



Personalise your agenda

Choose your sessions: Select one option in each time block.

N.B. some sessions are invitation-only.

Select at least one time block to explore the curated supplier marketplace of 85+ companies, where you can discover what's new and make valuable connections with leading providers.

Sign up and book your sessions here

[Book your sessions](#)

Agenda

08:15 – 09:10 Registration, breakfast and meet the exhibitors

Explore the curated supplier marketplace to discover what's new and keep on top of the latest industry thinking.

08:25 – 09:10

Invite only Breakfast workshops

Workshop

Room: Affiliation 1

The next era of global benefits tech

Hosted by Benifex

Workshop

Room: Affiliation 2

Cutting through the AI hype: Using data to drive down healthcare costs and improve outcomes

Hosted by Gallagher

Workshop

Room: Affiliation 3

Tackling the cost and complexity of delivering whole of workforce health benefits

Hosted by Simplyhealth

Workshop

Room: tbc

How multinational benefits leaders can harness AI to transform global benefits strategies

Hosted by Origin

Option 1

09:15 – 10:05 Room: Enterprise Suite (2nd floor)

Opening keynote talk

The 150-year life: Join Professor Hannah Fry, Mathematician, Broadcaster and best-selling author to explore how ever-increasing longevity will rewrite work, life and society

With breakthroughs in epigenetics, AI-driven healthcare and age-defying innovations, we are edging closer to a world where living for 150 years is becoming a reality. But what does this mean for the workplace, the economy and society? Join Hannah as she challenges conventional thinking and explores the impact of these profound shifts ahead.

- How epigenetics and cutting-edge health tech are extending lifespans and rewriting the rules of ageing
- Why social, environmental and economic factors may be just as crucial as genetics in predicting life longevity
- The 100-year career: how AI and automation will reshape the future of work
- What a 150-year lifespan means for healthcare, pensions, urban planning and human relationships

Professor Hannah Fry, Mathematician, Broadcaster, best-selling author and Professor of the Public Understanding of Mathematics at the University of Cambridge

Option 2

09:15 – 10:05 Room: Partnership Suite (3rd floor)

Opening keynote talk

Join Shruti Singh, Senior Economist at the OECD on designing a people risk strategy to build workforce resilience and futureproof business success

The global workforce is undergoing a profound transformation, driven by advances in AI, demographic shifts, and the evolving nature of work. With an ageing population and a multigenerational workforce becoming the new normal, businesses must adapt to thrive in this era of change. Join OECD senior economist, Shruti Singh to explore why age-inclusive and multigenerational workplace strategies are critical to securing future success and navigating the challenges of a transitioning labour force.

- Changing workforce demographics: What this means for HR and business strategy planning today
- The impact of an ageing workforce at the macro level: implications for economic growth, talent availability and how it will shape future workplaces
- Debunking the stereotypes: building a compelling business case for retaining the talents of the older workforce
- Designing policies, practices and benefits to offset potential challenges of an ageing workforce while engaging and empowering older workers
- Steps to future-readiness: actionable insights and approaches

Shruti Singh, Senior Economist, Skills and Employment Division, OECD

10:05 Visit the exhibition and coffee break

Explore the mix of established big-name suppliers and fresh new innovators spread over two floors of exhibition space - discover the latest solutions across physical, mental, social, and financial wellbeing.



