HR Analytics Summit
7 September 2023, London

The HR Analytics Summit brings together 200+ senior HR Leaders who are driving their company's performance, culture and people to the next level through greater real-time insights and a deeper understanding of data-driven decision making and advanced analytics.

We provide a platform for HR and People Analytics Leaders to share ideas and discuss ways to harness the full potential of data, machine learning, digitisation and AI innovation to improve and empower data-driven HR function.

We are bringing some of the most forward-thinking HR and advanced people analytics leaders from a variety of backgrounds, to address not only strategy and innovation but also themes that provide you with a holistic approach to value creation of data and information and enable you to turn information into action.

Through a series of keynote presentations, interactive workshops and informal networking sessions with like-minded peers, the event arms you with the knowledge required to construct tangible action plans, implement organisational change, gain an influential standing as a data-driven professional and master the secrets behind a compelling data narrative.

Whether you are just starting our in HR Analytics or looking to take your function to the next level - this is a must attend event

| 7.5 Hours of Content | Inspiring keynotes, Interactive panel talks & Deep-dive workshops | 20+ Expert Speakers | 200+ HR & Workforce Leaders | Huge variety of brands & industries | 5+ Networking Hours | 15+ Case Studies | One turbo-charged day |

Who you will Meet

"Really interesting, thought provoking day - I hope to be one of the people sharing a success story next time!"
CLARION HOUSING GROUP

"Great community of people who share for the common cause of making the world of work better"
Carnival

"Can't wait to see all the offshoots of inspiration going forward!"
LLOYDS BANKING GROUP

"Interesting and thought provoking"
GSK

"HR Analytics Summit is a must-attend event"
Insight INVESTMENT

"Really impressive speakers with genuine insight and expertise to share"
TSB

Industries
(including and not limited to)

- Retail
- Insurance
- Banking & Finance
- Telecommunications
- FMCG
- Pharmaceutical
- Food & Beverage
- Oil & Gas / Mining
- Chemical
- Hospitality
- Aviation
- Governmental Institutions

In the Roles of:

C-Level/President/Vice President/Director/Head/Manager of:

- People Analytics
- Workforce Analytics
- Human Resources
- Talent Management
- Talent Acquisition & Recruiting
- Training and Development
- Workforce Planning
- Human Operation
- Talent & Organisational Capability

The HR Analytics Summit is specifically designed for every professional or organisation working with, or interested in taking proactive measures based on advanced data analytics, insight and AI to Improve the HR Function and business performance

2023 Speakers Include

Lei Pan
Global Head of People Insights and Analytics
Shell

Gishan Nissanka
Global Head of People Intelligence
Worldline

Helen Jackson-Wright
Group Head of People Data and Analytics
Vodafone

Ian Cook
VP, Research and Strategy
Visier

Carolyn Johnson
HR & Talent Strategy Consultant, Talent Intelligence & Insights
Google

Alex Browne
Global Head of People Analytics Innovation & Data Science
Nestlé

Sarah Hood
Global Head of Engagement
Bupa

Roger Conolly
Group Head of People Analytics
Babcock International Group

Marc Ramos
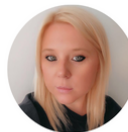*Chief Marketing & Alliances Officer*
SplashBI

Gerbrand Erdkamp
Global Head HR Shared Services, Analytics & Innovation
NN Group

Justine Thompson
Global Head of People Analytics
Flutter Entertainment

Heidi Lopez
Managing Director
Activ8 Intelligence

Subhaan Nizarali
Global Head of People Data & Insights
Imperial Brands

Ralf Bovers
Head of Marketing
Crunchr

Nick Hudgell
Global Head of People Analytics
Sanofi

Naveen Miglani
Co-Founder & CEO
SplashBI

Toby Culshaw
Global Head of Talent Intelligence: Worldwide Amazon Stores
Amazon

Franka Loeve
Lead Global HR Analytics, Data Science & Innovation
NN Group

Ian Mcvey
SVP & GM
Visier

Ian Pinkett
Global People Analytics Manager
Arcadis

Caroline Durdle
Head of Strategic Workforce Development
Stockport NHS Foundation Trust

8:30	**Registration**

9:00 **Welcome to the HR Analytics Summit**

9:10 **People Analytics: Connecting Purpose to Practice**
- The significance of purpose in the workplace during uncertain times
- The importance of helping employees discover their purpose
- Strategies for aligning employee purpose with the organisation's mission
- Leveraging people analytics to support employees and organisations in connecting purpose to practice

