CIPD
Annual Conference
and Exhibition

Insights & Evidence
Lab Live Agenda

Day 1

10:00 - 10:30

Coming soon

Learning and Skills

10:15 - 10:45

Coming soon

HR Transformation

10:15 - 10:45

Coming soon

Employee Engagement

10:45 - 11:15

Creating team greatness - the new focus for L&D

Learning and Skills | Presentation

Scott Christie
Strengthscope

Delivered by:

Strengthscope

Maximising team performance, building agility and getting the most out of your teams. This is possible by playing to your team's strengths - in the flow of work, every day.

11:00 - 11:30

Are women a burden to employers? Sharing the 2024 Gender Health Gap...

Employee Engagement | Presentation

Dr Amy Pressland
Benenden Health

Delivered by:

benenden health

Dr Amy Pressland will share the key results from the Benenden Health 2024 Gender Health Gap report including the impact on women, employers and broader society. This presentation will provide examples of best practice in the world of work (and beyond) and suggestions for employers to support female employees.

11:00 - 11:30

Future proof your business - HR as the driving force

HR Transformation | Fireside chat

Simon Davis
HiBob

Nichola Sutherland
DWF Law LLP

Delivered by:

HiBob

This talk will explore questions such as: the importance of top down leadership. Does the saying 'everyone enacts the mentality of their leaders' have an impact on an organisation and how? Delving into how HR can be a truly transformative function within the legal industry, with reference to learning and development and diversity and inclusion.

11:15 - 12:00

Knowledge exchange world café

Evidence Lab Live

Daniel Wheatley
University of Birmingham

Mengyi Xu
University of Birmingham

Vanda Papafilippou
University of the West of England

Lucy Downes
University of the West of England

Niall Cullinane
Queen's University Belfast

Jason Heyes
The University of Sheffield

Kaidong Yu
The University of Sheffield

Jonny Gifford
Institute for Employment Studies

Dr. Helen Williams
Swansea University

Tom Vickers
Nottingham Trent University

Tony McCarthy
University of Strathclyde

Stewart Johnstone
University of Strathclyde

Chair: Stephen Pobjoy
CIPD

For the HR profession to be evidence-based, it needs to connect research insights with practitioner expertise. Join us to be part of that two-way conversation! Topic by topic, academic experts will outline what's known in the body of research and people professionals will have space to question, probe and relate to their experience.

11:30 - 12:00

Engaging high-value talent before the end of the great...

Learning and Skills

Presentation

Tim Edwards
LHH

Delivered by:

LHH

Amidst ongoing redundancies and economic uncertainty, employees are hesitant to switch jobs, but the desire to progress in their careers remains. How can employers take advantage of this period of the great hesitation, engaging and proactively providing support in the career development of their talent, providing them with guidance and internal opportunities to pursue their career aspirations with clarity.

This session will explore how HR can navigate the impact of AI, support career development, and implement proactive strategies to future-proof skills and keep top talent engaged within your organisation.

11:45 - 12:15

Boosting your business case - maximising your HR...

HR Transformation

Presentation

Jenny Cook
NRG Riverside

Tricia Brogan
UKG

Delivered by:

UKG

- Learn how HR transformation projects drive change and can exceed expectations from initial blueprints.
- Gather strategies to build trust with operations for a high-performing environment.
- Find innovative technologies and creative solutions to enhance HR impact.
- Discover practical tools and insights to lead transformative HR initiatives.

11:45 - 12:15

The future of AI-augmented employee experience

Employee Engagement

Presentation

James Proctor
Phase 3

Delivered by:

Phase 3

- How AI is reshaping employee roles and boosting productivity.
- Integrating AI with HR to help streamline onboarding, training, and performance management.
- Utilising AI to improve work-life balance, mental health, and employee engagement.
- Ethical considerations address privacy concerns, bias, and fairness in AI-driven workplace systems.
- What are future AI tools and technology trends that will redefine employee experiences?

Topics include:

- The four-day work week: perceptions, experiences, and work outcomes
- Empowering and retaining Neurodivergent talent
- How does employee power and voice contribute to 'good work'?
- Attracting and retaining young people in the workplace
- A new partnership between business and trade unions?
- A question of class: exploring the links between socio-economic background, job quality and HR practices
- Negotiating difference at work: exploring disclosure of different and diverse identities
- Digital Mediations in the Workplace (DigiMed): Implications for wellbeing, equality, and diversity

Choose two roundtable discussions for this session.

12:15 - 12:45

How to build emotional capital and create...

Learning and Skills

Catrina Hewitson
The Oxford Group

Joe Bell
City & Guilds

Delivered by:

City & Guilds

Learn from your trusted global skills partner how to build the most important skills for human performance.

