Agenda

reba future forum

INSURANCES › PENSIONS › BENEFITS › PAY

19 November 2026 › Sancroft, St. Paul's

Personalise your agenda

1. Choose your sessions: 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 75+ providers, where you can discover what's new and make valuable connections with potential strategic partners.

Sign up and book your sessions here

08.00 – 09.10	08.25 – 09.10		08.45 – 09.10
Registration, networking breakfast and visit the exhibition Buffet breakfast and meet the exhibitors from all corners of the reward & benefits sector	ELIZABETH BOARDROOM WORKSHOP **Beyond benchmarking: The next era of global benefits intelligence** Hosts *Adam Mason, Chief Strategy Officer, Benifex* *Lorcan Comer, Senior AI Product Manager, Benifex*	EXHIBITION FLOOR NEW FOR 2026 **REBA Multinational Lounge in association Aon** **Kickstart your experience with the multinational benefits breakfast in the Multinational Lounge** An exclusive, bookable breakfast session designed for senior reward and benefits leaders with international responsibility. Start your day by connecting with peers who truly understand the complexity of managing global benefits, in a facilitated meet and greet designed to spark meaningful conversations and create new connections. With four dedicated networking zones covering Europe, APAC, the Middle East & Africa, and the Americas, you'll have the opportunity to dive straight into the regional challenges that matter most to you. Expect fresh perspectives, shared insights and valuable connections - all before the main programme begins. Hosts include *Mike Boatwright, Head of Compensation and Benefits EMEA, Ilumina* *Kathryn Edgington, Global Reward Director, Lloyds Register* *Peter Frampton, Head of Performance and Reward, Freshfields* *Matthias Hembold, VP Global Risk Benefits, Health & Wellbeing, DHL* *Debs Hollands, Head of Compensation and Benefits, HFW* *Rozina Joseph, Senior Director Global Benefits, Comcast* *George Kingaby, EMEA Head of Pensions and Benefits, Sumitomo Mitsui Banking* *Aleksandra Klaic, Global Benefits Director, Sandoz* *Lisa Whelpdale, Group Reward Director, Wood Group*	DODDINGTON FORUM 2 DEMO **How Workhuman is harnessing employee recognition for real business impact** Hosted by *James McNeil, Senior Sales Manager, Workhuman*

09.00 – 10.15	Opening keynote sponsored by Euphoric
	GRAND HALL 1 & 2 **Welcome and introduction** *Jo Gallacher, Content Director, REBA* **When bots do the work: How to build organisations when there are more bots than humans?** In this provocative opening keynote, former Google Europe COO, Ben Legg explores why the biggest disruption from AI may not be mass job loss, but the entire architecture of work. From how work gets done and how organisations are designed to the skills they value and what it means for future reward, benefits and workforce strategies. Ben will demystify what AI in the workplace actually means and take us forward into a world where routine work is increasingly carried out by agents, jobs fragment into projects and skills and people spend more of their time designing, directing and improving the machines working alongside them. What happens when organisations start thinking about AI costs alongside salary costs? When a permanent workforce gives way to a more fluid mix of employees, fractional talent, project teams and digital workers? When the most valuable skills change rapidly, employees build agents that automate parts of their own roles and reward starts to follow skills, contribution and outcomes rather than conventional jobs? Drawing on practical examples from organisations already experimenting with these models, as well as ways we can use AI ourselves to understand its potential, Ben will challenge you to think beyond adopting AI tools towards designing the organisation they actually want to create. For reward and benefits leaders, the implications stretch far beyond technology. This is about the future shape of the workforce, the people and skills organisations will compete to attract and retain, how they will pay and support them and the decisions employers need to start making now to be ready for what comes next. *Ben Legg, CEO of Digital People and former COO, Google Europe* Moderator *Jo Gallacher, Content Director, REBA*



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10.15 – 10.50	**Visit the exhibition and networking coffee break** Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking

