

TRAINING AND EVENTS SCHEDULE 2020



DISRUPTION

**INCLUSION,
DIVERSITY &
BELONGING**

**Talent
management**

**KINDNESS
AT WORK**

**CAREER
RE-SKILLING
Brexit**

**DIGITAL
LEARNING**

Employee Experience **Culture** **Reward**
Resilience

**FUTURE
OF WORK**

**Mental
Health**

ETHICS OF AI

TECHNOLOGY

ANALYTICS

CITY HR Training and Events Schedule 2020

When and Where	Activity	Speakers	Cost (excl VAT)
<p>THROUGHOUT 2020</p> <p>EMPLOYEE CONDUCT RULES TRAINING</p> <p>TRAIN-THE-TRAINER & IN-HOUSE DELIVERY</p>	<p>Employee Conduct Rules Training</p> <p>A half day workshop for HR, L&D, Risk and Compliance on the delivery of Employee Conduct Rules Training aligned to SMCR. A cost-effective intervention for organisations wishing to manage their own personal internal training. Led by City HR this programme includes:</p> <ul style="list-style-type: none"> • Preparing to deliver in-house training • The pros and cons of delivering conduct rules on-line vs face-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, three group exercises and handouts. 	<ul style="list-style-type: none"> • Andrea Eccles, CEO, City HR • Cindy Mahoney, City HR 	<p>NOT INCLUDED IN ANNUAL MEMBERSHIP FEE</p> <p>£1,750 + printed materials</p>

JANUARY

<p>20th January 9.00am to 10.30am</p> <p>Venue JLT / Marsh & McLennan The St Botolph Building 138 Houndsditch London EC3A 7AW</p>	<p>Blue Monday</p> <p>Blue Monday is the name given to what is believed by many to be the most depressing day of the year, falling on the third Monday of January. However, with mental wellbeing in the workplace becoming a key focus for many firms, this session is an uplifting exploration of:</p> <ol style="list-style-type: none"> 1) What can be done in the workplace to address mental wellbeing 2) A personal and broader perspective on mental health, illness and recovery and what organisations can do to promote wellbeing and identify or respond to mental health issues as they develop 3) The Mindful Business Charter – how this initiative is changing the narrative from one of awareness of the issue to tackling some of the workplace contributions to mental illness, while promoting more effective working 4) Roundtable discussions on what attending firms are doing on this vital issue. Q&A with David McCahon, Barclays 	<ul style="list-style-type: none"> • Will Mitchell, Head of Leadership Development and Wellbeing, Marsh & McLennan • Richard Martin, Head of Mental Wellbeing, Byrne Dean and Chair, The Mindful Business Charter • David McCahon, General Counsel and Wellbeing Leader, Barclays 	<p>Free to City HR members</p> <p>Non-members £250</p>
<p>23rd January 8.30am to 10.30am</p> <p>Venue Oracle One South Place London EC2M 2RB</p>	<p>City HR and Oracle AI and Analytics Club: AI, Transformation and the Future Workforce</p> <p>Love it, hate it, or resist it, Industrial Revolution 4.0 (IR 4.0) is here. This revolution in our lifetime is blurring the boundaries between the physical, digital and biological worlds. In our workplace and everyday lives we are seeing a new fusion of our analogue world with automation, robotics, Artificial Intelligence (AI), the Internet of Things (IoT), genetic engineering and 3D printing to name a few.</p> <p>Given these changes HR needs to :</p> <ul style="list-style-type: none"> • Reconsider who or what will make up the workforce of the future • Move away from the hype to practical suggestions ensuring HR is prepped and thinking about the core impact on AI from a workforce management perspective. • Understand how technology can support the revolution and identify key workforce analytics <p>This session will contain practical hints and a model in terms of what HR should consider and how to lead the conversation on AI.</p>	<ul style="list-style-type: none"> • Kerry Nutley, Human Capital Management Strategy Director at Oracle • Mel Newton, Partner, People Consulting, KPMG • Caroline Gladwin, Master Principle Solution Consultant, Oracle 	<p>Free to City HR Members and Non-members</p>



