

Agenda

Preparing
Reward and Benefit
Leaders for 2026
and Beyond



20 November 2025 | Convene Sancroft | London

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 65 benefits providers, consultants and intermediaries. Make valuable connections with leading suppliers in the market.

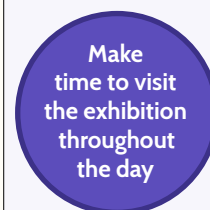


08.00 – 09.10	08.25 – 09.10	08.25 – 08.50
Registration and visit the exhibition Buffet breakfast and meet the exhibitors from all corners of the reward & benefits sector	Elizabeth Boardroom WORKSHOP INVITE ONLY Why AI is crucial in employee benefits to reduce cost and improve the employee experience Strategic partner: Aon Hosts: Dr Jeanette Cook, Principal Wellbeing and Strategic Consultant, Aon David Guy, Strategic Broking Lead, Aon	Doddington Forum 2 INNOVATION DEMO INVITE ONLY How is AI transforming global benefits delivery today? Hosted by: Andrew Owens, Darwin Chief Technology Officer, Mercer Marsh Benefits
	Doddington Forum 1 WORKSHOP INVITE ONLY Bridging the benefits divide: Engaging deskless workers to futureproof your business Strategic partner: Personal Group Hosts: Karen Thornley, CEO, Innecto Jenny Hinde, Chief People Officer, Personal Group	
	Hardwick Hub WORKSHOP INVITE ONLY Think global: Building benefits strategies that scale Strategic partner: Benifex Hosts: Ross Spearman, Chief Experience Officer, Benifex Jenny Dewulf, Head of Solution Consulting, Benifex	
09.00 – 10.15	Grand Hall 1 & 2 <div></div> <div>Opening keynote with Paul Dolan, Professor of Behavioural Economics, LSE The UK presents a challenging productivity puzzle, while we have flatlined, other OECD countries are back on trend. Join this thought-provoking session with Paul Dolan to explore why this is happening, the impact on shifting workplace culture and what employers can do about it. Paul will delve into the radical uncertainties that businesses face around AI and the future of work more broadly. He'll consider the impact of political influences and will draw on his latest research into what he terms 'Beliefism' and how it impacts decision-making in organisations and wider policy thinking. Chair: Debi O'Donovan, Co-founder and Director, REBA</div>	
10.15 – 10.50	Visit the exhibition and networking coffee break	


