



# Round Up Report: including Member Proposition 2025

## Dear Member,

As we start the new year, I am delighted to reflect on what has been a truly fabulous year for City HR. 2024 marked our 51st anniversary of delivering valuable services to you, our members, and it has been a milestone year of growth and progress. In 2024, we embarked on the first phase of our ambitious **new three-year strategy**, which focuses on enhancing our impact, expanding our reach, ensuring our ongoing financial viability and setting the foundation for an even brighter future. This first year served as a benchmarking phase, allowing us to assess our strengths, identify areas for improvement, and establish a robust framework for success in the years to come.

A key area of focus in 2024 has been **strengthening our relationships and partnerships**. Recognising the importance of aligning with like-minded organisations that share our vision, we have developed several strategic associate alliances representing key people and culture areas e.g. AI with Cambridge Spark, EDI with both Inclusio and Inclusive Employers and of course the continued focus on the skills agenda with both Mercer and 365 Talents. These alliances are already enhancing the services and opportunities we provide to you and further positioning us as a leader in our field.

At the same time, we have invested in our team, welcoming a **Deputy CEO** in Nikki Squelch, 7 new Shadow Board and a plethora of new leaders across 15 Networks and Special Interest Groups. Further, in line with our first Board Composition Review we have invited **two new members to our board** - Vanessa Trigg, Head of Human Resources at Gulf International Bank (UK) Limited and Burak Koyuncu, Senior Vice President at LHH. This infusion of energy and exceptional capability has been pivotal as we continue to evolve and meet the diverse needs of our growing membership. The City HR Board, Shadow Board members and Network and Special Interest Group Leads represent our world class **City HR Leadership cadre**.

As we celebrate our achievements, I want to express my heartfelt gratitude to you, our members, for your continued support, engagement, and trust. It is your commitment that inspires us to innovate and excel in everything we do. With year one of our three-year strategy behind us, we are more confident than ever in our ability to deliver exceptional value and navigate the challenges and opportunities that lie ahead. Thank you for being a part of this incredible journey. Here's to an exciting and impactful year ahead in 2025!

**Louise Brown**,  
Chair, City HR | Business Management Director, HSBC



**Louise Brown**,  
Chair, City HR  
Business Management  
Director, HSBC

City HR is proudly  
sponsored by the following  
organisations that  
significantly enhance our  
membership services:



**pwc**

**LHH**

**AON**

**foxwilliams**



City HR Association Ltd.  
Room 209.11 - 12 Tokenhouse Yard  
London EC2R 7AS

Tel: 0207 073 2687  
E-mail: [info@cityhr.co.uk](mailto:info@cityhr.co.uk)  
Web: [www.cityhr.co.uk](http://www.cityhr.co.uk)

## THE CITY HR BOARD



**Louise Brown,**  
Chair, City HR & HSBC



**Ali Trauttmansdorff,**  
Vice Chair, City HR  
BMS Group



**Meena Anand,**  
CEO, City HR



**David Barnett,**  
Hon. Treasurer, Mitsubishi  
UFJ Trust & Banking  
Company



**Andrea Eccles,**  
Senior Advisor, City HR



**Lucy Espinal-Rae,**  
UBS



**Nick Hurley,**  
Charles Russell Speechlys  
LLP



**Fenil Khuroja,**  
Standard Chartered



**Amera Otaifa,**  
Swiss Re



**Jen Tiffin,**  
NatWest



**Steve Woodhouse,**  
Marsh McLennan



**New Board Member in 2024**  
**Burak Koyuncu,** LHH



**New Board Member in 2024**  
**Vanessa Trigg,** GIB (UK)

## THE 2025 MANDATE

### GROWTH AND PRODUCTIVITY

As we step into 2025, it's clear this year will be a transformative one for our member organisations. With the new Labour government prioritising growth and productivity for our sector, and their **"Making Work Pay"** initiative in particular starts with the introduction of 26 legislative changes. Alongside this, the Financial Conduct Authority (FCA) and the Prudential Regulation Authority (PRA) are rolling out further regulatory changes that will impact how organisations operate. These shifts present both opportunities and challenges, and we are committed to helping our members navigate these developments effectively, ensuring they are well-positioned for success.

In 2025, our commitment to member-driven initiatives is stronger than ever. We are delivering **over 90 events** across **10 themes** carefully curated from your invaluable input. These events include dialogue across our **15 Special Interest Groups and Networks**, creating spaces for knowledge exchange and collaboration for our specialist HR colleagues. As usual we're hosting three dedicated **Member Fora**, delving into pivotal topics like Artificial Intelligence, Culture and a second look at Wellbeing and Mental Health — areas identified as priorities by our community. We also eagerly anticipate the insights from our **9th benchmarking survey** in the first few weeks of the year.

Additionally, following the success of our 2024 pilot, we are excited to expand our **CPO Breakfast Symposia**, providing our member Chief People Officers with exclusively curated series of conversations to engage in thought leadership and peer learning for a modest additional fee.

2025 also sees the launch of three new initiatives :

- **City HR's Trusted Supplier Network** - a roster of suppliers that City HR has identified and validated as its preferred choices for specific HR services relevant to the sectors covered by the City HR Association.
- In partnership with **Middlemore**, a development intervention for **next-gen CPOs** and;
- In partnership with the **London School of Economics** and a host of **experts in culture** we hope to support members in thinking more systemically and thoughtfully about culture.

Watch this space for details of each of these!

And... if this all wasn't enough, our **19th Annual Conference** promises to be a highlight once again, spotlighting how technology is redefining HR and offering innovative solutions for the challenges ahead.

There is much to look forward to in 2025, and I am truly energised by the opportunities ahead. Together, we will continue to grow, adapt, and thrive as we build a stronger, more productive future for our members. Let's get started!