When and Where	Activity	Speakers	Cost (excl VAT)
JANUARY (cont.)			
28th January 8.45am to 12 noon Venue LHH Penna 55 Gracechurch Street London EC3V 0EE	Women in Leadership Programme Networking for Influence This workshop is aimed at providing you with: <ul style="list-style-type: none"> • The mindset required for effective networking • The three types of networks you need for success • The creation of a targeted plan for you to action 	<ul style="list-style-type: none"> • Russell Deathridge LHH • Cindy Mahoney City HR 	Free to City HR Members Non-members £295
FEBRUARY			
3rd to 7th February	NATIONAL APPRENTICESHIP WEEK Details to follow	<ul style="list-style-type: none"> • City of London Corporation and in partnership with other Financial Services trade associations 	
12th to 13th February	Oracle OpenWorld London Open to all City HR members	Oracle	Free to City HR Members
MARCH			
2nd March 4pm to 6pm followed by networking over drinks and canapes MEMBER FORUM Venue AON Centre The Leadenhall Building 122 Leadenhall Street London EC3V 4AN	Creating the Right Culture Through the Lens of Reward and Incentives This session showcases the FCA's focus on rewarding and managing people as a key driver of culture and builds on their culture sprint on driving healthy cultures through incentives and recognition, to include: <ul style="list-style-type: none"> • Setting the scene for reward, the latest developments and how financial institutions can deploy non-financial incentives for employee recognition from a regulatory perspective • Roundtable discussions on reward and recognition amongst attending firms using agile methodology • Insights from Aon McLagan on reward, incentives and recognition within financial services and the wider market • The practitioner view from an HR Leader outside of Financial Services on how they reward, motivate and retain their workforce. 	<ul style="list-style-type: none"> • David Blunt, Head of Conduct Specialists, Supervision, FCA • Olivia Fahy, Lead Associate on Culture, FCA • Joel Davies, Partner, Aon McLagan • Sarah Desai, Group Head of Reward, Sainsbury's 	Free to City HR members
3rd March 12pm to 1pm Webinar	An update on a range of employment law issues scheduled to take effect in April 2020 including: <ul style="list-style-type: none"> • Gender pay reporting: shaping up for the the third annual gender pay gap for companies with 250 or more employees • Statement of terms for all workers • Minimum engagement terms for agency workers • NI Class 1A application to Termination payments: <ul style="list-style-type: none"> • IR35 • Holiday pay: the reference points • Employment Issues arising from Brexit (on-going) 	<ul style="list-style-type: none"> • Nick Hurley, Employment Law Partner, Charles Russell Speechlys LLP 	Free
8th March	International Women's Day Details to follow	Collaboration with other bodies	
16th March 8.30am to 11am Venue Eversheds Sutherland (International) LLP One Wood Street London EC2V 7WS	Compensation Forum An update of the regulatory, reward, pensions and associated legal considerations relating to Compensation and Benefits within financial services.	<ul style="list-style-type: none"> • Paul Fontes, Eversheds Sutherland (International) LLP • Charles Mayo, Simmons & Simmons • Paul Scarborough, PwC • Suzanne Bliss, Willis Towers Watson • Carolynne Ruffle, City Pay Associates • Joel Davies, Aon McLagan • Helen Farr, Fox Williams LLP • Alan Morahan, Punter Southall Aspire 	Free to City HR Members Non-members £250