Make time to visit the exhibition throughout

Make
time to visit
the exhibition
throughout
the day

10.50 – 11.15		Topical speaker breakout sessions			
OPTION 1 Grand Hall 2	OPTION 2 Doddington Forum 1	OPTION 3 Grand Hall 1	OPTION 4 Hardwick Hub	OPTION 5 Doddington Forum 2	OPTION 6 Elizabeth Boardroom
<p>Getting ready for the EU Pay Transparency Directive: From compliance to best practice to confidence</p> <p><i>Peter Brauer, CEO, Turning Point</i> Moderator: <i>Dawn Lewis, Content Editor, REBA</i></p>	<p>Future-proofing benefits to support life's toughest moments: Navigating the realities of the working age we routinely ignore</p> <p><i>Susannah Heims Business Development Director, UK, Everest Funeral Concierge Ltd</i> <i>Michelle Hales, Senior Funeral Advisor, Everest Funeral Concierge Ltd</i> Moderator: <i>Stella Chaplin, Pension and Benefits Expert</i></p>	<p>Benefits that find you: How AI enables personalised discovery</p> <p><i>Adam Mason, Chief Strategy Officer, Benifex</i> Moderator: <i>Sally Purbrick, Reward Experience Specialist, BT Group</i></p>	<p>The parenthood penalty: What reward and benefits leaders can do to close hidden pensions and pay gaps for working parents</p> <p><i>Ruth Handcock OBE CEO, Octopus Money</i> Moderator: <i>Jake Attfield, Head of Strategy, Fair4All Finance</i></p>	<p>Smarter workplace mental health solutions: Blending human and AI for better outcomes and ROI</p> <p><i>Shamira Graham, Chief Commercial Officer & Principal CBT Therapist, Onebright</i> Moderator: <i>Jen Wilson, Expert Health Insurance & Healthcare Industry Consultant</i></p>	<p>10.50 – 11.35 WORKSHOP INVITE ONLY</p> <p>Future-proofing EVP: Closing the gap between expectation and experience</p> <p>Hosts: <i>Chris Andrew, EVP Lead, Gallagher</i> <i>Tiree Houghton, Director People Experience, Gallagher</i></p>
11.25 – 11.50		Topical speaker breakout sessions			
OPTION 1 Grand Hall 2	OPTION 2 Doddington Forum 1	OPTION 3 Grand Hall 1	OPTION 4 Hardwick Hub	OPTION 5 Doddington Forum 2	
<p>Designing a wellbeing culture that speaks to the next generation workforce</p> <p><i>Luke Bullen, VP, Head of UK & Ireland, Wellhub</i> <i>Rebecca Eaton, Head of Occupational Health & Wellbeing, Cadent Gas</i> Moderator: <i>Jo Gallacher, Content Director, REBA</i></p>	<p>Fireside chat - Future-ready family support at Goldman Sachs: Strategic approaches to stay ahead of the curve</p> <p><i>Jennifer Liston-Smith, Strategic Advisor, Bright Horizons Work+Family Solutions</i> <i>Farah Khan, EMEA Head of Wellness, Goldman Sachs</i> Moderator: <i>Stella Chaplin, Pension and Benefits Expert</i></p>	<p>From quiet cracking to quiet thriving: How to build a workforce that works happy, lives happy and is valued</p> <p><i>Matt Russell, CEO, Zest and Epassi UK</i> Moderator: <i>Sally Purbrick, Reward Experience Specialist, BT Group</i></p>	<p>Case study: How financial wellbeing strategies at Centrica are shifting to meet workforce demands</p> <p><i>Sarah Long, Head of New Business, WEALTH at work</i> <i>Jane Evans, Executive Compensation and Reward Manager, Centrica</i> Moderator: <i>Jake Attfield, Head of Strategy, Fair4All Finance</i></p>	<p>How digital benefits are transforming global family health support in the workplace</p> <p><i>Emily Norris, RVP, Employer Sales, Maven Clinic</i> <i>Lucy Ringhofer, Senior Client Success Manager, Maven Clinic</i> Moderator: <i>Jen Wilson, Expert Health Insurance & Healthcare Industry Consultant</i></p>	<div><p>Make time to visit the exhibition throughout the day</p></div>
11.50 – 12.15		Break and visit the exhibition			
Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking					
12.15 – 13.00		Topical speaker breakout sessions			
OPTION 1 Grand Hall 2	OPTION 2 Doddington Forum 1	OPTION 3 Grand Hall 1	OPTION 4 Hardwick Hub	OPTION 5 Doddington Forum 2	OPTION 6 Elizabeth Boardroom
<p>12.15 – 13.00 PANEL</p> <p>How AI is transforming reward and benefits strategy, teams and global benefits management</p> <p>Panel speakers: <i>Pete Craghill CTO, Origin</i> <i>Elaine O'Donnell, Director of Benefits and Reward Projects, Flutter Entertainment</i> <i>Peter Frampton, Global Head of Performance and Total Rewards, Freshfields</i> Moderator: <i>Jo Gallacher, Content Director, REBA</i></p>	<p>12.15 – 12.55 MASTERCLASS</p> <p>Turning pension reform into a strategic advantage: Unlocking value across benefits and reward</p> <p><i>David Collington, Partner, Head of Benefit Consulting, Barnett Waddingham</i> <i>Jeni Flanagan, Principal and Senior DC Consultant, Barnett Waddingham</i> Moderator: <i>Stella Chaplin, Pension and Benefits Expert</i></p>	<p>12.15 – 13.00 PANEL</p> <p>Managing the impact of pay legislation on reward strategies, benefits spend and salary sacrifice</p> <p>Panel speakers: <i>Caroline Harwood Partner – National Head of Employment Tax, Global Employer Services, BDO</i> <i>Alexandria Murray, Head of Compensation and Benefits, Havas</i> <i>Zohra Chagani, Senior Policy Advisor, BVRLA</i> <i>Fiona Smith, Payroll Training Manager, CIPP</i> Moderator: <i>Debi O'Donovan, Co-founder and Director REBA</i></p>	<p>12.15 – 12.55 MASTERCLASS</p> <p>From Complexity to Clarity: Making Global Benefits Work</p> <p><i>Sebastian Fallert Co-founder and CEO, Ben</i> <i>John Whitaker Senior Director International Benefits and Operations, Workday</i> Moderator: <i>Jake Attfield, Head of Strategy, Fair4All Finance</i></p>	<p>12.15 – 12.55 MASTERCLASS</p> <p>Closing the UK Health Gap: Using Behavioural Science and AI to augment benefit choices and improve employee outcomes</p> <p><i>Katie Reynolds, Business Development Director, Mercer Marsh Benefits</i> <i>Zoe Dimov, Senior UX Research, Mercer Marsh Benefits</i> Moderator: <i>Jen Wilson, Expert Health Insurance & Healthcare Industry Consultant</i></p>	<p>12.15 – 13.00 WORKSHOP INVITE ONLY</p> <p>Data-led wellbeing: Designing benefits strategies that drive better business outcomes</p> <p>Hosts: <i>Steve Thomson, Client Experience Manager, Isio</i> <i>Alexis Parrish, Director, Isio</i></p>