10:40 Topical breakout sessions: Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.			
Option 1 10:40-11:05 - Room: TBC Aligning benefits strategy with generational need to unlock productivity, resilience, and innovation <i>David Collington, Partner, Head of Benefit Consulting, Barnett Waddingham</i>	Option 2 10:40-11:05 - Room: TBC Building a financially resilient and productive workforce <i>Sarah Long, Head of New Business, WEALTH at Work</i>	Option 3 10:40-11:05 - Room: TBC Inside the mind of a CEO: How CEOs evaluate and measure return on wellbeing investments <i>Luke Bullen, VP, Head of UK and Ireland, Wellhub</i>	Option 4 10:40-11:05 - Room: TBC Using data to anticipate health risks in your workforce, manage risks to your business and drive smarter decisions <i>David Guy, Strategic Health Broking Lead, Aon</i>
Option 5 10:40-11:05 - Room: TBC From access to impact: Preventing illbeing through tech-enabled benefits for multinational organisations <i>Iain Clack, Commercial Director - Darwin, Mercer Marsh Benefits</i> <i>Ting Lye, Global Propositions Leader, Digital, Mercer Marsh Benefits</i>	Option 6 10:40-11:05 - Room: TBC Onebright: Getting ahead of mental health risks: the intersection of mental health with life stages, ages and gender <i>Shamira Graham, Chief Commercial Officer, Onebright</i> + More speakers to be confirmed	Innovation Demo Option 7 10:40-11:05 - Room: Partnership 1 Modernising flexible benefits: Why traditional flex platforms are no longer serving you, and how to fix them Hosted by Heka	Option 8 10:40-11:05 - Visit Exhibition Make time to visit the exhibition (over two floors) and discover the latest products and services available as part of a bespoke benefits offering.
11:15 Topical breakout sessions: Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.			
Masterclass	Panel	Masterclass	Masterclass
Option 1 11:15-12:00 - Room: TBC From theory to practice: the secrets to harnessing data for maximum impact <i>Matthew Gregson, Executive Director, Howden Employee Benefits</i> <i>Rachel Kneen, Reward and Wellbeing Director UK&I, Experian</i>	Option 2 11:15-12:00 - Room: TBC Aviva - How generational, cultural and digital shifts are reframing financial wellbeing and employee behaviours Moderator: <i>Jo Gallacher, Content Director, REBA</i> <i>Laura Stewart Smith, Head of Pensions Engagement, Aviva</i> <i>Ross Matthews, Director, Pensions, UK & Europe, Centrica</i> <i>Indy Sangha, Senior Rewards Change Manager, British Airways</i>	Option 3 11:15-11:55 - Room: TBC Closing the healthcare gap: Tackling access and affordability in employer-funded health benefits <i>Mark Sharpe, Principal Consultant, Mercer Marsh Benefits</i> <i>Chris Bolton, Growth Leader, Mercer Marsh Benefits</i>	Option 4 11:15-11:55 - Room: TBC Exclusive launch of the 2025 Health and Wellbeing research: Leveraging digital innovation to improve the employee experience and drive better health outcomes <i>Sarah Goodwin, Head of Strategy, AXA Health UK</i> <i>Francesca Bennett, Wellbeing Proposition Lead, AXA Health UK</i>
Masterclass	Panel	Innovation Demo	Option 8
Option 5 11:15-11:55 - Room: TBC Workplace wellbeing: The billion-dollar business advantage - How Bupa prioritised wellbeing and transformed corporate performance <i>Gethin Nadin, Chief Innovation Officer, Benifex</i> <i>Sheryl Lee, People Experience and Operations Director, Bupa Global, India & UK</i>	Option 6 11:15-11:55 - Room: TBC Managing and mitigating the increasing costs of new legislation and regulatory change Moderator: <i>Debi O'Donovan, Founder and Director, REBA</i> <i>Natalie Bertelsen-Macey, Head of Pay and Reward, New Look Retailers Ltd</i> + More speakers to be confirmed	Option 7 11:15-11:45 - Room: Partnership 1 Agentic AI showcase: Meet the employee benefits experts that never sleep	Option 8 11:15-12:00 - Visit Exhibition Make time to visit the exhibition (over two floors) and discover the latest products and services available as part of a bespoke benefits offering.
11:55 Visit the exhibition: Grab this opportunity to get to know the benefits offerings available to your organisation. Explore the mix of established suppliers and fresh new innovators - all offering the latest solutions across physical, mental, social, and financial wellbeing.			
12:20 Topical breakout sessions: Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.			
Option 1 12:20-12:45 - Room: TBC Case study: Engaging a diverse, multi-generational workforce at E.ON using future-proof benefits technology <i>Hazel Mainwaring, Reward & Performance Lead Consultant, E.ON UK</i> <i>Ben Couriel, Director, People Experience Consulting, Gallagher</i>	Option 2 12:20-12:45 - Room: TBC Fireside chat with Nest Insight: Saving smarter: Using workplace savings to boost financial resilience, confidence and wellbeing <i>Emily Trant, Chief Impact Officer, Wagestream</i> <i>Jo Phillips, Director of Research and Innovation, Nest Insight</i>	Option 3 12:20-12:45 - Room: TBC Retaining talented parents and carers at Bank of America: The moments that matter <i>Jennifer Liston-Smith, Head of Thought Leadership, Bright Horizons</i> <i>Alison Kanabe, Head of Pensions & Benefits EMEA & Canada, Bank of America</i>	Option 4 12:20-13:05 - Room: TBC Fireside chat - The employee engagement problem: How gamification is tackling rising sickness absence <i>Charlotte O'Brien, Head of Employee Benefits, MetLife UK</i> <i>Kate Whitelock, Director of Propositions, YuLife</i>
Option 5 12:20-12:45 - Room: TBC Global health, wealth and workplace resilience: The case for financial education in an increasingly unhealthy world <i>Tim Perkins, Co-Founder & CEO, nudge</i>	Option 6 12:20-12:45 - Room: TBC Developing an effective cancer prevention strategy <i>Professor Gordon Wishart, Founder, Chief Medical Officer and CEO, Check4Cancer</i>	Innovation Demo Option 7 12:20-12:45 - Room: Partnership 1 Unlocking real ROI and enhanced employee experience with the most innovative employee recognition solution Hosted by Workhuman	Option 8 12:20-13:05 / 45 mins - Room: Affiliation 3 Making the case: How to prove the ROI of healthcare benefits (and get buy-in from the c-suite) Hosted by Peppy

