

Agenda

21 November 2024 | Convene Sancroft | London

Empowering reward and benefit leaders for 2025 and beyond



Personalise your agenda

1. Plan your day: Select one option in each time block. N.B. some sessions are invitation-only.
2. Select at least one time block to explore the curated exhibition of 50+ benefits providers, consultant and intermediaries. Make valuable connections with leading suppliers in the market.

Sign up and book your sessions here



08:00 – 09:10	Registration and visit the exhibition Buffet breakfast and meet the exhibitors from all corners of the reward & benefits sector	
08:25 – 09:10	Workshop: INVITE ONLY How forward-thinking reward and benefits professionals are using AI-powered personalisation to make their people strategy unbeatable Strategic partner: Peppy	Doddington
08:25 – 09:10	Workshop: INVITE ONLY Care in crisis: why the NHS can no longer support and what employers can do to step in Strategic partner: KareHero	Elizabeth Boardroom
08:25 – 09:10	Workshop: INVITE ONLY Navigating global pensions and benefits under the EU Pay Transparency Directive Strategic partner: Mercer Marsh Benefits	Hardwick Hub
09:15	Chair's welcome Debi O'Donovan, Co-founder and Director, REBA	Grand Hall
09:40	Opening keynote: How to make workforce data add up: Three tools to help you think clearly about reward and benefits data Tim Harford, BBC broadcaster, data detective and million-selling author on economics, psychology and the unexpected bits in between is described as a genius at telling stories that illuminate our world. In his compelling style, Tim will reveal how we can evaluate the claims that surround us with confidence, curiosity and a healthy level of scepticism and help you to think clearly about reward and benefits data as you plan for 2025 and beyond. Tim Harford, Financial Times' Undercover Economist and BBC Radio 4 <i>More or Less</i> Presenter	Grand Hall
10:25	Visit the exhibition and networking coffee break	

11:00 – 11:45					
Topical speaker breakout sessions					
Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
11:00 – 11:25 Grand Hall 2	11:00 – 11:25 Doddington 1	11:00 – 11:25 Grand Hall 1	11:00 – 11:25 Hardwick Hub	11:00 – 11:45 Doddington 2	11:00 – 11:45 Elizabeth Boardroom
Navigating the impact of the Labour Government's employment policies on future reward and benefits strategies Mark Jones, Partner, Isio Sarah Henchoz, Global Head of Employment Litigation & Investigations, A&O Shearman Moderator: Sally Purbrick, Reward Experience Specialist, BT Group	Investing in support for working parents to build mental resilience and mitigate future health and productivity costs Elizabeth Hampson, Partner, Life Sciences and Health Innovation, Deloitte Moderator: Jenni Wilson, Expert Health Insurance & Healthcare Industry Consultant	Fireside chat with Dan Copley: Using AI to build a healthier global workforce without increasing healthcare budgets Kevin Newman, Head of Health & Benefits, Western Europe, WTW Dan Copley, Investor, Entrepreneur and Former CEO, Google UK Moderator: Janet Cooper, OBE, Experienced Reward Professional & Chair of three Remuneration Committees	How the drive for reward transparency is shaping global pay strategies Lucy Brown, UK DEI, Pay Equity and Pay Transparency Consulting Leader, Mercer Marsh Benefits Moderator: Jake Attfield, Head of Strategy, Fair4All Finance	Panel: Flexible Benefit Technology in Global Benefits Strategy: Enhancing Consistency, Equity, and Cultural Sensitivity With speakers from Ben, Chart Industries and Philip Morris International Moderator: Debi O'Donovan, Co-founder & Director, REBA See page 13 for more details	Workshop: INVITE ONLY Leveraging data and analytics to empower reward and benefit leaders to make informed decisions and future-proof your workforce Hosts: David Kirk, Growth Leader, Technology, Aon Mark Witte, Head of Health & Risk Propositions & Consulting, Aon

11:35 – 12:15 Topical speaker breakout sessions					
Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
11:35 – 12:15 Grand Hall 2	11:35 – 12:00 Doddington 1	11:35 – 12:00 Grand Hall 1	11:35 – 12:00 Hardwick Hub	Doddington 2	Elizabeth Boardroom
Masterclass: Get behind the latest Benefits Trends research: Uncovering changing workforce needs, priorities and pressures to find out what you can do today to be future-ready for tomorrow David Collington , Partner, Head of Benefit Consulting, Barnett Waddingham Sarita Coleman , Head of Reward, RSPCA Julia Turney , Partner and Head of Platform & Benefits, Barnett Waddingham Moderator: Sally Purbrick , Reward Experience Specialist, BT Group	Tools to support employers as they navigate the adult care crisis Stephanie Leung , Founder and CEO, KareHero Moderator: Jenni Wilson , Expert Health Insurance & Healthcare Industry Consultant	From wellbeing washing to real impact: Building a unified employee proposition for a multi-generational workforce Graham Meike , Chief Product and Innovation Officer, Zest Moderator: Janet Cooper, OBE , Experienced Reward Professional & Chair of three Remuneration Committees	Case study: How financial wellbeing strategies are shifting to meet workforce demands with lessons from Sage Sarah Long , Head of New Business, WEALTH at work Julie Shepherd , Share Plan Director, The Sage Group Moderator: Jake Attfield , Head of Strategy, Fair4All Finance	Panel continues to 11:45	Workshop continues to 11:45

