

Westminster Employment Forum Keynote Seminar:

The future for Human Resources - technology and the changing role for HR professionals

Timing: Morning, Thursday, 27th April 2017

Venue: Royal Over-Seas League, Over-Seas House, Park Place, St James's Street, London SW1A 1LR



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Agenda subject to change

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**
Beckett Frith, Reporter, HR Magazine
- 9.05 - 10.15 **Recruitment and development - the role for technology**
- 'The future of talent attraction'*
Joe Wiggins, Head of Communications, Europe, Glassdoor
- Opportunities for improving diversity of talent*
Raphael Mokades, Founder and Managing Director, Rare Recruitment
- 'Technology and structural Inclusion: a market-wide view'*
Olivier Vidal, Founder and Consultant, Fair Hiring Project
- Predictive technology case study: business benefits and challenges*
Charles Hipps, Chief Executive Officer and Founder, WCN
- Questions and comments from the floor
- 10.15 - 10.40 **Case study: development of workforce dashboards within Public Health England**
Tony Vickers-Byrne, Director of Human Resources, Public Health England
Questions and comments from the floor
- 10.40 - 10.45 **Chair's closing remarks**
Beckett Frith, Reporter, HR Magazine
- 10.45 - 11.10 Coffee
- 11.10 - 11.15 **Chair's opening remarks**
Lord Young of Norwood Green
- 11.15 - 12.00 **The future for HR analytics and big data - opportunities and legal challenges**
What key business benefits can developments in business analytics and the use of big data bring for the HR function and their organisations, and what are notable examples of its effective use? What are the challenges arising from tensions between the analysis of trends and big data sets, and applying findings to individual employees and candidates - particularly in areas such as discrimination and unfairness? How are issues of data privacy being addressed? How are challenges of system interoperability, skills and integrating HR analytics into organisational management cultures being tackled?
Alexandra Mizzi, Senior Associate, Howard Kennedy
Doug Brown, Chief Data Scientist, Capita Employee Benefits
Richard Marsden, Director, Icon UK
Questions and comments from the floor
- 12.00 - 12.15 **What is the future role for HR professionals in light of developments in technology?**
Professor Vlatka Hlupic, Professor of Business and Management, University of Westminster; Chief Executive Officer, The Management Shift Consulting and HR Most Influential Thinkers List, 2016
- 12.15 - 12.55 **Where next for HR tech - engagement, management, individual performance and productivity**
How have developments in technology impacted performance management practices and appraisal systems? What are examples of best practice in the use of technology and innovation to improve employee engagement and to develop organisational culture? In what other areas of HR practice has the introduction of technologies and innovation proven particularly effective, for example payroll, training and development etc, and what can be learnt from this? How well are developments in HR tech meeting the needs of a millennial workforce and how can the key challenges be dealt with for an increasingly mobile and flexible workforce, including in areas such as supervision, time management and security and confidentiality? What challenges will increasing work automation present for HR professionals; what will be the skills development challenges and how can practitioners best adapt to provide strategic support to help business adapt to the ever changing world of work? What is the potential for innovation in HR to contribute to increasing national productivity and competitiveness?
Gail Cartmail, Acting General Secretary, Unite
Faye Holland, Founder, Cofinitive
Andy Campbell, Senior Director, HCM Strategy, Oracle
Questions and comments from the floor with **Professor Vlatka Hlupic**, Professor of Business and Management, University of Westminster; Chief Executive Officer, The Management Shift Consulting and HR Most Influential Thinkers List, 2016
- 12.55 - 13.00 **Chair's and Westminster Employment Forum closing remarks**
Lord Young of Norwood Green
Tom Overend, Forum Lead, Westminster Employment Forum