12.45-14.00 NETWORKING LUNCH AND VISIT EXHIBITION

14:00 Topical breakout sessions: Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.

Option 1 14:00-14:25 - Room: TBC Why productivity isn't improving and delivering results ... yet <i>Jenna Mullett, Senior Manager, Proposition Development, Unum</i> <i>Nicola Riley, Health & Wellbeing Consultant, Unum</i>	Option 2 14:00-14:25 - Room: TBC Beyond pensions: Rethinking workplace savings for a new financial era <i>Steve Watson, Head of Policy and Research, NatWest Cushon</i>	Option 3 14:00-14:25 - Room: TBC Stress as a strategic risk: Addressing rising health costs with a preventative and data-driven approach <i>Reeva Misra, CEO and Founder, WONE</i>	Option 4 14:00-14:25 - Room: TBC Case study: How Workday is rethinking health risk with a healthcare trust <i>Sharon Burgess, Operations Director, Healix Health</i> <i>John Whittaker, Senior Director International Benefits and Operations, Workday</i>
Option 5 14:00-14:25 - Room: TBC Scaling mental health globally: Blending proactive and reactive wellbeing strategies for organisational resilience <i>Meqeale Bleasdale, Strategy & Engagement Consultant, TELUS Health</i>	Option 6 14:00-14:25 - Room: TBC A new era in benefits begins today <i>Max Landry, Co-Founder, Euphoric</i> <i>Sarah Rees, Head of Marketing, Euphoric</i>	Innovation Demo Option 7 14:00-14:25 - Room: Partnership 1 Using data to anticipate risks, drive smarter decisions and futureproof your workforce health strategy Hosted by Aon	Option 8 14:00-14:25 - Visit Exhibition Make time to visit the exhibition (upstairs and downstairs) and discover the latest products and services available as part of a bespoke benefits offering.

14:35 Topical breakout sessions: Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.

Option 1 14:35-15:00 - Room: TBC Rethinking employee healthcare: Can you afford to live without it? <i>Harpreet Sarna, Chief Medical Officer, Vitality</i>	Option 2 14:35-15:00 - Room: TBC Bridging a gap: The strategic value of adding financial coaching to your wellbeing strategy <i>Jeanette Makings, Head of Workplace Financial Wellbeing, TrinityBridge, formerly Close Brothers Asset Management</i>	Option 3 14:35-15:00 - Room: TBC Ignore adult care at our own risk: Why it's not just a wellbeing issue but a strategic people risk <i>Stephanie Leung, Founder and CEO, KareHero</i>	Option 4 14:35-15:00 - Room: TBC Will people ever engage with wellbeing? Rethinking connection for a hybrid workplace <i>Ryan Hopkins, Chief Impact Officer at JAAQ, Strategic Wellbeing Advisor at Bupa, Bestselling Author</i>
Option 5 14:35-15:00 - Room: TBC Case study: Building a global MSK strategy that delivers better health and lower costs <i>Andre Eiras, Founding team and GM of International, Sword Health</i> <i>Melany Ledezma, Senior HR Associate - Benefits, ZS Associates</i>	Option 6 14:35-15:00 - Room: TBC The business case for a global family-building benefits strategy <i>Aoife Lucey, VP, Global Markets, Carrot</i> <i>Jimmy Ryan, Account Executive, Carrot</i>	Innovation Demo Option 7 14:35-15:00 - Room: Partnership 1 Hosted by Benifex More details to follow	Option 8 14:35-15:00 - Visit Exhibition Make time to visit the exhibition (upstairs and downstairs) and discover the latest products and services available as part of a bespoke benefits offering.

10 mins movement time

15:10 Topical breakout sessions: Hear from industry experts providing actionable advice and insight. Streamed panels, speaker sessions, masterclasses, demos and workshops will run throughout the day.

Option 1 15:10-15:35 - Room: TBC Investing beyond the quarter: Strategies for sustainable success <i>Dr Subashini M, Medical and Sustainability Director, Aviva UK Health</i>	Option 2 15:10-15:35 - Room: TBC The hidden cost of financial stress: Exclusive insights to reshape reward strategies and drive improved outcomes <i>James Smith, Client Director, Hymans Robertson Personal Wealth</i>	Option 3 15:10-15:35 - Room: TBC How AI is redefining strategy, spend and scale for global benefits management <i>Chris Bruce, Co-Founder, Origin</i>	Option 4 15:10-15:35 - Visit Exhibition Make time to visit the exhibition and discover the latest products and services available as part of a bespoke benefits offering.
Option 5 15:10-15:35 - Visit Exhibition Make time to visit the exhibition and discover the latest products and services available as part of a bespoke benefits offering	Option 6 15:10-15:35 - Visit Exhibition Make time to visit the exhibition and discover the latest products and services available as part of a bespoke benefits offering	Innovation Demo Option 7 15:10-15:35 - Room: Partnership 1 Communicating Value: Maximising Employee Engagement and Wellness with Dynamic Total Reward Statements Hosted by Mercer Marsh Benefits	Option 8 15:10-15:55 / 45 mins - Room: Affiliation 3 Driving impact and outcomes with a global women's health strategy <i>Will Porteous, Chief Growth Officer, Maven Clinic</i> <i>Lucy Ringhofer, Senior Client Success Manager, Maven Clinic</i>

15:35 Visit the exhibition and afternoon tea
Explore the mix of established big-name suppliers and fresh new innovators - all offering the latest solutions across physical, mental, social, and financial wellbeing. Afternoon tea and cake will be served in the exhibition areas upstairs and downstairs.



Option 1 – 9: Curated roundtables

16:00-16:40 - Room: Enterprise Suite (2nd floor) and Partnership Suite (3rd floor)

A key feature and highlight for attendees is the opportunity to come together in small groups to share thinking and ideas on key issues and common challenges. Select your topic from the below list and take part in an independently hosted, vendor free roundtable discussion.

- Option 1. Benefits technology: navigating the evolving ecosystem of platforms and providers
- Option 2. Financial wellbeing: evolving pensions and workplace savings strategies
- Option 3. Global benefits: navigating complexity and impact of digital tools and AI on consistency and visibility
- Option 4. Mental resilience: strategies for a multi-generational workforce
- Option 5. Optimising health benefits and insurances: to control costs and improve health outcomes
- Option 6. Pay and benefits compliance: keeping ahead of changing UK employment law and EU Pay Transparency Directive
- Option 7. Pay and reward strategies: to support drive talent attraction, retention and performance
- Option 8. Preventative benefits and services: to manage claim costs and future health risks
- Option 9. Reviewing ROI on wellbeing spend: measures, metrics and evaluating effectiveness

Option 10: Visit Exhibition

16:00-16:40 - Exhibition

Explore the curated exhibition
Take some time to chat with the wide range of leading providers in the exhibition. Find out what's new, explore the many different solutions available and connect with current or potential partners in this curated showcase of top suppliers.

Closing keynote: On the sofa with... Dame Joanna Lumley OBE, BAFTA Award-Winning Actress, Charity Campaigner and a British Institution

16:45 - Room Enterprise Suite (2nd floor)

With her sharp wit and timeless elegance, the renowned actress, presenter, and activist Joanna Lumley will bring her age-positive perspective to the much-anticipated REBA Congress closing keynote interview.

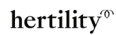
Famous for her role in the iconic Absolutely Fabulous, celebrated for her standout appearance in the binge-worthy Amandaland series, and a passionate advocate for the Gurkha Justice Campaign, Joanna will join Debi O'Donovan on the sofa to provide her insightful reflections on a career spanning decades. Get ready to be captivated by her beloved storytelling style as Joanna shares anecdotes from experiences in entertainment, humanitarian work, and her personal life.

17:25 Drinks reception

18:00 Close of REBA Congress 2025

Supplier sourcing opportunity

Explore the marketplace in person: This curated marketplace offers you exclusive access to 85+ providers under one roof in one day! Discover new services, find new suppliers, talk to existing contacts, benchmark services and more. There is a great range of suppliers keen to talk with you about wellbeing benefits strategy. Discover what's new in just a few hours. Break times will be busy with refreshments and networking with your peers, so you'll need to allow at least one time block to visit the exhibition!



Thanks to our exhibiting sponsors for supporting REBA with this event

www.reba.global

See the exhibitor directory here