12:30 - 13:00

Unlock your employee productivity potential

Employee Engagement

Masterclass

Chris Hogan
The Open University

Delivered by:

The Open University

Low productivity has long been the achilles heel for UK business. Discover findings and recommendations from a new report to help you engage and empower staff to drive growth.

12:30 - 13:00

Coming soon

HR Transformation

12:15 - 13:00

Building an evidence based people profession

Evidence Lab Live

Rob Briner
QMUL

David D'Souza
CIPD

Chair: Jake Young
CIPD

Why does the HR profession need to be evidence based? What are the risks of not doing so and the benefits to be had? What does it really mean to be evidence based and how can we go about it? In this workshop, leading advocates of evidence-based management will talk you through all this, explaining the core principles and practices, how they apply to HR, and showcasing CIPD resources to help you get started. We also present an in-depth case study of evidence-based practice in action and include time for you to discuss and reflect on how it can work for you.

13:00 - 13:30

So has leadership really changed?

Learning and Skills
Masterclass

Lorraine Mills
Right Management

Delivered by:

Talent Solutions
Right Management

Join us for insights on how leadership has evolved, emphasising people-oriented skills, collaboration, and innovation, and learn practical strategies to build a strong leadership pipeline in today's dynamic environment.

13:15 - 13:45

Coming soon

Employee Engagement

13:15 - 13:45

The evolution of background screening

HR Transformation
Presentation

Lee Hughes
First Advantage

Delivered by:

First Advantage

A deep dive into how digital services and API's are transforming how employers access screening services to provide their candidates with seamless, integrated onboarding journeys. Learn how employers in the future can tap into an Instant Services Marketplace.

13:45 - 14:15

Coming soon

Learning and Skills

14:00 - 14:30

How to comfortably have conversations about...

Employee Engagement
Presentation

Rachel Suff
CIPD

Delivered by:

CIPD

Having confidence and being comfortable in having conversations about

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14:00 - 14:30

Coming soon

HR Transformation

14:00 - 14:45

Workshop: Expanding horizons - exploring the...

Evidence Lab Live

Kate Black
Northumbria University

Katie Stickland
CIPD

People professionals are often involved in solving complex organisational problems, but how can research-based practice help to solve these problems? It's often easy to wellbeing is an essential skill for people managers, requiring a thoughtful and empathetic approach. While managers cannot be expected to be medical experts, they are expected to support the wellbeing of their teams. Despite the expectation, our research suggests there is still a gap regarding the competence and confidence of managers in addressing wellbeing issues. So how can you encourage managers to have safe and effective wellbeing conversations with people?

lean on professional judgement, senior stakeholder views or best practice examples. However, injecting evidence into the decision making process increases the effectiveness of your solutions and reduces bias.

This interactive workshop will explore the benefits of getting involved with research and how this can in turn strengthen the decision-making process.

14:30 - 15:00

Coming soon

Learning and Skills

14:45 - 15:15

Coming soon

HR Transformation

14:45 - 15:15

Words matter - driving engagement and retention...

Employee Engagement

Presentation

Neil Barry
Babbel for Business

Delivered by:

+Babbel
FOR BUSINESS

Discover how tailored language training can foster psychological safety, boost employee engagement, and improve retention. Learn strategies for integrating effective communication programs into diverse, multilingual teams.

15:00 - 15:45

Knowledge exchange world café

Evidence Lab Live

Roopa Nagori
International Human Resource Management, Coventry University

Victoria Pagan
Newcastle University

Franz Mönke
University of Münster

Derin Kent
Warwick Business School

Imran Saqib
University of Manchester

Isabel Tavora
University of Manchester

Saleema Kauser
University of Manchester

Daiga Kamerade
University of Salford

Chair: Stephen Pobjoy
CIPD

For the HR profession to be evidence-based, it needs to connect research insights with practitioner expertise. Join us to be part of that two-way conversation! Topic by topic, academic experts will outline what's known in the body of research and people professionals will have space to question, probe and relate to their experience.

Topics include:

- Sustainable hybrid work: wellbeing in the digital age
- The challenge of 'moving on' from conflict
- Cybervetting: social media assessments in selection
- Testing the edge: how people working in extreme contexts can thrive
- Advancing equality, diversity and inclusion through voice for all: presenting a new tool for assessing and enhancing the impact of staff networks
- Skills-underutilisation: making the most of your workers' skills

15:15 - 15:45

Letting it go - bridging the conflict resolution gap

Learning and Skills **Presentation**

Jake Young
CIPD

Delivered by:

CIPD

CIPD research reveals that conflict in the workplace is far more common than people professionals would ever want it to be. But with the most common resolution to conflict is to simply 'let it go', is there a discrepancy in the perceived handling and management of a conflict scenario, and the experience of the employee experiencing the conflict?

15:30 - 16:00

Plan to make work pay - what do you need to know?