REA Group

Jelvie Grech
People Systems Lead, Lecturer and Mentor
REA Group

9:40 **Winning with People Analytics in the New Normal: Strategies for Scaling and Personalising Insights**
- The People Analytics Operating Model: Key components for delivering personalised insights at scale
- Focusing on the right business problems: Identifying key areas of opportunity for driving business impact with People Analytics
- Leveraging data-driven insights to adapt to the new normal and drive competitive advantage

VISIER

Ian Cook
VP, Research and Strategy
Visier

10:10 **Advancing People Analytics with AI & ML: Overcoming Bias, Ensuring Ethics, and Driving Automation**
- Identifying and overcoming Stereotypes and Bias in real world scenarios
- Ensuring ethical implications of AI & ML in people analytics are addressed and aligned with company values and policies
- Lessons learned and best practices for implementing and advancing AI & ML in people analytics.

Shell

Lei Pan
Global Head of People Insights and Analytics
Shell

10:40	**Coffee and Networking**

Data Science and Diversity

11:10 Transforming HR through Data Science: Strategies for Creating a Valued Analytics Function
- Evolving from a reporting team to a strategic analytics and data science function: Key success factors and lessons learned
- Positioning data science within the organisation to drive growth and investment: Strategies for engagement and alignment with business goals
- Growing the scope and capabilities of the data science function to meet current and future business needs

NN

Franka Loeve
Lead Global HR Analytics, Data Science & Innovation
NN Group

NN

Gerbrand Erdkamp
Global Head HR Shared Services, Analytics & Innovation
NN Group

11:40 People Analytics in the NHS: From Cultural Change to Informed Workforce Decisions
- The start of a journey
- Continual review and improvement
- Top tips for implementing

activ8 intelligence
The People Analytics Partner

Heidi Lopez
Managing Director
Activ8 Intelligence

NHS Stockport NHS Foundation Trust

Caroline Durdle,
Head of Strategic Workforce Development
Stockport NHS Foundation Trust

12:10 DE&I Analytics - tracking diversity and measuring inclusion for competitive advantage
- Understand and report on the demographic representation of employees and leaders - achieving 100% unbiased hiring in an analytical method
- Positioning DE&I as an employee engagement priority
- Identify patterns, trends, gaps, or inequities in employment, promotion, and retention

Flutter

Justine Thompson
Global Head of People Analytics
Flutter Entertainment

Talent Intelligence and Employee Listening

Leveraging Talent Intelligence to Drive Organisational Resilience and Business Success
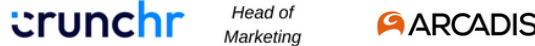- Aligning Talent Intelligence with broader business goals: Strategies and best practices
- Maximising the collaboration between HR and business teams for data-driven decision-making
- Identifying critical skills and competencies required to build organisational resilience in the face of uncertainty

Google

Carolyn Johnson
HR & Talent Strategy Consultant, Talent Intelligence & Insights
Google

Generative AI: An Opportunity to Accelerate the Maturity of People Analytics Teams
- Arcadis' people analytics journey
- Bolstering business partnering
- Next: using generative AI to accelerate on data quality, democratization, and storytelling

crunchr

Ralf Bovers
Head of Marketing
Crunchr

ARCADIS

Ian Pinkett
Global People Analytics Manager
Arcadis

Building a Multipoint Employee Listening capability that acts on insight swiftly
- How intelligent listening can unlock real-time employee sentiment across the organisation
- Scaling a multi-touch employee-listening programme at speed for swift insight
- Translating data into insight into action - acting and implementing change at speed

Bupa

Sarah Hood
Global Head of Engagement
Bupa

12:40	**Networking Lunch**

13:40 Panel Discussion: Preparing for the Future of HR: Advancing with People Analytics, Skills, and Change Management
- Transforming the mindset towards people analytics: Strategies for driving adoption and integration into HR and business practices
- The evolving role of HR in supporting the business: Key skills, functions, and competencies for the future of work
- Balancing speed and robustness when implementing change

sanofi

Nick Hudgell
Global Head of People Analytics
Sanofi

amazon

Toby Culshaw
Global Head of Talent Intelligence: Worldwide Amazon Stores.
Amazon

IMPERIAL BRANDS

Subhaan Nizarali
Global Head of People Data & Insights
Imperial Brands

Google

Carolyn Johnson
HR & Talent Strategy Consultant, Talent Intelligence & Insights
Google

