



# Human Resources Conference

We are pleased to invite you to our 2012 Human Resources Conference.

Human Resources is often one of the most multi-disciplined departments in an organisation. This year's conference will focus on three distinct components: Pensions, Talent Management and Health and Wellbeing.

This conference is designed to meet the needs of Directors and Senior Managers with responsibility for Human Resources, who have input into strategy and people development and is complimentary for those in an appropriate role.

Helm Corporate is the corporate solutions consultancy arm of Helm Godfrey. We aim for excellence at all times and expect the same from the partners we work with, including leading benefit providers, legal advisers and IT suppliers. We are fortunate to have six experts in their fields agree to be guest speakers at our conference, along with key members of our own team of employee benefits professionals.

Booking your place is easy, simply either:

- Register at **[helmgodfrey.com](http://helmgodfrey.com)**
- Email Debbie Harcus at **[debbie.harcus@helmgodfrey.com](mailto:debbie.harcus@helmgodfrey.com)**
- Call Debbie Harcus on **020 7614 1004**

# Agenda

Time	Topic	Speaker
08:45	Registration opens - Coffee and tea available	
09:25 - 09:35	Chairman's Introduction	<b>Danby Bloch</b> - Chairman, Helm Godfrey
09:35 - 10:05	Hot Topics	<b>John Deacon</b> - Director & Head of Helm Corporate An essential summary of some of the hottest topics in employee benefits and what is on the horizon.
10:05 - 10:35	Auto-enrolment – it's not just about pensions	<b>Steve Wood</b> - Senior Consultant, Helm Corporate Steve will explain why the new Employer Duties will have an impact on a surprisingly wide range of employment practices and other business areas.
10:35 - 11:05	Case Study: Auto-enrolment in practice	<b>Robert Baxter</b> - Head of Pensions Strategy, Lloyds Banking Group Robert will share some of the practical experiences of an employer who is getting to grips with auto-enrolment.
11:05 - 11:15	Questions	
11:15 - 11:35	Coffee and Tea	
11:35 - 12:05	What does talent look like in your organisation?	<b>David Lawton</b> - UK Country Manager, Cubiks What does talent look like and how do you assess it? From understanding common pitfalls and emerging trends to what organisations do very well, David will address key aspects of talent identification.
12:05 - 12:35	The importance of coaching in helping talent achieve their potential	<b>Sarah Winckless</b> - Olympic and World Champion rower and Founder of Flint Performance Partners How do you unleash the potential in employees? What is coaching? Sarah will provide practical solutions utilising your coaching skills and what is possible when you get it right.
12:35 - 13:05	The role of reward in motivating and retaining talent	<b>Michael Rose</b> - Director, Rewards Consulting Michael will highlight how to align talent and reward, including understanding when to deploy recognition vs. reward and bonuses vs. incentives to communicating reward.
13:05 - 13:15	Questions	
13:15 - 14:15	Lunch and Networking	
14:15 - 14:45	The future of corporate healthcare services?	<b>Rachel Riley</b> - Managing Director, WPA Protocol Plc Insanity: doing the same task time after time and expecting a different result'. What does the future look like for 'UK Plc' in terms of looking after the health and wellbeing of their employees? What changes will there be in private healthcare over the next 5 years and how will this impact on company paid healthcare schemes? What should companies be doing now in order to craft an integrated healthcare strategy?
14:45 - 15:15	Legal Matters	<b>Richard Lee</b> - Partner, Wragge & Co. If you are restructuring, redesigning, merging, acquiring, or even just marking time — legal advice is almost certainly on your shopping list. This session will provide an update on some of the most recent issues regarding HR law.
15:15	Questions & Closing Remarks	



**Robert Baxter - Head of Pensions Strategy, Lloyds Banking Group**

Robert joined Lloyds Banking Group in 2005 as Head of Pensions Strategy, and now supports the Bank on corporate issues and how pensions fit into the overall Reward package. Robert has 20 years pensions experience at organisations including Mercer, ITV and Network Rail as well as being a volunteer adviser for The Pensions Advisory Service.