12.00 – 12.25 Break and visit exhibition
Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking

12:25 – 13:10 Topical speaker breakout sessions					
Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
12:25 – 12:50 Grand Hall 2	12:25 – 12:50 Doddington 1	12:25 – 12:50 Grand Hall 1	12:25 – 13:05 Hardwick Hub	12:25 – 13:10 Doddington 2	12:25 – 13:10 Elizabeth Boardroom
The practitioners guide to AI for benefits communication, personalisation and competitive advantage Matt Macri-Waller , CEO, Benefex Moderator: Sally Purbrick , Reward Experience Specialist, BT Group	Global financial wellbeing: how the financial health of the world is evolving and how employers are supporting the change Tim Perkins , Co-founder and CEO, nudge Moderator: Jenni Wilson , Expert Health Insurance & Healthcare Industry Consultant	Mitigating people and health risks: Future-proofing your workplace wellbeing benefits for 2025 and beyond Saumya Barber , Head of Proposition Development, Unum UK Moderator: Janet Cooper, OBE , Experienced Reward Professional & Chair of three Remuneration Committees	Masterclass: Preparing for Pay Transparency: Leveraging change and setting new standards for fair pay Justine Woolf , Director of Consulting, Innecto Judith Moore , Global Head of Reward & Mobility, Wise Alison Hanlan , Reward Director, Brambles Moderator: Jake Attfield , Head of Strategy, Fair4All Finance	Panel: Future benefits 2030: Adapting to evolving employee needs and preparing for the next generation workforce With speakers from Zurich, Soundcloud, Unilever and Dentsu Moderator: Jo Gallacher , Content Director, REBA See page 13 for more details	Workshop: INVITE ONLY Successful execution of a global retirement strategy: Getting visibility, control and governance of DC plans for a global workforce Host: Helen Hatt , Partner, International Wealth Team, Aon Catherine Engelhardt , Associate Partner, International Wealth, Aon

12.50 – 14:10 Lunch and visit exhibition
Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking



14:10 – 14:55					
Topical speaker breakout sessions					
Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
14:10 – 14:35 Grand Hall 2	14:10 – 14:35 Doddington 1	14:10 – 14:35 Grand Hall 1	14:10 – 14:35 Hardwick Hub	14:10 – 14:35 Doddington 2	14:10 – 14:55 Elizabeth Boardroom
Case study: Demystifying pay equity with lessons from Diageo Ross Elmsly, <i>Head of Solution Advisory, beqom</i> Prakriti Sarkar, <i>Head of Global Compensation Programs, Diageo</i> Moderator: Sally Purbrick, Reward Experience Specialist, BT Group	Case study - Engaging the disengaged to mitigate rising health costs: Unlocking employee health ownership with lessons from NatWest Will Turner, <i>CEO and Co-Founder, GoJoe</i> Alan Mochrie, <i>Benefits and Wellbeing Manager, NatWest</i> Moderator: Jenni Wilson, Expert Health Insurance & Healthcare Industry Consultant	Rethinking pensions: the benefit employees overlook but can't afford to ignore Ruth Handcock, <i>CEO, Octopus Money</i> Moderator: Janet Cooper, OBE, Experienced Reward Professional & Chair of three Remuneration Committees	Rethinking global benefits design: using AI to transform strategy and solve complexity Sebastian Fallert, <i>Co-founder and CEO, Ben</i> Moderator: Jake Attfield, Head of Strategy, Fair4All Finance	Innovation Demo: Unlocking financial wellbeing and improving financial inclusion through secure digital income and employment data sharing Laura Hughes, <i>Employer Solutions Consultant, Experian</i>	Workshop: INVITE ONLY Future-proofing beyond pay: Navigating new government employment policies and how they are impacting workforce strategy planning Andrew Walker, <i>New Business Development Director, Personal Group</i> Sarah Lardner, <i>Director of Business Innovation (Innecto) - Personal Group</i>

