

CITY HR Training and Events Schedule 2018

Learning and Development Themes for 2018

AI, ROBOTICS, FUTURE OF WORK AND RE-SKILLING OF TALENT HR Transformation D&I AGENDA
 NURTURING YOUR TALENT Reward and Regulation CULTURE AND TRUST Apprenticeships
 CITY HR BENCHMARKING SURVEY 2018 Learning from outside the City COLLABORATIVE INNOVATION

Programme Title, Venue & Date	Content	Speakers	Price (excl VAT)
<p>THROUGHOUT 2018</p> <p>This programme will be repeated 'on demand' throughout 2018 and can be trained by City HR trainers in-house for those lacking the resource to do this internally.</p>	<p>Employee Conduct Rules Training Train-the-Trainer and In-House Delivery</p> <p>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, UK Finance, and Kemp Little LLP, and with the practitioner insight provided by an in-house SMCR Programme Leader, this programme addresses:</p> <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 <p>Embedded in the programme is peer knowledge sharing on all aspects of SMCR and take-aways including a memory stick with all slides and handouts.</p>	<ul style="list-style-type: none"> • Andrea Eccles, CEO, City HR • Philip Allen, Director, Education and Training, UK Finance • Marian Bloodworth, Employment Law Partner, Kemp Little • Leading in-house SMCR Programme Leader (changes for each programme) • Cindy Mahoney, Head of Talent, City HR 	To be determined in accordance with member requirement
JANUARY			
<p>23rd January 8:30 - 10:30am</p> <p>HR Metrics and Automation Club</p> <p>Venue: Oracle, One South Place, London, EC2M 2RB</p>	<p>HR Metrics and Automation Club</p> <p>How do successful brands measure their impact?</p> <ul style="list-style-type: none"> • How to measure and assess the employer brand looking at customer and employee satisfaction • How can HR systems capture brand data? • What are organisations doing outside of financial services to attract and retain top talent? • How do these firms measure success? 	<ul style="list-style-type: none"> • Rebecca Drew, LinkedIn • Brand Development Manager at Oracle's PR firm 	Free
<p>31st January 8:30 – 10:30 am</p> <p>Gender Pay Gap Analysis – Communication Programme</p> <p>Venue Charles Russell Speechlys LLP, 5 Fleet Place, London EC4M 7RD</p>	<p>Gender Pay Gap Analysis – Communication Programme</p> <ul style="list-style-type: none"> • Measuring the Gender Pay Gap - what do your findings tell you? How does this compare to those who have reported already? • The PR firm perspective on positioning your Gender Pay Gap Analysis - getting the narrative right from the perspective of all stakeholders, but particularly your employees • How this worked for us - an HR Leader in the City HR membership who has already reported • Roundtable discussions on what firms have done or are contemplating • Doing and saying the right thing - maintaining your reputation. 	<ul style="list-style-type: none"> • Nick Hurley, Employment Law Partner, Charles Russell Speechlys • Duncan Lamont, Reputation Leader, Charles Russell Speechlys • Victoria Wallin, Portland PR 	£110

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FEBRUARY			
1st February 8:45 – 12 noon Women in Leadership Career Focus 2018 Venue LHH Penna Floor 1, 55 Gracechurch Street, London, EC3V 0EE	Women in Leadership Career Focus 2018 - 'Empowering you to take control of your career in 2018' A unique opportunity to build a comprehensive career plan with practical guidance on how to take control. A skills-based interactive workshop helping you align your career goals with your unique capabilities. 3 key components: <ul style="list-style-type: none"> • A framework for addressing fundamental career questions • Learn how to assess options, develop capabilities & stay ahead of the curve • Develop a comprehensive roadmap to achieve your goals. 	<ul style="list-style-type: none"> • Fiona Samouelle, LHH Penna • Russell Deathridge, LHH Penna • Cindy Mahoney, City HR 	£185
9th February 8:30 – 10:30 am Culture, Governance and Regulation Venue Kemp Little LLP, Cheapside House, 138 Cheapside, London EC2V 6BJ	Culture, Governance and Regulation - Governance Roundtable <ul style="list-style-type: none"> • The consultation on the UK Corporate Governance Code and the HR implications relating to remuneration and diversity & inclusion • SMCR – lessons learnt and collateral acquired from Round 1 and how this can help those preparing for SMCR extension or transition in Round 2 • Latest developments on Corporate Culture. 	<ul style="list-style-type: none"> • Marian Bloodworth, Kemp Little LLP • Joanne Owers, DAC Beachcroft • Valerie Gordon-Walker 	Free
14th February 12:00 – 3:30pm Oracle and CIMA event The union of HR and Finance to Create the Power Partnership	The union of HR and Finance to Create the Power Partnership A detailed exploration of how the union of HR and Finance is now crucial to Board and ExCo decision-making as intangible assets (ie talent, brand, IP and Customer Relations) are now key considerations for organisational success. A highly interactive session looking at how HR and Finance can successfully collaborate.	<ul style="list-style-type: none"> • The Revd Richard Coles acting as Chair and Master of Ceremonies • Peter Simons, CIMA • Andrea Eccles, City HR • Dee Houchen, Oracle • Professor Andre Spicer, Cass Business School 	By invitation
22nd February 8:30 – 10:30 am Canary Wharf HR Leaders Breakfast Venue Morgan Stanley 20 Bank Street, Canary Wharf, Floor 07 London, E14 4AD	Canary Wharf HR Leaders Breakfast Roundtable discussions on issues affecting HR in financial services, including <ul style="list-style-type: none"> • Embedding the Remuneration Codes • GDPR • The Future of Work • Latest D&I market programmes. 	<ul style="list-style-type: none"> • Cindy Mahoney, City HR 	Free
MARCH			
1st March 08:30 – 10:30 am General Data Protection Regulation for HR Venue Simmons & Simmons LLP City Point, One Ropemakers Street London EC2Y 9SS	General Data Protection Regulation for HR <ul style="list-style-type: none"> • GDPR - a round-up of the regulations • What does it mean for all HR processes? • What action should be taken ahead of 'go-live date' on 25th May 2018? • The implications of non-compliance • An internal perspective from an HRD who has embarked on this. 	<ul style="list-style-type: none"> • Philip Bartlett, Simmons & Simmons • Senior HR Practitioners 	£110
6th March 08:30 – 10:30 am Apprenticeships in the City Venue tbc	Apprenticeships in the City - Celebrating National Apprenticeship Week 5-9 March An exploration of options and best practice in utilising the levy funding and developing the workforce at all levels <ul style="list-style-type: none"> • Results of City HR pilot scheme and what next? • Insights from large companies who have successfully created a programme • Roundtable discussions and feedback on progress to date. 	<ul style="list-style-type: none"> • Claire Tunley, City of London Corporation • Cindy Mahoney, City HR • Carl Andersen, Societe Generale • Case studies & progress reports from representatives of the pilot group 	£110
7th March 4:30 – 6:00pm Member Forum Venue Berwin Leighton Paisner LLP Adelaide House, London Bridge London EC4R 9HA	Member Forum - Performance Management in the new Regulatory Regime <ul style="list-style-type: none"> • Performance Management and SMCR – What difference does it make, how does this translate with the new accountabilities, what happens when regulatory and employment law duties do not match? • Performance management and risk assessment - How to link the performance management process run by HR with the Risk assessment and impact on bonuses at company, division and individual level. and how to ensure that this process meets the regulator's requirements. • Case studies and insights from Senior HR Practitioners. 	<ul style="list-style-type: none"> • Polly James, Partner, Berwin Paisner Leighton LLP • Claire Morland, Principal at Mercer • Paul Scarborough, Director at PwC • David Clifford, David Clifford Consulting 	Free



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APRIL			
Spring 2018			
Launch of Culture Diagnostic Tool			
25th April 8:30 – 11:00 am Compensation Forum 1 Venue Simmons & Simmons LLP, CityPoint, One Ropemaker Street, London EC2Y 9SS	Compensation Forum 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 2017/18 • 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 2018 • Practical insights from our Expert Panel Please note that this session is tailored to be relevant to all financial service disciplines including Banking, Asset Management and Insurance.	<ul style="list-style-type: none"> • Paul Scarborough and Jill Townley, PwC • Justin Trout and Suzanne Bliss, Willis Towers Watson • Ian Fraser, Simmons & Simmons LLP • Carolynne Ruffie, City Pay Associates • Helen Farr, Fox Williams LLP • Alan Morahan, PS Aspire • Joel Davies, McLagan 	£155
MAY			
15th May 08:30am – 11:00 Managing Pensions Venue Fox Williams 10 Finsbury Square London EC2A 1AF	Managing Pensions <ul style="list-style-type: none"> • Roles of HR& Reward in pension compliance • Board level pension governance • RemCo & RemCo Chairs • Providing advice to imminent retirees • The role of a pension trustee. 	<ul style="list-style-type: none"> • Alan Morahan, PS Aspire • Helen Farr, Fox Williams 	£110
16th May 08:30 – 12:30 followed by networking & lunch Putting the Sizzle Back in the City Venue Ernst & Young, 25 Churchill Place, Canary Wharf, London E14 5EY	Putting the Sizzle Back in the City Talent Leaders Connect & City HR bring together talent leaders from across the financial services industry to explore and debate one of the most critical issues facing the sector: with attractiveness in working in the City at an all-time low, how to attract and retain key talent.	<ul style="list-style-type: none"> • Asif Sadiq, Ernst & Young • Gemma Lines, Citi Group • Steve Flint, Bank of America • Ken Brotherston, Talent Leaders Connect • Cindy Mahoney, City HR 	£150
23rd May 08:30 – 10:30 am Reward Roundtable Venue PwC 7 More London, SE1 2RT	Reward Roundtable <ul style="list-style-type: none"> • Reward governance - with the extension of the Senior Managers & Certification Regime (SM&CR), consideration of the governance agenda for firms with and without local remuneration committees, and • Gender pay reporting - following the first publication deadline, a review of the financial services disclosures, considerations and lessons learned. 	<ul style="list-style-type: none"> • Claire Morland, Principal, Mercer • Paul Scarborough, Director, PwC • David Clifford, David Clifford Consulting 	Free
29th May 08:30 – 10:30 am AI, Automation and Talent: Re-skilling the workforce Venue: TBA	AI, Automation and Talent: Re-skilling the workforce <ul style="list-style-type: none"> • Why is the Future of Work so important? • What types of roles are likely to be affected? • How will these roles and services potentially be delivered in the future? • What are companies doing already in terms of identifying roles and activities which could potentially be automated? • How will they respond to the impact on talent in the short, medium and long-term future? 	<ul style="list-style-type: none"> • Perry Timms, CEO PTHR and Author of Transformational HR • Andy Campbell, HCM Strategy Director at Oracle • Louise Brown, HSBC 	Free
JUNE			
27th June 4:30 – 6:00pm followed by Networking Drinks Member Forum & AGM and Sapphire Celebration of City HR Venue Charles Russell Speechlys LLP, 5 Fleet Place, London EC4M 7RD	AGM AND SAPPHIRE ANNIVERSARY CELEBRATION Join us for a special celebration to commemorate City HR's 45 years in existence. Started by HR Leaders in 1973 for 'HR of the Future', what has changed since then? And what next for the future of the profession? Champagne Reception and Canapes. Not to be missed.		Free
JULY			
10th July Change Management for the workforce of the future Venue Oracle One South Place, London, EC2M 2RB	Change Management for the workforce of the future <ul style="list-style-type: none"> • HRs role in leading change • Building resilience & wellbeing • Alleviating fear – communications strategies • Empowered career management Case studies. 	<ul style="list-style-type: none"> • Perry Timms, CEO PTHR and Author of Transformational HR • Andy Campbell, HCM Strategy Director at Oracle • Louise Brown, HSBC 	£185