HR Transformation **Masterclass**

Carl Quilliam
CIPD

Delivered by:

CIPD

The much anticipated first 100 days of the new Government has passed, but where are we with Labour's plan to make work pay proposals and what should businesses anticipate and prepare for as the plan continues to evolve? Join us for this interactive session where we'll focus on the areas you want to know about and the implications for employers.

15:30 - 16:00

Coming soon

Employee Engagement

16:00 - 16:30

Degree apprenticeships - a force for impact

Learning and Skills

Panel discussion

Professor Sarah Fidment
Manchester Metropolitan University

Explore the broad impact of apprenticeships on bridging skills gaps, enhancing diversity, and driving innovation. Hear from industry experts, apprentices, and employers about their transformative effects across sectors.

16:15 - 16:45

What does ethical AI at work look like in practice?

HR Transformation

Presentation

Tory DeBassio
Top Employers Institute

Adrian Seligman
Top Employers Institute

For AI in the workplace to be ethical, it must be human-centric, evidence-based, and include a long-term vision. Let Top Employers Institute shine a light into what is working now, how to embrace this technology to improve your business and empower your employees.

16:15 - 16:45

Making the most of occupational health

Employee Engagement

Presentation

Harry Cramer
Smart Clinic

Tips for organisations on how to ensure that they're using occupational health and wellbeing services to effectively manage staff sickness, boost productivity and protect their organisation.

16:15 - 17:00

Workplace wellbeing for people professionals (and...

Evidence Lab Live

Andri Georgiadou
University of Nottingham

Helen Fitzhugh
University of East Anglia

Baboucarr Badjan
Ecobank Gambia

Chair: Rachel Suff
CIPD

It's important for workplaces today to instil cultures of wellbeing, but how can people professionals take care of their own wellbeing at the same time? Practitioners today have to navigate how to take care of themselves whilst taking care of others. But how can you truly avoid wellbeing fatigue? Hear from Helen Fitzhugh on what it takes to 'share the load' and make wellbeing everyone's responsibility. Including a focus on 'how' to implement wellbeing strategies and not just 'what' to implement. Andri Georgiadou will then explore how to balance seeking meaningful work whilst maintaining healthy working habits. Is finding purpose in work really a double-edged sword?

Day 2

10:15 - 10:45

Coming soon

Learning and Skills

10:15 - 10:45

Coming soon

HR Transformation

10:15 - 10:45

Could you improve your recruitment strategy to retain more new starters?

Employee Engagement | Presentation

Claire McCartney
CIPD

Delivered by:

4 in 10 organisations have seen new recruits resign within the first 12 weeks.

That's a problem. We often speak of the employee value proposition as a means to retention, but the reality is the work of engaging and retaining employees begins before new hires even start. So, what do employers need to being doing to strengthen their recruitment process for a successful outcome?

11:00 - 11:30

Coming soon

Learning and Skills

11:00 - 11:30

New government key update - employment law changes

HR Transformation | Presentation

Amanda Chadwick
CIPD HR-inform

In this session, Amanda will take you through the latest employment law changes you need to know, and how to implement them in business.

11:00 - 11:30

Financial wellbeing- can it boost employee wellbeing?

Employee Engagement | Presentation

Andy Wealthall
LifeTime FM

Delivered by:

We delve into if financial wellbeing plays a role in boosting employee retention and attract more talent, making you stand out with your employee benefits offering.

11:45 - 12:15

How Priory uses AI-assisted coaching to enhance talent...

Learning and Skills

Presentation

Matthew Borg
Acteon

Delivered by:

breeio

Learn how the UK's leading mental health and social care provider and other organisations are using AI to support coaching and development of key roles in their talent pipelines

11:45 - 12:15

DIY Live! Build your own HR/recruitment AI chatbot

HR Transformation

Presentation

Adrian McDonagh
hireful

How many simple questions is your HR/recruitment team asked by employees/candidates? Could you train an AI chatbot to answer these questions? Yes! Let us show you how.

11:45 - 12:15

Coming soon

Employee Engagement

11:30 - 12:10

Productivity is key - driving success across your...

Evidence Lab Live

Claire Cook
Phoenix Group

Emma Hughes
University of Leeds

Emma Stockdale
Nest Insight

Productivity can be understood as how effectively your organisation and employees provide value on both an individual and collective level. Many practitioners view productivity as an essential behaviour of workforces today that must be placed at the centre of organisational strategy. However, organisations must consider what internal and external factors can affect productivity. By promoting wellbeing and positive workplace cultures, organisations will experience lower levels of absenteeism, higher levels of retention and more productive workforces. Hear from Emma Hughes on whether responsibility falls with line managers to drive productivity, improve well being and where HR's role sits within this. Emma Stockdale will then explore how supporting financial health across your workforce can in turn increase productivity and drive success.