When and Where	Activity	Speakers	Cost (excl VAT)
MARCH (cont.)			
18th March 8.30am to 10.30am Venue Osborne Clarke LLP One London Wall London EC2Y 5EB	AI, Digitisation, Operational Transformation and Navigating the Ethics As organisations gear up for the future of work it is imperative to consider the human cost of getting this right. Organisations are already examining the ethical considerations around AI, machine learning and the potential impact on employees, customers and other stakeholders on topics ranging from recruitment and selection through to confidentiality and data protection. Taking the perspective of the HR professional, the topics covered include: <ul style="list-style-type: none"> • AI and machine learning in the context of the people agenda • The cost of getting the people strategy wrong • HR in the Digital Age • The HR experience of working in a high-tech environment (a line HR practitioner) 	<ul style="list-style-type: none"> • David Cubitt, Partner International Employment Law, Osborne Clarke • John Buyers, Partner AI and Machine Learning Team, Osborne Clarke • Clive Swan, Senior Vice President, Adaptive Intelligent Apps, Oracle • A line HR practitioner from a high tech firm 	Free to City HR Members Non-members £250
APRIL			
23rd April 8.30am to 11am Venue Bryan Cave Leighton Paisner LLP Adelaide House London Bridge London EC4R 9HA	Managing a regulatory crisis in the world of SMCR At what point does an HR issue become a regulatory disaster? Are you confident about deciding at what point a disciplinary matter would need to be notified to your regulator? At this seminar our expert panel will look at what happens when an HR incident at a fictional financial services firm threatens to escalate into something more serious. The session will follow a case study through a whirlwind series of events. As the story evolves you will find out how well the firm is equipped to: <ul style="list-style-type: none"> • Recognise and identify the issues raised (in particular the regulatory, investigative and employment risks, and any areas of tension between those); • Investigate, manage and deal with them; and • Handle regulatory responses and consequences, including FCA notifications, exit negotiations and regulatory references We will also discuss ways in which firms can be prepared before an incident happens.	<ul style="list-style-type: none"> • Polly James, Partner, Investigations, Financial Regulation and White Collar Practice, Bryan Cave Leighton Paisner LLP Case Study and Drama Based Learning to highlight key issues	Free to City HR Members Non-members £250
30th April 8.30am – 10.30am Venue Oracle One South Place London EC2M 2RB	City HR and Oracle Metrics Club The Meaning of EX: Neuroscience, Human Behaviour and Joyful Employee Experience (EX) <ul style="list-style-type: none"> • What CHRO's can learn from CMO's about human behaviour • Psychology & Leadership – Applied Methodology to human behaviour and leadership development • Scientific research and ideas on how this could be analysed and applied within financial services • How Human Centred Design delivers joyful employee experiences that power business results 	<ul style="list-style-type: none"> • Yazad Dalal, EMEA HCM Strategy Leader, Oracle • Dr. Paula Cruise, Lead Organisational Behavioural Scientist, People Analytics, Barclays 	Free to City HR Members
MAY			
7th May 8.30am to 10.30am Venue Simmons & Simmons CityPoint One Ropemaker Street London EC2Y 9SS	Workforce and Governance Issues for the Board: HR's role as Trusted Advisor A company's culture and governance arrangements are critical to a company's success or failure. High profile examples of poor governance have shone a spotlight on the role HR can play and the risks they bring to employer and CEO's reputations. Of course, whilst such issues are critical to UK listed companies, this session equally applies to non-UK listed firms as a benchmark of a good relationship between the leadership and HR. This session will explore: <ul style="list-style-type: none"> • The section 172 duty - how directors fulfil their duties relating to employees and other stakeholders • UK Corporate Governance Code and other best practice guidance – the role of HR when reporting or advising the board (continued overleaf)	<ul style="list-style-type: none"> • Charles Mayo, Senior Adviser, Simmons & Simmons • Audrey Williams, Of Counsel, Simmons & Simmons, Employment • Jemima Coleman, Practice Development Lawyer, Simmons & Simmons • Paul Hucknall, HR Director, Quilter plc 	Free to City HR Members Non-members £250



When and Where	Activity	Speakers	Cost (excl VAT)
MAY (continued)			
	<ul style="list-style-type: none"> • Workforce policies and practices consistent with corporate values and supporting a company's long-term sustainable success • Workforce engagement and the importance of 'the workers' voice' • Corporate reporting: gender pay gap reporting, action plans, retention and promotion of female talent • Future reporting : the impact of ethnicity and disability pay gap reporting • Succession planning: balancing succession plans and obligations • The first hand experience of Paul Hucknall, HRD, Quilter plc (a FTSE 250 company) 		
14th May Venue TBA	<p>How leadership needs to evolve in order to deliver sustainable success in the new world.</p> <p>Greg Searle is an Olympic Gold medallist who works with organisations to help leaders to improve performance within the wider organisation. This session focuses on interactive leadership development with the emphasis on the people in the room taking responsibility and ultimately action to drive their own, and their teams' performance as well as how HR can coach their leaders to deliver results and a contented workforce. Key themes are:</p> <ul style="list-style-type: none"> • Managing short and long term objectives simultaneously • How well do we know ourselves and our teams? • Having a learning mindset • Effective communication. <p>Supported by two international business leaders, each with over 30 years experience at leading brands, delegates will gain first hand insight on how the role of leaders is changing and how they can coach the CEO to look at new developments in this field.</p>	<ul style="list-style-type: none"> • Greg Searle MBE • Keith Wishart • David Woodward 	Free
21st May 8.30am to 10.30am Venue Aon The AON Centre The Leadenhall Building 122 Leadenhall Street London EC3V 4AN	<p>Reward Roundtable</p> <p>This Round table will focus on issues emerging from the 2019/20 pay and bonus round as well as the key Reward challenges of the coming year. The emphasis is to combine some expert input with an opportunity to share views, explore common issues and gain insights with others facing the same challenges.</p> <p>Topics to be covered will include:</p> <ul style="list-style-type: none"> • The practical challenge of delivering the pay & bonus round • The need to recognise corporate and individual performance and appropriate risk adjustment • Key aspects of regulatory compliance and how to demonstrate you are compliant • Meeting the regulator's expectations on culture and behaviours, not just reducing incentives for the 'bad' but identifying and recognising the 'good' 	<ul style="list-style-type: none"> • Claire Morland, Aon • Paul Scarborough, PwC • David Clifford, David Clifford Consulting 	Free to City HR Members Non-members £250
JUNE			
6th June to 4th July	<p>London Pride Month</p> <p>Diversity & Inclusion Programme to be announced</p>		
10th June Venue Eversheds Sutherland (International) LLP One Wood Street London EC2V 7WS	<p>The Shape of HR</p> <p>The ever-changing shape of our workforces means that we also need to assess the appropriate shape of our HR offering to ensure it meets the future requirements of our people. From working environments to different working methodologies how does HR get itself – and the whole population – ready for the future? Join our employment and HR change experts to explore:</p> <ul style="list-style-type: none"> • What will future workforces need from HR? • The different structures that are being utilised by different organisations and their relative pros and cons • How HR was re-shaped at Jimmy Choo 	<ul style="list-style-type: none"> • Sophie White, Partner Employment Law, Eversheds Sutherland • Colette Lynch, HR Consultant, Konexo • Melissa Boyd, Interim Global HR Director, Jimmy Choo 	Free to City HR Members Non-members £250