14:45 – 15:30					
Topical speaker breakout sessions					
Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
14:45 – 15:10 Grand Hall 2	14:45 – 15:10 Doddington 1	14:45 – 15:10 Grand Hall 1	14:45 – 15:10 Hardwick Hub	14:45 – 15:30 Doddington 2	Elizabeth Boardroom
Using technology and AI to support the shift to skills-based organisation, while enabling pay transparency readiness and equal pay governance Sara Hill, <i>Founder and CEO, RoleMapper</i> Moderator: Sally Purbrick, Reward Experience Specialist, BT Group	How the climate outlook will reshape risk, the benefits supply chain and the wider benefits ecosystem Matthew Gregson, <i>Executive Director, Howden Employee Benefits</i> Rowan Douglas CBE, <i>CEO of Climate Risk & Resilience, Howden Group</i> Moderator: Jenni Wilson, Expert Health Insurance & Healthcare Industry Consultant	Make time to visit the extensive exhibition today	Case study: Putting an Employee Value Proposition (EVP) at the heart of the business to align with strategic ambition at Nationwide Andrew Drake, <i>Director, People Experience Consulting, Gallagher</i> Carmen Coombs, <i>Head of Employee Experience & Proposition, Nationwide</i> Moderator: Jake Attfield, Head of Strategy, Fair4All Finance	Panel: Empowering the future: the transformative role of digital and AI in shaping future benefits strategies With speakers from Microsoft, Teneo Securities and Peppy Moderator: Jo Gallacher, Content Director, REBA <i>See page 13 for more details</i>	Workshop continues to 14:55

15:20 – 16:05					
Topical speaker breakout sessions					
Option 1	Option 2	Option 3	Option 4	Option 5	Option 6
15:20 – 15:45 Grand Hall 2	15:20 – 16:00 Doddington 1	15:20 – 15:45 Grand Hall 1	15:20 – 15:45 Hardwick Hub	15:35 – 16:00 Doddington 2	15:20 – 15:45 Elizabeth Boardroom
Unlocking life's key moments: Empowering employees to navigate financial milestones and build a more inclusive financial ecosystem Natalie Hammond, <i>Head of Marketing (Data & Propositions), Experian</i> Moderator: Sally Purbrick, Reward Experience Specialist, BT Group	Masterclass: Harnessing innovation and benefits optimisation to manage future health costs and improve outcomes Guy Clarkson, <i>UK Digital Growth Leader and</i> Mike Naulls, <i>Growth Leader and Principal, Mercer Marsh Benefits</i> Moderator: Jenni Wilson, Expert Health Insurance & Healthcare Industry Consultant	Preparing for rising costs and new trends: How employers can lead the way in designing inclusive, global women's and family health benefits Will Porteous, <i>Chief Growth Officer, Maven Clinic</i> Dr. Hiba Sher Khan, <i>UK Medical Director, Maven Clinic</i> Moderator: Janet Cooper, OBE, Experienced Reward Professional & Chair of three Remuneration Committees	Tackling inequalities in workplace healthcare: Creating fair and equitable access for all employees Tina Kennedy, <i>Product Director - Healthplan and</i> Camilla Brooke, <i>Head of Corporate, SME and Intermediary, Simplyhealth</i> Moderator: Jake Attfield, Head of Strategy, Fair4All Finance	Innovation Demo: Tackling the hidden cost of MSK: Leveraging cutting-edge technology to proactively predict and prevent musculoskeletal issues Dr. Shane Lowe, <i>CEO, Vitru Health</i>	Make time to visit the extensive exhibition today

15:45 – 16:10	Visit exhibition and networking afternoon tea break	
16:10 – 16:55	Curated roundtables or visit exhibition	
Doddington 1 & 2	Curated roundtable discussions: Select your preferred topic to share, learn and pick up ideas about in these vendor-free discussion groups. 1. Changing societal health and responsibility: managing health; risk and prevention benefits 2. Creating pay and reward strategies to support transparency; equity and inclusion 3. Evolving mental resilience: benefits and strategies to support mental health including digital stress; mental health and neurodivergence	Visit the exhibition Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking. Learn about the latest products, services and solutions from a mix of established big-name suppliers and fresh new innovators.
Grand Hall 2	4. Financial wellbeing strategies to support the changing needs of different generations 5. Impact of AI as a game changer for benefits communication; personalisation and engagement 6. International benefits design; delivery and alignment across different countries and territories 7. Navigating benefits tech – understanding the evolving market and implications for employers 8. Understanding the impact of the Labour government's new Employment Rights Bill on reward and benefits	
16:55 – 17:30	Celebrity guest speaker: Simon Reeve, Adventurer and TV presenter Join Simon as he takes time out from his 'To the Ends of the Earth' national theatre tour to share stories, surprises, deeper thoughts and some laughs too. He'll encourage us to get out of our comfort zone, explore issues around resilience and head health and inspire and remind us that we all need more journeys -and a bit more wild - in our lives!	
17:30 – 18:00	Closing networking drinks Join us for drinks to celebrate a great day of learning, sharing, networking and sourcing the best suppliers to support your benefits strategy into 2025!	

Visit the exhibition:

Find out more about who's exhibiting



It's such a great use of your time – 50+ providers under one roof in one day.

Break times will be busy with refreshments and networking with your peers, so make sure to allow at least one time block to visit the exhibition. Keep some time to discover new services, find new suppliers, talk to existing contacts, benchmark services and more. There is a great array and range of suppliers keen to meet you. Discover what's new in just a few hours.

Thanks to our exhibiting sponsors for supporting REBA with this event:

