

CITY HR Training and Events Schedule 2017

Learning and Development Themes for 2017

Apprenticeships Conduct Rules Training Gender Pay Gap Reporting **SOCIAL INCLUSION**
 Reward **GOVERNANCE** Mental well-being **FinTech** Female Talent Pipeline

Date / Time / Venue	Topic	Speakers	Price
January			
January 26th 8.30am to 11.00am Venue: British Bankers Association Pinners Hall 105-108 Old Broad Street London EC2N 1EX This programme will be repeated 'on demand' throughout 2017/18 and can be trained by City HR trainers in-house for those lacking the resource to do this internally.	Employee Conduct Rules Training Train-the-Trainer and In-House Delivery A half day workshop for HR, L&D, Risk and Compliance on the delivery of Employee Conduct Rules Training aligned to SMCR and SIMR. Designed as a cost effective device for organisations wishing to manage their own personal internal training. Led by City HR, the BBA, and Kemp Little LLP, and with the practitioner insight provided by an in-house SMCR Programme Leader, this programme addresses: <ul style="list-style-type: none"> • Preparing to deliver in-house training. What you need to know. • The pros and cons of delivering conduct rules on-line vs face-to-face • The content of on-line programmes and market-wide suppliers • Delivering Conduct Rules Training - all slides, exercises, case studies and evidencing the training are covered in an experiential session • Ask the Experts - your questions on SMCR Embedded in the programme is peer knowledge sharing on all aspects of SMCR and take-aways including a memory stick with all slides, handouts and a three minute film.	<ul style="list-style-type: none"> • Andrea Eccles, CEO, City HR • Philip Allen, L&D Director, BBA • Marian Bloodworth, Employment Law Partner, Kemp Little • Leading in-house SMCR Programme Leader (changes for each programme) • Cindy Mahoney, Head of Talent, City HR 	£995 plus VAT (Discounted to £750 for City HR members)
February			
February 7th 8.30am to 10.30am Venue: Edinburgh	Edinburgh with the CIPD and Oracle An opportunity for financial service firms with offices in Scotland to participate in a local HR Roundtable Breakfast event on the topic of Diversity and Inclusion. With leading HR practitioner speakers showcasing their internal programmes and an expert panel giving D&I sector insights, the session will cover:- <ul style="list-style-type: none"> • In conversation with Emily Cox, Virgin Money, as the co-author of Empowering Productivity: Harnessing the Talents of Women in Financial Services and the emergent HM Treasury 'Women in Finance Charter' • Standard Life outline their approach to D&I and why this is critical for sustainable business • An expert panel comprising the CIPD, City HR and our guest speakers • Facilitated roundtable discussions and peer knowledge sharing facilitated by Andy Campbell of Oracle. There will be regional HR networking and the chance to share insights on the innovative practices being adopted by firms across the D&I spectrum.	<ul style="list-style-type: none"> • Chaired by: John McGurk, CEO, CIPD Scotland • Facilitator: Andy Campbell, HCM Strategy Director, Oracle • Guest Speaker: Emily Cox, Public Affairs Director, Virgin Money • Practitioner Insights: Provided by Standard Life 	Free
February 21st 8:30am to 11:00am Venue: Kemp Little LLP Cheapside House 138 Cheapside London EC2V 6BJ	A Roundtable on SMCR as a de-brief session on 'where are we now' and looking to the future on what next? Led by the SMCR Policy co-Chairs, the programme will be: <ul style="list-style-type: none"> • The past: how did the SMCR programme go for your firm? • The present: Getting to grips with regulatory references, certification and training in terms of content and format • The future: Lessons learnt for those in scope 2018 (expert practitioner overview from Voirrey Belton, BAML) • What to expect from PRA/FCA visits There will be time for peer discussions on embedding SMCR and the opportunity for those about to embark on the programme to gain key insights for their own programme.	<ul style="list-style-type: none"> • Marian Bloodworth, Employment Partner, Kemp Little LLP • Joanne Owers, Employment Partner, DAC Beachcroft LLP • Voirrey Belton, SMCR Programme Lead, BAML • Peter Wright, Regulatory Partner, Fox Williams LLP 	Free