When and Where	Activity	Speakers	Cost (excl VAT)
JUNE (cont.)			
June 18th 4pm to 6pm Venue Charles Russell Speechlys LLP 5 Fleet Place London EC4M 7RD	AGM / Member Forum A workforce spanning five generations is now a reality for numerous organisations as evidenced in the December 2018 City HR Benchmarking Results. This is an outstanding statistic from a diversity and inclusion perspective but also brings challenges for HR around how to create a great employee experience aligned to each of these generations. This interactive session looks at: <ul style="list-style-type: none"> • The landscape around the multi-generational workforce. What does this mean for HR and the employer brand? • How ready are employers to manage key talent issues including career management, training and preferred working methods? • In-session focus group to identify the challenges and remedies being experienced by delegates • Inter-generational debate on what each wants from the world of work, what really interests them and dispelling myths to create a new reality 	<ul style="list-style-type: none"> • Emma Birchall, Managing Director, Hot Spots Movement • Emily Chalkley, Associate, Charles Russell Speechlys LLP • Nick Hurley, Employment Law Partner, Charles Russell Speechlys LLP • Meet the Shadow Board 	Free to City HR Members
JULY			
2nd July 8.30am to 10.30am Venue Oracle One South Place London EC2M 2RB	Future Trends of Payroll Following the publication of a joint report by Oracle and the Chartered Institute of Payroll Professionals (CIPP) this AI and Analytics Club session will focus on the changes and challenges for the payroll function. Join Oracle and a host of expert speakers to hear what is going on in this critical function.	Oracle will be joined by payroll specialists to share insights on this subject.	Free to City HR Members
8th July 4:30pm to 6:30pm Venue Fox Williams LLP 10 Finsbury Square, London EC2A 1AF	Women in Leadership: Career Inspiration <ul style="list-style-type: none"> • Hear from the Government Equalities office about their latest research into supporting women's progression in the workplace • Hear first-hand from successful women their insights into what helped them progress • Share best practice and network with other City HR members 	<ul style="list-style-type: none"> • Government Equalities office • Helen Farr, Fox Williams LLP • Cindy Mahoney, City HR • Ranjani Kearsley, Head of HR, Eight Roads 	Free to City HR Members Non-members £250
SEPTEMBER			
16th September 4pm to 6pm MEMBER FORUM Simmons & Simmons CityPoint One Ropemaker Street London EC2Y 9SS	Speak Up: building the right culture and getting ahead of potential challenges How to create a safe environment in which employees can speak up is a key concern for many firms. Having the right policies and processes in place as well as monitoring the results of workplace surveys are crucial to the HR and Leadership Toolkit. Outside of this, fostering a speak up environment is down to your people and the culture they build through their behaviour. However, what is acceptable workplace behaviour can differ significantly for each individual often resulting in unintended outcomes for workplace cultures. This session will cover:- <p>Part One: An exercise led by byrne-dean on how to navigate different perspectives and emotions in working environments: Understanding how this diversity plays out and impacts individuals and the culture generally, and how to achieve an 'in the box' resolution.</p> <p>Part Two: Simmons & Simmons on Managing Speak-Up Policies and Embedding a Safe Environment</p> <ul style="list-style-type: none"> • Whistleblowing policies and confidential Hotlines • Do's and Don'ts when running an investigation • Legal advice privilege in the context of whistleblowing investigations • The role of the regulator and compliance teams alongside HR and Legal functions • Risks for an organisation and potential personal liability for failure to investigate/detriment/dismissal • Addressing speak up issues through challenging conversations and emotional intelligence to improve workplace behaviour and drive a positive culture • Creating a safe environment – how this works in practice. An insight from a leading bank 	<ul style="list-style-type: none"> • Cathryn Bean, Partner, Simmons & Simmons, Employment • Fiona Bolton, Partner, Simmons & Simmons, Employment • Victoria Lewis, Chief Executive, Byrne Dean • Head of Behaviourial Risk – Leading Bank 	Free to City HR Members