12.55 – 14.15	Lunch and visit exhibition Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking				
13.15 – 13.45	Live case studies 1-2-1: The story behind the strategy Don't miss this opportunity to have a brief private chat to exchange knowledge, discuss challenges and explore solutions with fellow reward professionals. The case study hosts will be ready to greet you at the REBA Acumen stand. Each 10-minute session starts and ends promptly, so grab some food and make this part of your lunchtime.				
REBA Acumen exhibition stand LIVE CASE STUDY 1-2-1 Managing health to control healthcare costs <i>Dana Citron, Director, Global Health & Wellbeing, DHL Group</i> Dana will discuss how proactively managing workforce health can reduce healthcare and insurance costs. She'll share a structured approach that reframes health and wellbeing to better manage risk and expenses.		REBA Acumen exhibition stand LIVE CASE STUDY 1-2-1 Flexible benefits: Choosing the right technology for your business <i>Sarah Underhill, Head of Reward & Benefits, Osborne Clarke</i> Sarah will discuss how Osborne Clarke has leveraged flexible benefits in recent years, and is on hand to discuss successes, challenges, and offer guidance for businesses considering a move to flexible benefits platforms.		REBA Acumen exhibition stand LIVE CASE STUDY 1-2-1 Global benefits design: How to harmonise, optimise and humanise your strategy <i>Tim Goodchild, Director, International Benefits, Take-Two Interactive</i> Tim will discuss their approach to global benefits design and managing the complex balancing act between consistency and local relevance. He'll talk about how to build a global benchmarking philosophy, align benefits with governance and data privacy requirements and choose the right partners to match your footprint to ensure harmonisation delivers real value, efficiency and employee experience worldwide.	
14.15 – 14.40 Topical speaker breakout sessions					
OPTION 1 Grand Hall 2	OPTION 2 Doddington Forum 1	OPTION 3 Grand Hall 1	OPTION 4 Hardwick Hub	OPTION 5 Doddington Forum 2	OPTION 6 Elizabeth Boardroom
Building data capabilities for tomorrow: What will the future of data-driven decision-making in reward and benefits look like? <i>Matthew Gregson, Executive Director, Howden Employee Benefits</i> Moderator: <i>Jen Wilson, Expert Health Insurance & Healthcare Industry Consultant</i>	Fireside chat - Living the EVP: White & Case's journey to a future-focused colleague experience <i>Chris Andrew, EVP Lead, Gallagher</i> <i>Jennifer Philpot, CHRO, White & Case</i> Moderator: <i>Stella Chaplin, Pension and Benefits Expert</i>	Beyond pay rises: Leveraging career pathways to retain talent and maximise reward ROI <i>Justine Woolf, Director of Consulting, Innecto</i> Reward Consulting Moderator: <i>Sally Purbick, Reward Experience Specialist, BT Group</i>	Empowering employees to take control of their financial futures <i>Craig Rickman, Personal Finance Editor, interactive investor</i> Moderator: <i>Jake Attfield, Head of Strategy, Fair4All Finance</i>	INNOVATION DEMO INVITE ONLY Can proactive healthcare really prove its ROI, or is prevention overrated? <i>Dr Mridula Pore, CEO and Co-founder, Peppy</i> <i>Sara Redwood, Sales and Partnerships Manager, Peppy</i>	14.15 – 15.00 WORKSHOP INVITE ONLY Health benefits for tomorrow's workforce: Preparing for employer-led provision under reduced state support Hosts: <i>Lucie McGrath, Head of Wellbeing and Client Strategy, WTW</i> <i>Stephanie Parton-Corr, Health, Equity & Wellbeing Lead, H&B, WTW</i>
14.50 – 15.15 Topical speaker breakout sessions				<div>Make time to visit the exhibition throughout the day</div>	
OPTION 1 Grand Hall 2	OPTION 2 Doddington Forum 1	OPTION 3	OPTION 4 Hardwick Hub		
Wellbeing trends or timebombs? Building future-ready benefits strategies that work for your workforce <i>Debra Clark, Head of Wellbeing, Everywhen (formerly Towergate Employee Benefits)</i> Moderator: <i>Jen Wilson, Expert Health Insurance & Healthcare Industry Consultant</i>	Improving pensions adequacy: Leveraging emotional engagement to drive meaningful change <i>Steve Watson, Head of Policy and Research, NatWest Cushon</i> Moderator: <i>Stella Chaplin, Pension and Benefits Expert</i>	Visit exhibition Explore the exhibition and talk to existing contacts and new connections too. Do you know what's new in the market? Today's the day to find out!	Navigating EU Pay Transparency - Requirements, action steps and how to be ready <i>Jackie Waller, Associate Partner, Aon</i> Moderator: <i>Jake Attfield, Head of Strategy, Fair4All Finance</i>		