14:20 Managing People Risk with Data: Leveraging People Analytics for Evidence-Based Decision-Making
- Anticipating Future Needs: Using Predictive Analytics for Demand Planning and Demonstrated Performance
- Prioritising Sourcing Strategies: Utilising Prescriptive Analytics for Strategic Workforce Planning
- Mitigating Business Risks: Moving from Lag to Lead Metrics with Innovative Flight Risk Models for Improved Retention

babcock

Roger Conolly
Group Head of People Analytics
Babcock International Group

14:50	**Leveraging People Analytics for Strategic Transformation in Global Organisations**	Helen Jackson-Wright
	• One version of the truth – building trust in people data	*Group Head of People Data and Analytics*
	• Global data products with local insights – leveraging Google Cloud platform	**Vodafone**
	• Time to ditch the spreadsheets – making the shift from looking back to looking forward	

Coffee and Networking

15:50	**Knock knock. Who's there? Your People Data..**	Marc Ramos	Naveen Miglani
	• Stop spending countless hours to provide simple metrics	*Chief Marketing & Alliances Officer*	*Co-Founder & Chief Executive Officer*
	• Build Strategic employee life cycles with facts	**SplashBI**	**SplashBI**
	• Drive Recruiting & Retention with DEI&B insights		

16:20	**Maximising Business Impact with People Analytics: Strategies for Integration, Consultation & Core Functionality**	Gishan Nissanka
	• Establishing People Analytics as a core organisational function: Key steps and success factors	Global Head of People Intelligence
	• Instigating a consultative approach to support top-level decision-making: Strategies for collaboration and communication with key stakeholders	**Worldline**
	• Integrating People Analytics with other departments to drive cross-functional insights and business impact	

16:50	**Navigating the Future of HR and Strategic Workforce Planning: Trends, Strategies and Best Practices**	Alex Browne
	• Exploring the future of HR and strategic workforce planning: Trends, challenges, and opportunities	Global *Head of People Analytics Innovation and Data Science*
	• Leveraging storytelling to drive change from the top and create a culture of engagement and innovation	**Nestlé**
	• Predicting and planning for the skills and competencies required for future business success	

| 17:20 | **Closing remarks from the Chair** |

| 17:30 - 19:00 | **Networking Happy Hour** |

2023 Attendees Include

How we're different

- **Return on Investment -** Our agenda is designed for attendees to be able to take away immediately implementable lessons. Our speakers will be talking about their current and near-future projects to reveal the planned and unforeseen challenges they faced, so you can avoid them!

- **End-User Heavy -** We operate on a ratio of 1/5 sponsorship to end-users and only invite a select few credible sponsors to the event, there are no forced meetings and no danger of being swarmed!

- **High Intensity -** Most HR Leaders cannot afford to spend multiple full days out of the office. We understand this and have provided an event that is content-rich and effective in its delivery to ensure that attending the event is the most effective use of your time.

- **Networking Opportunities -** despite being one day, we have 5 hours of networking time through coffee breaks, networking breakfast and lunch as well as evening networking drinks to expand your contact base and exchange new ideas.

Venue & Experience

THE BARBICAN CENTRE, SILK STREET, BARBICAN, LONDON, EC2Y 8DS

HR Analytics Summit 2023 will be returning to the spectacular Conservatory for our networking and evening drinks space. The second-largest conservatory in London, it is a hidden tropical oasis in the heart of the City that is home to exotic fish and over 2,000 species of tropical plants and trees.

Main presentations take place in the renovated Auditorium, providing excellent visibility and sound, with the Frobisher suite being used for our breakout space - packed with the latest tech.

This in-person event is designed to stimulate conversation, be a hub for learning as well as provide a relaxing experience post-event to network with your peers in a truly unique space.

90% of attendees rated the experience 4-5 out of 5

Spaces are Limited - 2022 edition sold out
Book now to secure your space!

5% of all ticket sales goes directly to the charity Mind

Standard Pass

~~£449~~
£229

Access to:

- Conference Sessions
- Networking Sessions
- Happy Hour
- Exhibition Hall
- Great Food & Drink

- Available only to HR execs from end-user organisations / consumer brands.

Executive Pass

Most Popular

~~£400~~
£279

Access to:

- Conference Sessions
- Networking Sessions
- Happy Hour
- Exhibition Hall
- Great Food & Drink
- Attendee Report
- Presentation Slides*

- Available only to HR execs from end-user organisations / consumer brands.

Team Rate

Best Value

~~£1400~~
£659

Access to:
3 Executive Passes for Multiple Team Members

- Conference Sessions
- Networking Sessions
- Happy Hour
- Exhibition Hall
- Great Food & Drink
- Attendee Report
- Presentation Slides*

- Available only to HR execs from end-user organisations / consumer brands.

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info@hranalyticssummit.com

Click tickets to book

www.hranalyticssummit.com