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February (cont.)			
February 23rd 8:30am to 10:30am Venue: The London Institute of Banking & Finance 8th Floor, Peninsular House, 36 Monument Street, London EC3R 8LJ THIS WILL BE AN INVALUABLE OPPORTUNITY TO EXPLORE APPRENTICESHIP HIRING AND TRAINING OPTIONS AND TO PLAN FOR IN-TAKE IN LATE 2017/2018.	Apprenticeships - Getting Ready and How to Utilise the Levy in Financial Services With the Apprenticeship Levy coming in to force in April 2017, this roundtable session takes a detailed look at:- <ul style="list-style-type: none"> • How are organisations gearing up for the change to internal apprenticeship programmes pending the introduction of the levy • To use or not to use, that is the question? Will organisations be minded to simply pay up or is there a desire to explore how this important talent source can contribute to the City talent pipeline, both now and in the future • Going it alone or seeking a training provider? How can organisations benefit and the range of programmes available to the Financial Services Sector • Audience discussion on the merits (or not) of an Umbrella Apprentice Training Programme for employers and support needed from third parties • Case Studies and Expert Insights Please join a panel of true experts on this topic including Mike Thompson, Head of Apprenticeship Programmes at Barclays and the Government's Ambassador for Apprentices in Banking and Financial Services; Peter Pledger, the CEO of the National Skills Academy for Financial Services, and Donna Poynter, Client Solutions Manager - Apprenticeships Partnerships, Kaplan, a leading training provider of apprenticeship programmes and related qualifications.	<ul style="list-style-type: none"> • Mike Thompson, Head of Apprenticeship Programmes, Barclays • Peter Pledger, CEO National Skills Academy for Financial Services • Donna Poynter, Client Solutions Manager - Apprenticeships Partnerships, Kaplan 	£95
March Diversity and Inclusion month			
March 9th 8.30am to 10.30am Venue: Charles Russell Speechlys LLP 5 Fleet Place London EC4M 7RD	Gender Pay Gap Reporting As the deadline nears for Gender Pay Gap Reporting, this session looks at: <ul style="list-style-type: none"> • What has to be reported and how? • Emerging Trends - What are employers in Financial Services finding? Confidential peer group discussions and outcomes • Explaining your pay gap - approaches in communication and strategies for managing future pay • Q&A 	<ul style="list-style-type: none"> • Co-chaired by Marian Bloodworth, Employment Partner, Kemp Little LLP and Joanne Owers, Employment Partner, DAC Beachcroft LLP • Nick Hurley, Employment Partner, Charles Russell Speechlys LLP • Andrew MacLeod, McLagan 	£95
March 15th 4.30pm to 6pm followed by networking drinks Venue: Fox Williams 10 Finsbury Square London EC2A 1AF	Member Forum - Social Inclusion: Fostering Equal Opportunity in a Changing World The question of 'is society changing?' was one of the comments captured at the City HR Conference, and for employers in the UK, 2017 will definitely see a blueprint for change. With the Government putting considerable emphasis on apprenticeships, the vote to Brexit and the change of Presidency in the US, how can City firms re-calibrate their social justice plans to meet Theresa May's aspirations of equal opportunity for everyone? This session will explore:- <ul style="list-style-type: none"> • What is social inclusion and how can this translate within City firms? Jane Mann, Employment Partner, Fox Williams LLP • How does social inclusion impact other areas of D&I? Charlotte Sweeney OBE, author and D&I Expert • How might apprenticeships and Brexit foster greater opportunity and more diverse talent pipelines? Expert panel. • Case study on what enlightened firms are doing to create equal opportunity for all sectors of society 	<ul style="list-style-type: none"> • Jane Mann, Fox Williams LLP • Charlotte Sweeney OBE • Practitioner Case Studies 	Free
March 22nd 4.00pm to 6.00pm Venue: Fox Williams 10 Finsbury Square London EC2A 1AF	Women in Finance Charter - Dispelling Myths and Getting Involved: This session focuses on how smaller financial institutions and related City firms can sign up for the Charter, setting their own achievable goals. The guest speakers are:- <ul style="list-style-type: none"> • Emily Cox, Co-Author with Jayne Anne Gadhia at Virgin Money of 'Empowering Women: Harnessing the Talents of Women in Financial Services' leading to the Women in Finance Charter on how smaller firms might position their commitment to the Charter; • Helen Farr, Employment Law Partner at Fox Williams and a recognised leader in Diversity and Inclusion, particularly gender equality with tips on how to make this achievable • Anne Sammon, Employment Lawyer at Simmons & Simmons who has just completed a doctorate in 'parental rights in the workplace' on why supporting female talent makes sense to the business - now and in the future. The personal experience of a Female Board Director will also feature on: <ul style="list-style-type: none"> • Why supporting the female talent pipeline matters • Hints and tips on what might make a difference 	<ul style="list-style-type: none"> • Emily Cox, Virgin Money • Helen Farr, Fox Williams LLP • Anne Sammon, Simmons & Simmons 	Free

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March 22nd (cont.)	<ul style="list-style-type: none"> • My Personal Journey • Q&A <p>The session will be facilitated by Cindy Mahoney, Head of Talent at City HR, and will coincide with the launch of our Women in Leadership Programme.</p>		
March 28th 8.30am to 10.30am Venue: Oracle One South Place London, EC2M 2RB	HR Metrics and Analytics Club 'The Impact of Artificial Intelligence on HR in Financial Services' An exploration of how the advancements in technology will shortly impact HR with a particular focus on what this means for Learning and Development relating to the way that training can be delivered on a wide range of topics.	<ul style="list-style-type: none"> • Facilitated by: Andy Campbell, HCM Strategy Director, Oracle and members of the City HR Metrics Club 	Free
April			
April 27th 9.00am to 12.00pm Venue: 60 Cannon St, London EC4N 6NP	Women in Leadership - Part 1 Confidence building and career strategy for HR and Line Managers <ul style="list-style-type: none"> • Personal Impact • Leadership Presence & Gravitas • Personal Brand • Combine the 3 to maximise your career aspirations 	<ul style="list-style-type: none"> • Cindy Mahoney, City HR • Christine Champion, Acumen Executive Coaching 	£175
May			
May 10th 8.30am to 11am Venue: Simmons & Simmons LLP CityPoint One Ropemaker Street London EC2Y 9SS	Compensation Forum - Session 1 A core part of the City HR Annual Events schedule, this session will feature:- <ul style="list-style-type: none"> • A round-up of average base pay increases across the sector for 2016/17 • What next for Financial Services regarding fixed and variable pay? • Flexible benefits and changes to 'employee salary sacrifice' - how did firms respond? • The Spring Budget 2017 • Practical insights from our Expert Panel 	<ul style="list-style-type: none"> • Paul Scarborough, PwC • Justin Trout, Towers Watson • Ian Fraser and Andrea Finn, Simmons & Simmons LLP • Carolynne Ruffle, City Pay Associates • Helen Farr, Fox Williams LLP • Alan Morahan, Punter Southall • Lex Verweij, McLagan 	£145
May 16th 8.30am to 10.30am Venue: TBC	Governance Roundtable Corporate Governance continues to play a significant role in cultural transformation and adherence to the UK Regulatory Regime. This governance roundtable concentrates on: <ul style="list-style-type: none"> • the role of HR in enabling the Board/ExCom to understand and maintain the people issues associated with corporate governance within financial services. • working with the Board to stay aligned to culture, purpose and vision • sources of guidance for HR in seeking conformation to governance standards • the role of Committee Chairs (eg Audit, Remuneration, Risk etc) and the changing face of pay • attributes of a Remuneration Committee Chair and dimensions of this function's efficiency • aligning governance with the regulatory framework 	<ul style="list-style-type: none"> • Co-Chaired by Marian Bloodworth and Joanne Owers • Expert Insight from Valerie Gordon-Walker, a leading specialist in global corporate governance and HR strategy. 	£95
May 18th 8.30am to 11am Venue: 60 Cannon Street, London EC4N 6NP	Mental Well-Being as Part of the Talent Toolkit Many firms have put considerable resource behind the well-being of their people as part of their talent strategy. The impetus is often around fostering better employee engagement, lowering absences due to stress and improving productivity. However, successful well-being programmes may also better equip people to improve their development, performance and thoughtful decision-making. BlueBay Asset Management is one such firm that has taken a pro-active approach, with some measurable successes. This session addresses:- <ul style="list-style-type: none"> • mental well being in the context of HR including recruitment, absence and talent management, continuous development and high performance • useful tools such as mindfulness, behavioural finance strategies, psychology, self awareness and team testing, coaching and mental resilience training • practical methods to introduce and embed tools into organisations 	<ul style="list-style-type: none"> • Chaired by: Natalie Benitez-Castellano, Partner and Chief Administrative Officer, BlueBay Asset Management LLP <p>Expert Contributors:</p> <ul style="list-style-type: none"> • Will Mitchell, Head of Global Talent Programmes at JLT (Occ.Psych); • Richard Armes, Coach - Axis Minds; • Elizabeth Newton, HR Consultant and Coach, Newton Whyatt. 	£95
June			
June 14th 4:30pm to 6pm Followed by networking Venue: Charles Russell Speechly LLP 5 Fleet Place, London EC4M 7RD	AGM and Member Forum <ul style="list-style-type: none"> • Legal Update • Launch of HR Metrics Booklet: Volume II • AGM • Networking over drinks 	<ul style="list-style-type: none"> • Nick Hurley, Partner, Charles Russell Speechly LLP 	Free