10.50 – 11.15	Topical speaker breakout sessions					
OPTION 1	OPTION 2	OPTION 3	OPTION 4	OPTION 5	OPTION 6	OPTION 7
Grand Hall 2 10.50 – 11.15	Doddington Forum 1 10.50 – 11.15	Grand Hall 1 10.50 – 11.15	Hardwick Hub 10.50 – 11.15	Doddington Forum 2 10.50 – 11.15	Demo hub 10.50 – 11.15	Elizabeth Boardroom 10.50 – 11.35
Beyond 2030: Future-proofing benefits for the next decade *Matthew Gregson, Executive Director, Howden Employee Benefits* Moderator *Laura Jackson, Global Benefits and Wellbeing Specialist*	**Recognition as an engine for strategy: Making business priorities visible and actionable** *Clare Moncrieff, Senior Principal Consultant, Workhuman* Moderator *Kareena Hooker, Employee Benefits Risk expert*	**This changes everything: What happens when agents run global benefits** *Sebastian Fallert, Co-Founder and CEO, Ben* Moderator *Ben Southworth, Reward and Benefits Leader*	**Navigating the future: Changing HR and pension obligations in an evolving retirement landscape** *John Waterson, National Business Development Manager, WEALTH at work* Moderator *Jake Attfield, Head of Strategy, Fair4All Finance*	**Taking control of healthcare costs: Shifting spend upstream for sustainable workforce health** *Debra Clark, Head of Wellbeing, everywhen* Moderator *Jen Wilson, Board Adviser and Business Mentor*	DEMO **How Peppy supports neurodiversity: Building an inclusive workplace through one provider** Hosted by *Sara Redwood, Director of Sales and Partnerships, Peppy*	WORKSHOP **Evolution, revolution or extinction: The future role and value of benefits tech** Hosted by *Luke Prankard, Sales Director, Zest by Epassi* *Tom Billings, Product Manager, Zest by Epassi*

11.25 – 11.50	Topical speaker breakout sessions					
OPTION 1	OPTION 2	OPTION 3	OPTION 4	OPTION 5	OPTION 6	OPTION 7
Grand Hall 2 11.25 – 11.50	Doddington Forum 1 11.25 – 11.50	Grand Hall 1 11.25 – 11.50	Hardwick Hub 11.25 – 11.50	Doddington Forum 2 11.25 – 11.50	Demo hub 11.25 – 11.50	Elizabeth Boardroom
What breaks first? The global benefits stress test *Matt Duffy, Chief Commercial Officer, Global Benefits, Aon* *Celine Ng Tong, Global Benefits Consultant, Aon* Moderator *Laura Jackson, Global Benefits and Wellbeing Specialist*	**DC pensions: The turbulent decade ahead and how employers need to change their thinking today** *Mark Futcher, Head of DC and Financial Wellbeing, Howden* Moderator *Kareena Hooker, Employee Benefits Risk expert*	CASE STUDY **From cost centre to core infrastructure: Making the case for benefits technology** *Gethin Nadin, Chief Advisory Officer, Benifex* *Karen Hartmann, SVP Head of Global Benefits, Moody's* Moderator *Ben Southworth, Reward and Benefits Leader*	**Building a truly comprehensive financial wellbeing strategy for 2027 and beyond** *Jen Norris, Director, Isio* *Matthew Wood, Director, Isio* Moderator *Jake Attfield, Head of Strategy, Fair4All Finance*	**From mental health support to psychosocial risk: Rethinking prevention benefits at work** *Shamira Graham, Chief Commercial Officer, Onebright* *Dr Aaron Lin, Co-Founder, Mindstep* Moderator *Jen Wilson, Board Adviser and Business Mentor*	DEMO **EV salary sacrifice in 2027: How to choose, launch or optimise your scheme with The Electric Car Scheme** Hosted by *Sarah Giles, Business Development Lead, The Electric Car Scheme*	WORKSHOP continues to 11.35

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

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12.15 – 13.00	Topical speaker breakout sessions					
OPTION 1	**OPTION 2**	**OPTION 3**	**OPTION 4**	**OPTION 5**	**OPTION 6**	**OPTION 7**
Grand Hall 2 12.15 – 13.00	Doddington Forum 1 12.15 – 13.00	Grand Hall 1 12.15 – 13.00	Hardwick Hub 12.15 – 12.55	Doddington Forum 2 12.15 – 13.00	Demo hub 12.15 – 12.40	Elizabeth Boardroom 12.15 – 13.00
PANEL **Rethinking future benefits: Designing for a radically different working life** Moderator *Jo Gallacher, Content Director, REBA* Speakers include *Jaki Bedingham MBE, Clinical Psychologist, My Group* *Julia Clement, Reward Leader, Deliveroo, Skyscanner and King.com* *Emma Govus Global Reward and Wellbeing Director, AVEVA*	SPOTLIGHT **The business case for women's health: Closing gaps, reducing risk and strengthening workforce resilience** Spotlight 1 Reframing family-forming and women's health: Designing global benefits for key life stages *Dr Asima Ahmad, Chief Medical Officer and Co-Founder, Carrot* Spotlight 2 Smarter care, stronger outcomes, sustainable cost control: How AI and technology are reshaping women's health *Carolina Garcia, Regional Vice President, Maven Clinic* Spotlight 3 Why women's health sits at the centre of the gender pay gap *Eileen Burbidge, Executive Director, Fertifa* Moderator *Kareena Hooker, Employee Benefits Risk expert*	PANEL **How the reward role will change – From jobs to skliss: Reinventing pay for a modern workforce** Moderator *Janet Cooper OBE, Experienced Reward Professional & Chair of three Remuneration Committees* *Michelle Ord, Director of Reward and Wellbeing, Costain* *Lisa Whelpdale, Group Reward Director, Wood Group*	MASTERCLASS **The future of workforce health: Five actions to take now to prepare for what comes next** *David Bourne, Market Development Leader, Marsh* *Ben Stevenson, Principal Consultant, Marsh* Moderator *Jake Attfield, Head of Strategy, Fair4All Finance*	PANEL **How pension reform will reshape reward, workforce planning and long-term benefits strategy** Moderator *Debi O'Donovan, Co-Founder and Director, REBA* *Scholastica Brimley, EMEA Retirement and Reward Director, Hilton International Hotels Ltd* *David Fitch, Global Co-Head of Benefits, Goldman Sachs* *Steve Watson, Director of Policy and Research, Cushon*	DEMO **Zero-budget headcount for your benefits team: Ben's AI agent that asks before it acts** Hosted by *Sam Carter, Head of Product, Ben*	WORKSHOP **Great benefits by design: What leading employers are doing differently to prepare for what's next** Hosted by *Matthew Gregson, Executive Director, Howden* *Jeff Fox, Executive Director, Howden*

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

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14.15 – 14.40	Topical speaker breakout sessions					
OPTION 1	OPTION 2	OPTION 3	OPTION 4	OPTION 5	OPTION 6	OPTION 7
Grand Hall 2 14.15 – 14.40	Doddington Forum 1 14.15 – 14.40	Grand Hall 1 14.15 – 14.40	Hardwick Hub 14.15 – 14.40	Doddington Forum 2 14.15 – 14.40	Demo hub 14.15 – 14.40	Elizabeth Boardroom 14.15 – 15.00
Exclusive first look at new Isio research: The emerging trends shaping benefits design and employee engagement *Alexis Parrish, Director, Reward and Benefits, Isio* *Marcus Slee, Partner and Head of Employee Benefits, Isio* Moderator *Natalie Bertelsen-Macey, Head of People Operations and Reward, McCarthy & Stone*	**Beyond the policy: What benefits really makes parental leave work?** *Jennifer Liston-Smith, Strategic Advisor, Bright Horizons* Moderator *Kareena Hooker, Employee Benefits Risk expert*	**Reimagining the reward operating model: Future-proofing strategy, agility, and governance** *Justine Woolf, Director of Consulting, Innecto Reward Consulting* Moderator *Ben Southworth, Reward and Benefits Leader*	CASE STUDY **How Travelodge is helping its staff sleep better at night by building a culture of workplace savings** *Katharine Gourley, People Director, Travelodge* *Francesca Nugent-Kelly, Senior Customer Success Managers, Stream* Moderator *Jake Attfield, Head of Strategy, Fair4All Finance*	**From weight loss to workforce health: Is weight management the next must-have employee benefit?** *David Walker, Chief Commercial Officer, Doctor Care Anywhere* Moderator *Jen Wilson, Board Adviser and Business Mentor*	DEMO **Origin's Enterprise Benefits Intelligence in practice** Hosted by *James Akers, SVP Product, Origin*	WORKSHOP **Tomorrow by design: Using today's actionable insights to shape a future-ready benefits and employee experience strategy** Hosted by *Cara McGannan, Business Development Manager, Aon* *David Guy, Strategic Health Broking Lead, Aon*

14.50 – 15.15	Topical speaker breakout sessions					
OPTION 1	OPTION 2	OPTION 3	OPTION 4	OPTION 5	OPTION 6	OPTION 7
Grand Hall 2 14.50 – 15.15	Doddington Forum 1 14.50 – 15.15	Grand Hall 1 14.50 – 15.15	Hardwick Hub 14.50 – 15.15	Doddington Forum 2 14.50 – 15.15	Demo hub 14.50 – 15.15	Elizabeth Boardroom
CASE STUDY **More investment, better outcomes? How Workday is rethinking the workforce health ecosystem** *Emily Gillmore, Consulting Director, Gallagher* *Lisa Aslam, Principal Benefits Manager, EMEA, Workday* *Amanda Cran, Principal, Healthcare Proposition Leader, Gallagher* Moderator *Natalie Bertelsen-Macey, Head of People Operations and Reward, McCarthy & Stone*	FIRESIDE CHAT **The impending cancer cost juggernaut: Why employers need to act now** *Sarah Taylor, Director of Corporate Healthcare Proposition, Healix Health* *Dr Jane Lyle, Chief Analyst, The Heath Value Alliance* Moderator *Kareena Hooker, Employee Benefits Risk expert*	CASE STUDY **Scaling through M&A: How DaVita is integrating benefits across a fast-growing global business** *Chris Bruce, CEO and Co-Founder, Origin* *Andrew Preusch, Senior Director, HR, DaVita* Moderator *Ben Southworth, Reward and Benefits Leader*	**Future-proofing the EVP: Combining AI and human insight for inclusive financial resilience** *Dan Marsh, CEO, Octopus Money CEO* Moderator *Jake Attfield, Head of Strategy, Fair4All Finance*	DEMO **Beyond Automation: How Marsh is reshaping health and benefits in the age of AI** Hosted by *Callum Burns-Green, Market Advisory Leader, Marsh Health and Benefits* *Iain Clack, Global Commercial Director, Darwin, Marsh Health and Benefits*	DEMO **Beyond a cash plan: A live patient journey with Fertifa, from clinical care to making a claim** Hosted by *Myles Cowper-Coles, CTO, Fertifa*	WORKSHOP continues to 15.00

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15.25 – 15.50	Topical speaker breakout sessions					
OPTION 1	OPTION 2	OPTION 3	OPTION 4	OPTION 5	OPTION 6	OPTION 7
Grand Hall 2 15.25 – 15.50	Doddington Forum 1 15.25 – 15.50	Grand Hall 1 15.25 – 15.50	Hardwick Hub 15.25 – 15.50	Doddington Forum 2 15.25 – 15.50	Demo hub 15.25 – 15.50	Elizabeth Boardroom 15.25 – 16.10
CASE STUDY **A Whole New World: How one global entertainment company's benefits system removes admin, connects to its AI hub and hyper-personalises benefits for every employee** *Max Landry, Co-Founder and CEO, Euphoric* *Sarah Rees, Head of Marketing and People, Euphoric* Moderator *Natalie Bertelsen-Macey, Head of People Operations and Reward, McCarthy & Stone*	**Rebalancing workplace healthcare: Blending physical care, AI and workforce insight** *Stephanie Parton-Corr, Director, Client Relationship Management – Health and Benefits, WTW* *Amol Mhatre, Head of Integrated IC, Research & Innovation, WTW* Moderator *Jen Wilson, Board Adviser and Business Mentor*	**Visit exhibition**	**Beyond the 'biggest buck': Strategic shifts in high earner pay and reward** *Peter Brauer, CEO, Turning Point* Moderator *Jake Attfield, Head of Strategy, Fair4All Finance*	DEMO **Using AI for smarter reward decisions: Aon's new compensation intelligence tools in action** Hosted by *Tom Smith, Account Manager, Aon*	DEMO **How Isio is building the future of benefits technology** Hosted by *Vito Faircloth, Chief Digital Officer, Isio*	**Visit exhibition**

15.50 – 16.15	**Visit the exhibition and networking afternoon tea break** Explore the curated exhibition to discover what's new and keep on top of the latest industry thinking

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16.15 – 17.00	Curated roundtable and meet the case study discussions or visit exhibition

Curated roundtable discussions

A key highlight for delegates is the chance to come together in small groups to share key issues and common challenges. Select your preferred topic to enable the most beneficial peer exchange, shared problem-solving and practical learnings.

OPTION 1: **Benefits tech and AI: How AI and digital platforms are transforming benefits delivery**

OPTION 2: **Data maturity and predictive analytics: Turning workforce data into forward-looking insight to target risk; optimise spend and strengthen resilience**

OPTION 3: **Future of healthcare: What emerging health tech; diagnostics; genomics and data-driven awareness means for workforce health**

OPTION 4: **Future of pay and reward: Designing reward structures to attract, retain and motivate talent**

OPTION 5: **Future of pensions and retirement journeys: How pensions reform is going to reshape employer obligations and long-term benefits strategy**

OPTION 6: **Future of work: How cultural shifts; macro pressures and Generation Alpha will reshape benefits strategy**

OPTION 7: **Global benefits design; management and delivery: Leveraging technology and AI to deliver consistent; compliant and efficient benefits**

OPTION 8: **The evolution of recognition: Repositioning recognition as a strategic lever**

Meet the case study roundtable discussions

Gain insights from a carefully curated case study table host who will kick off with a 5–10 minute case study - setting out strategy, progress and key lessons - followed by an interactive group table discussion focused on shared challenges, practical solutions and real-world insights. Connect and exchange ideas with peers tackling the same issues..

OPTION 9: **Connecting pay equity to total reward strategy**

Hosted by:

Michelle Ord, Director of Reward and Wellbeing, Costain

Mike Boatwright, Head of Compensation and Benefits EMEA, Ilumina

OPTION 10: **Global benefits design and optimisation**

Hosted by:

Emma Govus, Global Reward and Wellbeing Director, AVEVA

Debs Hollands, Head of Compensation and Benefits, HFW

OPTION 11: **Using strategic recognition to drive business change**

Hosted by:

Gemma Stokes, Head of Accenture EMEA Benefits and Global Benefits, Avanade

Becca Joanes, Global Benefits Manager, Brambles

Visit 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 to fresh new innovators.

17.00 – 17.30	Closing keynote

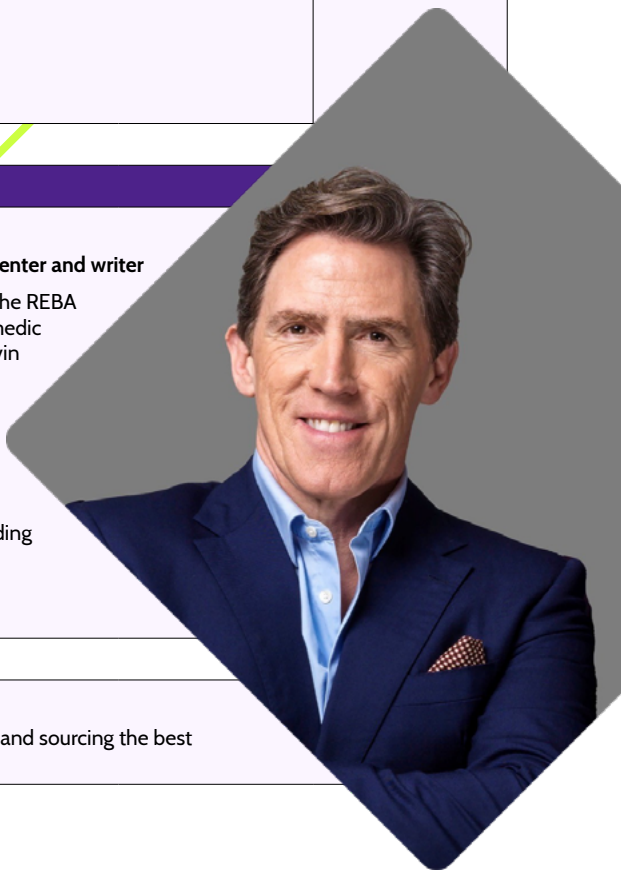
GRAND HALL 1 & 2

On the sofa with Rob Brydon, BAFTA-nominated actor, comedian, presenter and writer

One of the most beloved comic talents in Britain, Rob Brydon will bring the REBA Future Forum 2026 to a close with his natural charisma and hilarious comedic delivery. Best known for playing the lovable and quirky Uncle Bryn in Gavin and Stacey, Rob's career began with his one-man radio series Marion and Geoff for Radio Wales -since then, he's become a familiar face across film and television, hosting BBC's Would I Lie to You?, and starring alongside Steve Coogan in The Trip, along the way picking up two British Comedy Awards and ten further nominations from the likes of the BAFTAs. In conversation for this year's closing keynote, Rob will bring his easy-going style and wry commentary on the world around him, sending the event out on a wave of laughter.

Moderator

Debi O'Donovan, Co-founder and Director, REBA



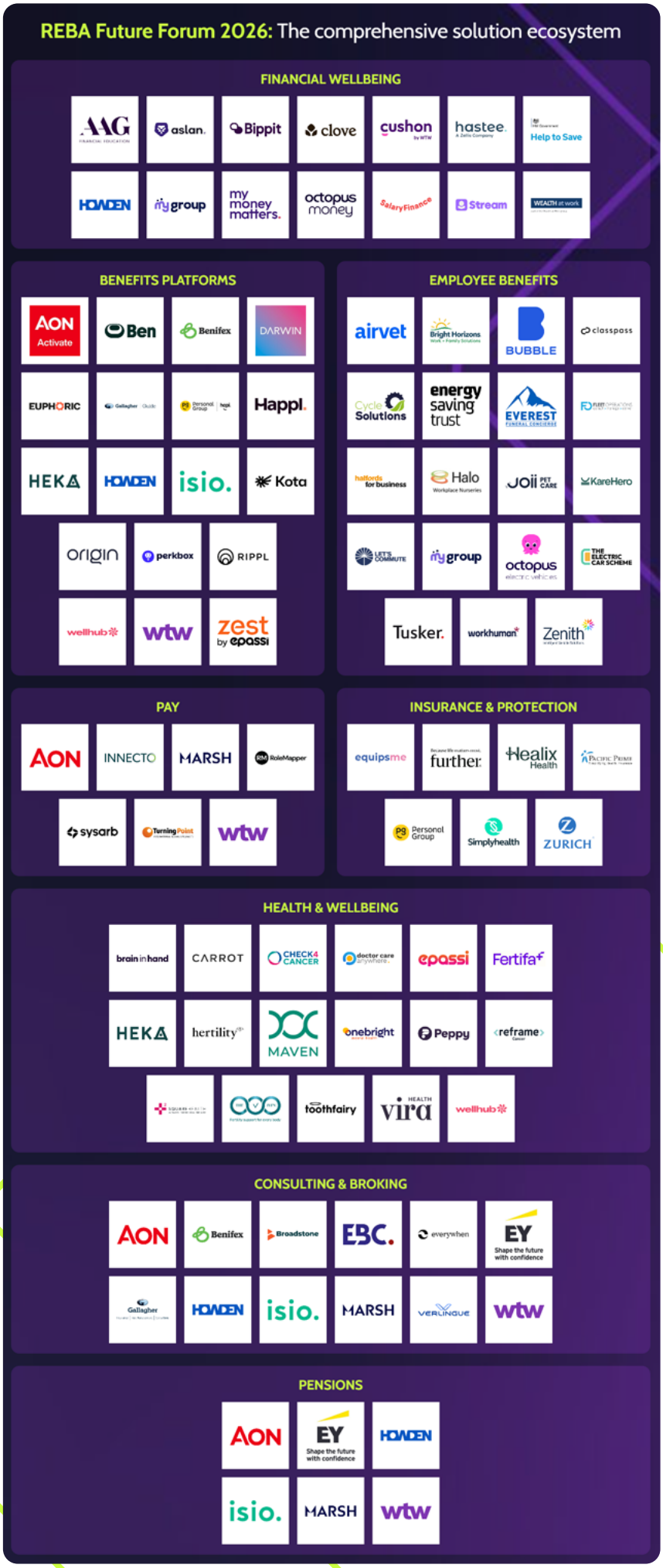
17.30 – 18.15	Drinks reception in association with Benifex

Join us for drinks to celebrate a great day of learning, sharing, networking and sourcing the best suppliers to support your benefits strategy into 2027!

Supplier sourcing opportunity

Explore what's new in person, under one roof, in just one day

This curated exhibition offers you exclusive access to 75+ providers 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 how they can support you with your reward and 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.

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