12:30 - 13:00

Attract, retain, engage & empower your frontline...

HR Transformation

Presentation

Mary Norris
Humanforce

Engaging shift-based workers has never been tougher. Thankfully, technology can help. This session focuses on three engagement fundamentals that can be facilitated by a human capital management (HCM) suite: connection, empowerment and autonomy.

12:30 - 13:00

Psychometric profiling excellence in action - a...

Learning and Skills

Presentation

David Sales
Emergenetics UK & Ireland

Aileen Cowler
Isio Group Ltd

Lucy Lenton
Isio Group Ltd

We will hear from Isio Group, a pioneering pensions provider, about their company-wide roll-out of the Emergenetics psychometric profile: applications, results, and key lessons from implementing company-wide profiling.

12:30 - 13:00

Coming soon

Employee Engagement

12:25 - 13:05

Settling disputes - exploring conflict resolution at work

Evidence Lab Live

Andrew Cooper
Aneurin Bevan University Health Board

Melanie Simms
University of Glasgow

Mustafa Faruqi
Tesco

Chair: Ben Willmott
CIPD

Conflict in the workplace can manifest itself in many different ways. Whether it's on an individual or collective level, it's important that conflict is dealt with head-on to promote healthy workplace cultures. As part of the process, organisations may sometimes conduct employee investigations. During this session, hear from Andrew Cooper on the impact investigations can have on the individual and organisational culture. Melanie Simms will then explore how you can change the narrative around collective conflict in the workplace.

13:15 - 13:45

Coming soon

Learning and Skills

13:15 - 13:45

AI use in the people profession (and at CIPD)

HR Transformation Presentation

Delivered by:

CIPD

How can the profession use generative AI to their advantage? Over the last couple of years readily accessible generative AI has been freely available to use, with many workers experimenting with the technology, to streamline their workload

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13:15 - 13:45

A slice of success with Pizza Express - how Oak Engage transformed their global...

Employee Engagement Fireside chat

Rachel McHugh
Oak Engage

David Maynard
Pizza Express

Delivered by:

oak engage

offering greater opportunity to focus on more creative, complex aspects of their roles. But what's the opportunity for experimentation within the profession? Additionally, join this session to find out a little bit more about how we at the CIPD are experimenting with AI within the organisation.

Dough'nt miss this session which will provide insights into overcoming outdated systems to level up your internal comms and operational efficiency. Join us for a Q&A with Oak Engage and Pizza Express, discussing how their five-year partnership has sky-rocketed employee engagement and created a central hub for everything their employees need.

14:00 - 14:30

How L&D can create value - focusing on skills...

Learning and Skills

Presentation

Steve George
CIPD

Delivered by:

CIPD

L&D professionals are pivotal in equipping employees with the necessary skills to meet current and future business needs. Even more so when you consider the reported shelf life of skills continues to decline, with the world economic forum predicting 44% of current skills are expected to change in the next five years. So, what role must L&D play in addressing skill gaps and shortages now and in the future?

14:00 - 14:30

AI & Automation - the future of recruitment?

HR Transformation

Presentation

Tim Clifford
Talos360

AI in recruitment. It's all everyone in HR can talk about. Is it just a trend, or is it here to stay? We can't say for sure, but what we can do is take a look at how AI and automation are currently used in recruitment and how AI could shape your future recruitment strategy. This session will offer insights into how organisations are utilising AI in their recruitment strategy, how automation can help you effectively manage candidates, and how you can get in on all the AI & automation action.

14:00 - 14:30

Every employee matters - building an inclusive benefit...

Employee Engagement

Panel discussion

Karl Bennett
Perkbox Vivup

Delivered by:

perkbox | vivup

- Discuss strategies for engaging deskless workers, in both public sector and private sector organisations.
- Attracting and retaining staff and the role of your benefits strategy in supporting this.
- The importance of managers in driving behavioural change.

14:15 - 14:55

Supporting parents to thrive across the workforce

Evidence Lab Live

Dr Jasmine Kelland
University of Plymouth

Minna Cowper-Coles
King's College London

Sara Connelly
University of Leicester

Vicky Bawa
BAE Systems

Chair: Theni Paramaguru
CIPD

Balancing work and home life can prove difficult for parents, organisations today must play a key role in supporting staff during this time. Access to support should be available to both working mothers and fathers to navigate childcare responsibilities alongside working commitments. This session will see Jasmine Kelland explore the "fatherhood forfeit", with caregiving fathers often facing underlying biases when trying to take a more active role in childcare responsibilities. Sara and Rose will then explore the 'motherhood penalty', examining the links between motherhood and job quality.

15:00 - 15:55

Streaming Closing Keynote

Learning and Skills **HR Transformation** **Employee Engagement** **Keynote speaker**

This session will be streamed from the conference