When and Where	Activity	Speakers	Cost (excl VAT)
SEPTEMBER (cont.)			
22nd September 8.30am to 10.30am Venue PwC 7 More London Riverside SE1 2RT	Reward Roundtable This roundtable will take place as firms are considering the key issues and themes for their 2020/21 pay and bonus round. The aim is to combine expert input with participants' own views and concerns to help identify some of the key drivers for the year-end process. Topics to include: <ul style="list-style-type: none"> • The macro drivers for the pay and bonus round, the broader context as well as regulator expectations • How firms are increasingly looking to demonstrate their approach is fully compliant with the regulator's requirements, especially in the hard-to measure areas such as culture • Risk adjustment at both the total and individual bonus level and how to ensure this is done both fairly and consistently across the organisation • The importance of collaboration where the pay and bonus round require close cross-function collaboration • The importance of process in evidencing compliance and what comprises a "good" process. 	<ul style="list-style-type: none"> • Claire Morland, Aon • Paul Scarborough, PwC • David Clifford, David Clifford Consulting 	Free to City HR Members Non-members £250
OCTOBER			
14th October 8.30am to 10.30am Venue Osborne Clarke LLP One London Wall London EC2Y 5EB	The Future Ready Workforce Assessing employees for digital readiness is not just about measuring their propensity to learn new skills or adapt to new technologies. It is equally about understanding their psychological safety and how to optimise the experience for all involved. From working environments to different working methodologies how does HR get itself – and the whole population – ready for the future? Join our technology and people assessment experts to explore: <ul style="list-style-type: none"> • What is the digital quotient? How can firms measure the ability to learn? • One company's experience of using assessment and metrics to prepare for the future. • The workforce of the future: how to retain, re-train, support, reassure and optimise your talent • How new learning and working methodologies benefited the people agenda (the Waterfall to Agile Model) 	<ul style="list-style-type: none"> • David Cubitt, Partner International Employment Law, Osborne Clarke • John McLaughlin, cut-e (part of Aon) • Kerry Nutley, HCM Strategy Director, Oracle • Dr. Paula Cruise, Lead Organisational Behavioural Scientist, People Analytics, Barclays • A line HR practitioner from a leading investment bank 	Free to City HR Members Non-members £250
20th October 8.30am to 11am Venue Eversheds Sutherland (International) LLP One Wood Street London EC2V 7WS	Compensation Forum An update of the regulatory, reward, pensions and associated legal considerations relating to Compensation and Benefits within financial services.	<ul style="list-style-type: none"> • Paul Fontes, Eversheds Sutherland (International) LLP • Charles Mayo, Simmons & Simmons • Paul Scarborough, PwC • Suzanne Bliss, Willis Towers Watson • Carolynne Ruffle, City Pay Associates • Joel Davies, Aon McLagan • Helen Farr, Fox Williams LLP • Alan Morahan, Punter Southall Aspire 	Free to City HR Members Non-members £250
NOVEMBER			
Early November 4pm to 6pm followed by networking over drinks and canapes MEMBER FORUM Venue Kemp Little LLP 4th Floor, Cheapside House 138 Cheapside London EC2V 6BJ	The Mandate of HR in a 'Woke World' A discussion group led by Marian Bloodworth, Employment Partner, Kemp Little LLP	<ul style="list-style-type: none"> • Marian Bloodworth, Partner, Kemp Little LLP, and Panel 	Free to City HR members

When and Where	Activity	Speakers	Cost (excl VAT)
NOVEMBER (cont.)			
25th November 9:30am to 5:30pm Venue ICAEW Chartered Accountants' Hall Moorgate Place London EC2R 6EA	2020 Annual CONFERENCE HR Reimagined Full programme and speakers to be announced in Summer 2020		1 free ticket to each City HR Member firm Additional tickets for member firms £250 Non-members £500
25th November 6:00pm to 7:30pm Venue ICAEW Chartered Accountants' Hall Moorgate Place London EC2R 6EA	Christmas Drinks & Networking		Free to City HR members