15.25 – 15.50	Topical speaker breakout sessions				
OPTION 1 Grand Hall 2	OPTION 2 Doddington Forum 1	OPTION 3 Grand Hall 1	OPTION 4 Hardwick Hub	OPTION 5 Doddington Forum 2	OPTION 6
<p>Are we designing benefits for a workforce that no longer exists?</p> <p><i>Jon Stuart, Head of Strategy, Unum</i> <i>Dan Barnard, Senior Benefits and Compensation Manager, Unum</i> Moderator: <i>Jen Wilson, Expert Health Insurance & Healthcare Industry Consultant</i></p>	<p>Reimagining financial wellbeing: How AI is defining a new era of benefits engagement</p> <p><i>Tim Perkins, Co-founder and CEO, nudge</i> Moderator: <i>Stella Chaplin, Pension and Benefits Expert</i></p>	<p>REBA Acumen's emerging benefits trends for 2026</p> <p><i>Debi O'Donovan, Co-founder and Director, REBA</i> Moderator: <i>Sally Purbrick, Reward Experience Specialist, BT Group</i></p>	<p>The hidden superpower: Dynamic job architecture - How reward leaders are unlocking the DNA for work</p> <p><i>Sara Hill, Founder & CEO, RoleMapper</i> Moderator: <i>Jake Attfield, Head of Strategy, Fair4All Finance</i></p>	<p>INNOVATION DEMO INVITE ONLY</p> <p>From data to decisions: The art of storytelling in people strategy</p> <p><i>Alexander Dunning, Senior Consultant, Client Technology, Gallagher</i></p>	<p>Make time to visit the exhibition today</p>
15.50 – 16.15					
<p>Visit the exhibition and networking afternoon tea break</p> <p>Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking</p>					
16.15 – 17.00					
Curated roundtables or visit exhibition					
<p>See your personal agenda on the back of your badge for your topic and room</p> <p>Facilitated vendor-free roundtable discussions in Grand Hall 2</p> <ol style="list-style-type: none">Benefits engagement: Using tech to enhance benefits engagement, communication and personalisationBenefits technology: Keeping ahead of digital and AI developments affecting the management of benefits and platformsData-driven strategy: Using data insights via AI and platforms to improve benefits planningEU Pay Transparency Directive 2026: Creating strategies to support equity ahead of new legislationFinancial wellbeing: Supporting the financial needs of different generationsGlobal benefits design: Identifying providers and strategies that can support our needsPay and reward: Managing the impact of pay legislation on reward strategies and benefits spendMental wellbeing: Benefits and strategies to support mental health and neurodiversityPreventative health: Moving to prevention to manage future health and people risk				<p>Acumen-only: Dedicated small group discussions</p> <p>Meet and discuss the roundtable topics with fellow REBA Acumen subscribers at hosted tables, matched by industry sector.</p> <p>These roundtables are in Doddington Forum 1 and 2</p> <p>reba Acumen</p>	<p>Visit the exhibition</p> <p>Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking.</p> <p>Learn about the latest products, services and solutions from a mix of established big-name suppliers to fresh new innovators.</p> <div><p>Make time to visit the exhibition throughout the day</p></div>
17.00 – 17.30					
<div><div></div><div><p>On the sofa with Radio DJ and Television Presenter, Jo Whiley</p><p>One of the most iconic voices in British broadcasting, Jo Whiley will bring the REBA Future Forum to a close with a candid conversation on how she has seen the world of work evolve, what it takes to stay relevant in times of change, and what excites her about the future. Jo first made her mark as music booker for the seminal Channel 4 show The Word, where she booked Nirvana for their unforgettable UK television debut. She went on to co-present the groundbreaking evening session on Radio 1, host Top of the Pops, and front Glastonbury TV since the early 1990s. Over the past 30 years, she has interviewed the world's biggest acts — including the day Jay-Z came to her house for tea.</p><p>Chair: <i>Debi O'Donovan, Co-founder and Director, REBA</i></p></div></div>					
17.30 – 18.15					
<p>Closing networking drinks sponsored by Benifex</p> <p>Join us for drinks to celebrate a great day of learning, sharing, networking and sourcing the best suppliers to support your benefits strategy into 2026!</p>					



reba FUTURE FORUM

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