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SEPTEMBER			
Date TBA 08:30 – 10:30 am Canary Wharf HR Leaders Breakfast Venue TBC	Canary Wharf HR Leaders Breakfast Roundtable discussions on issues affecting HR in financial services, including embedding the Remuneration Codes, GDPR, the Future of Work and latest D&I market programmes.		Free
Date TBA 08:30 – 11:00 am Apprenticeships – running out of time to spend your levy? Venue TBC	Apprenticeships – running out of time to spend your levy? An exploration of options and best practice in utilising the levy funding and developing the workforce at all levels <ul style="list-style-type: none"> • Insights from large companies who have successfully created a programme • Roundtable discussions and feedback on progress to date. 	<ul style="list-style-type: none"> • Peter Pledger, NSAFS • Carl Andersen, Societe Generale • Claire Tunley, City of London Corporation • Cindy Mahoney, City HR 	£150
19th September 4:30 – 6:00pm followed by Networking Drinks Member Forum - International Talent Mobility Venue Eversheds-Sutherland One Wood Street London EC2V 7WS	Member Forum - International Talent Mobility <ul style="list-style-type: none"> • The challenges and opportunities for using overseas secondments to develop talent and to attract the best individuals from overseas • What are the legal implications around international mobility from an immigration and employee contract perspective and what does the future hold in light of Brexit? • The logistics for managing outgoing and incoming international staff in terms of mobility logistics. How do organisations ensure that staff settle? • What are the drivers of mobility and how does this align with talent considerations? • The types of Global Mobility alongside cost mitigation and ROI. 	<ul style="list-style-type: none"> • Audrey Elliott, Head of Global Mobility Practice, Eversheds-Sutherland • Tony Stone, K2 International Mobility • Michael Grover, Global Mobility Consultant, Mercer. 	Free
OCTOBER			
2nd October 08:30 – 11:00 am Compensation Forum 2 Venue Simmons & Simmons LLP, CityPoint, One Ropemaker Street, London EC2Y 9SS	Compensation Forum 2 <ul style="list-style-type: none"> • Pay Strategy for 2019 - 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 and Jill Townley, PwC • Suzanne Bliss, Willis Towers Watson • Ian Fraser, Simmons & Simmons LLP • Carolynne Ruffle, City Pay Associates • Helen Farr, Fox Williams LLP • Joel Davies, McLagan • Alan Morahan, PS Aspire 	£155
17th October 08:30 – 10:30 am Reward Roundtable Venue PwC, 7 More London, SE1 2RT	Reward Roundtable <ul style="list-style-type: none"> • Brexit and employee mobility - considerations for mobility including remuneration regulation, tax and employment law. This will cover practical aspects of the more technical areas of mobility. as well as an overview of the pros and cons of the broad categories of assignment models typically used by multi-nationals. 	<ul style="list-style-type: none"> • Claire Morland, Principal, Mercer • Paul Scarborough, Director, PwC • David Clifford, David Clifford Consulting 	Free
Date TBA 8:45 – 12:00 noon Women in Leadership Building Confidence Venue TBC	Women in Leadership - 'Bridging the Confidence Gap' including: <ul style="list-style-type: none"> • Evidence of the Gap – what the data tells us • Know your-own self esteem • How to build self-confidence and eradicate self-doubt • Plan to be a Confident You. 	<ul style="list-style-type: none"> • Christine Champion, acumen executive • Cindy Mahoney, City HR 	£185
NOVEMBER			
19th November 9:00 – 4:30pm Annual Conference Venue London Stock Exchange 10 Paternoster Square, London EC4M 7LS	Annual Conference - Collaborative Innovation for HR Strategies of the Future This conference will capture the political, economic, social and technology 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 2018 	£360
29th November Member Forum and Year End Celebration Venue Allen & Overy, One Bishops Square, London E1 6AD	Member Forum and Year End Celebration		Free