**Sarah Winckless - Former British Olympian and Founder of Flint Performance Partners**

Sarah has worked with companies and teams to understand where their development needs sit, designing leadership programmes to challenge thinking and improve performances. She will make sure that your company gets the best team to work with them, bringing together a network of experts and leaders in their field to help you set your goals and achieve astonishing results. Her background as an Olympic rowing bronze medallist at the Athens Olympics and double World Champion has given her a personal understanding of what a high performing environment can look like. She retired from full time rowing in 2009 and was elected Chairman of the British Olympic Associations Athletes' Commission in 2010. As a main BOA board member, and part of the LOCOG Athletes Commission her role was charged with ensuring that every project, which was run to support Team GB for London 2012 Olympics had an athlete's opinion at the heart of it. She continues to work with businesses to bottle the brilliance she saw in the sporting environment and to benefit from the performance legacy of London 2012.



**David Lawton - UK Country Manager, Cubiks**

David is a Chartered Psychologist with over 20 years' experience of helping large public and private sector organisations select, develop and promote the best talent. His experience spans most sectors and roles as diverse as bomb disposal operators and deep water drilling engineers through to Partners in professional services firms and company directors. He currently leads one of the UK's largest teams of occupational psychologists at Cubiks, an international assessment consultancy.



**Michael Rose - Director, Rewards Consulting**

Michael Rose is an independent reward consultant through his company - Rewards Consulting Limited. Michael has had a number of corporate HR and Reward roles, the most recent as Director of Total Rewards for Aon covering 16,000 people in the UK and EMEA. He also has nearly 10 years experience as a reward consultant with KPMG and Arthur Andersen. Michael has an MA in HRM, is a Companion of the CIPD, and an Associate of the CII. He was Vice President Reward for the CIPD 2006-2008 and was voted Compensation and Benefits Professional of the year for 2009 by Employee Benefits Magazine. Michael writes and speaks extensively on Reward and HR issues. He has written two books, the latest - A Guide to Non-cash Reward - was published by Kogan Page in February 2011.



**Rachel Riley - Managing Director, WPA Protocol Plc**

Rachel heads up WPA's business development within the corporate sector, dealing with groups with 3 employees all the way up to 30,000 employees. She joined WPA 12 years ago having graduated with a BSc in International Management Science. She has since obtained an MSc in Strategic Management. Her background is as a Business Analyst, then Project Manager before overseeing the set up (10 years ago) and subsequent development of WPA's Healthcare Trust administration arm - WPA Protocol Plc. In her current role Rachel is responsible for overseeing all new corporate business through intermediaries and also for ensuring WPA's product and service offering continues to be market leading.



**Richard Lee - Partner, Wragge & Co.**

Richard is Head of the Combined HR Solutions (CHRS) team, specialising in advising on the legal links between pensions and employment law, as well as advice on workplace change and HR law. Wragge & Co. is a UK-headquartered international law firm providing a full service to clients worldwide, including 27 FTSE 100s, 22 FTSE 250s, hundreds of public sector organisations and thousands of large private companies.

# Details

## Date

6<sup>th</sup> December 2012, registration from 8:45 am.

## Venue

The Drake Suite, Millennium Conference Centre, Chelsea Football Club, Stamford Bridge, Fulham Road, London, SW6 1HS.

## To book your place

Please email [debbie.harcus@helmgodfrey.com](mailto:debbie.harcus@helmgodfrey.com) or call her on **020 7614 1004**

## How to get there

### By Train

The nearest overground train station is West Brompton, a ten minute walk away.

### By Tube

The nearest tube station is Fulham Broadway (2 min walk) on the District Line. From central London take a train to Earls Court and change for Wimbledon bound trains. On exiting Fulham Broadway Station, turn left and walk along Fulham Road for approximately 300 metres. The ground is located on the left hand side and can't be missed. Approximate journey time is 20-25 minutes from Victoria or Paddington stations.

### By Road

Approximate journey time is 10 minutes from Green Park or Victoria by taxi. If you are driving, there are parking spaces available at Fulham Broadway or the Millennium and Copthorne hotels on site.



# helmgodfrey

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