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June			
June 20th 8.30am to 10.30am Venue: TBC	Risk & Finance for Reward/HR In recent years Reward/HR has had to work increasingly closely with the Risk and Finance functions as regulation and cost focus have intensified. This session will review this interaction of Risk and Finance with Reward/HR and will cover areas of engagement, stakeholder management and shared outcomes.	<ul style="list-style-type: none"> • Paul Scarborough, PricewaterhouseCoopers LLP • David Clifford, David Clifford Consulting • Claire Morland, Reward Specialist 	Free
July			
Date & Venue: TBC	REGULATORY EVENT Details to be announced		£125
August - Summer Break from Events			
September			
September 19th 8.30am to 10.30 am Venue: PricewaterhouseCoopers LLP, 7 More London, London SE1 2RT	Performance Management and Reward With governance and shareholder focus on pay being delivered only for proven performance how this is achieved in practice through the performance management approach is critical. At the same time companies are looking to simplify performance management. This session will address these issues and look at how they can be reconciled.	<ul style="list-style-type: none"> • Paul Scarborough, PricewaterhouseCoopers LLP • Claire Morland, Reward Specialist 	Free
September 26th 9.00am to 12.00pm Venue: 60 Cannon Street, London EC4N 6NP	Women in Leadership - Part 2 The Sponsorship Effect - Mobilising HR and Line Managers to secure senior-level support and mentoring <ul style="list-style-type: none"> • Benefits of having a Mentor • What is Sponsorship? • The benefits of Sponsorship • How to make the relationship work 	<ul style="list-style-type: none"> • Cindy Mahoney, City HR • Christine Champion, Acumen Executive Coaching 	£175
September 27th 4.30pm to 6pm followed by networking drinks Venue: London Stock Exchange 10 Paternoster Square, London, EC4M 7LS	Member Forum: The Growth of FinTech and the Impact on HR Hosted by Tim Jones, Group Head of HR at the London Stock Exchange, this forum will:- <ul style="list-style-type: none"> • Examine the growth and importance of FinTech • Identify the risk area for people management, particularly relating to outsourced services • A case study on a leading FinTech organisation alongside market research in this evolving area 	<ul style="list-style-type: none"> • Tim Jones, Group Head of HR, the London Stock Exchange • Marian Bloodworth, FinTech Specialist in the Employment Department, Kemp Little LLP 	Free
October			
October 31st 8.30am to 11.00am Venue: Simmons & Simmons LLP CityPoint One Ropemakers Street London EC2Y 9SS	Compensation Forum 2 <ul style="list-style-type: none"> • Pay Strategy for 2018 - the likely scenarios for reward planning • Latest regulatory guidance affecting pay • Expectations regarding the Autumn Budget • Legal and Pensions Round-up 	<ul style="list-style-type: none"> • Paul Scarborough, PwC • Justin Trout, Willis Towers Watson • Ian Fraser and Andrea Finn, Simmons & Simmons LLP • Carolynne Ruffle, City Pay Associates • Helen Farr, Fox Williams LLP • Alan Morahan, Punter Southall • Lex Verweij, McLagan 	£145
November			
November 20th 9am to 4.30pm Venue: London Stock Exchange 10 Paternoster Square, London, EC4M 7LS	Annual Conference 2017 'HR as the Champion of Change' This conference will capture the political, social and economic changes affecting organisations with operations in the UK and assess the implications for both employers and employees. There will be the usual range of speakers including business leaders, academics and thought leaders with the usual show-and-tell relating to innovative in-house HR practices.	<ul style="list-style-type: none"> • Speakers to be announced in Spring 2017 	£345
December			
December 5th 4.30pm to 8pm Venue: Eversheds LLP, One Wood Street, London, EC2V 7WS	Member Forum and Year End Celebration	<ul style="list-style-type: none"> • Paul Fontes, Partner, Eversheds LLP 	Free