexicographer
Countdown

Chair: David D'Souza
Director of Profession
CIPD

Susie, renowned for her role as a lexicographer and etymologist on Channel 4's Countdown, will be discussing the importance of communication skills in the workplace. Drawing from her deep expertise in language and etymology, Susie will highlight the power of precise language and clear communication in business settings.

Through captivating stories about everyday words and phrases, and with some audience interaction on words used frequently during the last two days, you will start to master the nuances of language and how it can enhance influence, foster better relationships, and improve communication.

15:55 - 16:00

Closing remarks

Chair: Peter Cheese
CEO
CIPD