**Meena Anand,**  
Chief Executive,  
City HR Association



## SHADOW BOARD UPDATE

The **City HR Shadow Board (SB)** continued to thrive in 2024. We've waved farewell to our previous cohort and welcomed in new members broadening our reach, experience & skills, and bringing in new energy.

After a fantastic response to our Shadow Board (SB) recruitment campaign our new members immediately jumped in by proudly joining us on our **weekly HR Community Chats**, both hosting and regularly participating in the rich dialogue that this forum promotes.

A regular highlight of the SB calendar is presenting at **City HR's Annual Conference** and this year was no different. Our new cohort led an afternoon session right at the heart of the conference theme – HR as the Engine of Growth – focusing on the 'marvellous middle' and what attendees are doing to build line manager capability. A topic close to so many HR professionals' hearts and a wonderful way to share ideas across attendees.

We also took part in some development of our own with a **Board Governance session** run by our very own **Andrea Eccles** and **Louis Cooper**, where we were joined by City HR Board member **Jen Tippin** from NatWest. This session gave valuable insight into the nature and types of Board roles, what to expect and what's expected of us the Shadow Board and really brought to life what a Board role can bring. Shadow Board members are also benefiting from the broader development opportunities available including supporting **Network and Special Interest Group (SIG)** leads and their mentor relationship with City HR Board members.

As we enter 2025, the SB will continue to help deliver the City HR strategy and play a more visible role in hosting the ever popular Community Chats, as well as bringing a different perspective to our Board meetings and sharing experience and insight through our social media channels.

The reasons to join the City HR Shadow Board are numerous, including direct mentorship from senior leaders, excellent networking opportunities and a vast CPD offering. The application process to join the SB will re-open over the coming months. If you, or members of your HR community, are interested in applying or understanding more about how the City HR Board and SB work together, please don't hesitate to get in touch by emailing [info@cityhr.co.uk](mailto:info@cityhr.co.uk)

### City HR Shadow Board, 2024 Cohort

## PHOTO HIGHLIGHTS FROM 2024!



June AGM & Member Forum



September Member Forum



The first meeting of the City HR Leadership Cadre. Oct. 2024



Our 18th Annual Conference at the fabulous ICAEW, Nov. 2024

# OUR 2025 AGENDA HAS SOMETHING FOR EVERYONE IN YOUR HR TEAM!

## HR COMMUNITY CHATS PLANNED FOR 2025

HRCCs take place every **Tuesday at 9am**, topics include:

- **Celebrating Race Equality Week**, Adese Okojie, Black Women in HR.
- **International Womens Day**. Diana Hudymac, UK CEO, NED Bank
- **Updates from our Legal & Regulatory Change Special Interest Group**, Marian Bloodworth, Fox Williams and Polly James, BCLP.
- **Early Indicators of low Employee Experience**, Jason Buwanabala, PwC
- **Empowering our line managers**, with City HR Shadow Board.
- **Updates from the Reward & Compensation Special Interest Group**, John Dady, Aon, Paul Scarborough, Alison Wade, PwC
- **Exploring HR's role in Sustainability**, Devyani Vaishampayan, Chapter Zero Fellow and Andrew Turner, Net Zero expert.
- **Celebrating International HR Day**, Arabella Ellis, Founder and Director, Gyre Teams
- **Skills Based Hiring**, Oakleaf and Aon.
- **Exploring People Related Risk**, Manider Bahra, People Risk Professional.
- **Assessing Organisational Culture**, a joint City HR and LSE project.

To see these chats on catch-up, please contact [info@cityhr.co.uk](mailto:info@cityhr.co.uk) and for a full list of all 2025 events and our fantastic contributors and supporters, please click [here](#).

## Meet our 2025 Speakers



**Claire Murdoch**,  
National Mental Health  
Director, NHS England,  
**Autumn Member  
Forum on Wellbeing**



**James Swaffield**, CEO,  
Cambridge Spark  
**Spring Member  
Forum on AI**



**Nick Mclelland**  
CEO, Byrne Dean  
**Autumn Member  
Forum on Wellbeing**



**Adrian Walcott**, Co  
Founder, Brands with  
Values, **City HR AGM  
and Forum on Culture**



**Adese Okojie**  
CEO and Founder,  
Black Women in HR  
**Feb. HRCC**

## CityHR 2025 THEMES

Building on member feedback and industry research, we have curated a dynamic schedule of events for 2025. Really something for everyone!

1

### Culture

Defining, assessing and driving culture change together with the role leaders play

2

### Hybrid/ Flexible Working

Continued impact on workplace design, policy and the "future of work". Designing hybrid work models that balance flexibility with productivity.

3

### HR technology

Understanding the landscape and choosing well!

4

### Equality, Diversity, Inclusion and Belonging

2.0 - resetting the agenda with the CIPD and FCA

5

### Continued focus on AI

How it might support HR process improvement and what skills HR professionals need

6

### The Skills Agenda

What skills will HR practioners need in the future, HR Career Pathways and becoming "fit" for the future

7

### The Labour Government

"Make work pay" and more!

8

### Employee Experience

Hyper-personalisation of HR processes. Building an Employee Value Proposition (EVP) that resonates with diverse talent

9

### People-related Risk

Dealing successfully with employee related risk

10

### Wellbeing

Expanding wellbeing initiatives to cover mental, physical, and financial health. Measuring the ROI of wellbeing programs through productivity and absenteeism metrics

### SAVE THE DATE!!!

Please save the date for the following in-person events:

- **City HR Spring Member Forum** on 27th March (4-6 PM)
- **City HR AGM and Forum** on 24th June (4-6 PM)
- **City HR Autumn Member forum** on 30th September (4-6 PM)
- **19th City HR Annual Conference** on 27th November (9-6PM)