

**NATIONAL  
HOUSING  
FEDERATION**

# **HR** AND PEOPLE DEVELOPMENT IN HOUSING

Conference and Exhibition 2020

Thursday 2 April 2020  
One Drummond Gate, London

Preferred supplier:

**The  
Guardian Jobs**



**#HRinHousing**  
**housing.org.uk/hr**

# Rethinking talent, leadership and the workplace

Be transported to the future workplace and discover how you can shape a truly diverse workforce, while making a positive difference to your employees' well-being.

Together we'll navigate through current and future challenges for people professionals, with a fresh new programme strongly focussed on innovation, organisational development and social importance.

There'll be plenty of opportunities throughout the day for you to share perspectives, swap practical advice and network with your peers.

HR and people professionals have an opportunity to drive meaningful change in the housing sector – join us to learn, share and make a difference for the future.

Book your place by 24 December

to save £100

## What's new for 2020?

- ▶ Immersive roundtable sessions that provide real examples and tools to take back to your workplace
- ▶ A multi-stream programme that caters to the needs of your whole HR and people development function
- ▶ Progressive specialist speakers from both within and outside the sector

## Topics for 2020

- ▶ Agile workplaces
- ▶ Mental health for housing professionals
- ▶ Neurodiversity
- ▶ Diverse employee onboarding
- ▶ Holocracy
- ▶ Recruiting for care and support



Helping you develop your professional skills and knowledge is important to us which is why this event is CPD accredited. You'll receive a Certificate of Attendance and CPD points after you attend.

“

**It was an enjoyable day overall. Very well organised and a good opportunity to meet with other HR professionals.**

Black Country Housing Group, 2019

**Book your place at:** [housing.org.uk/hr](https://housing.org.uk/hr) | [events@housing.org.uk](mailto:events@housing.org.uk) | 020 7067 1066

## Confirmed speakers include

- ▶ David Armstrong, **Flagship Group**
- ▶ Ria Bailes, **One Housing**
- ▶ Richard Bell, **Torus**
- ▶ Nicola Benthon, **Macmillan Cancer Support**
- ▶ Julie Blair, **Look Ahead**
- ▶ Julian Birkinshaw, **London Business School**
- ▶ David Brindle, **The Guardian**
- ▶ Wayne Clarke, **Global Growth Institute**
- ▶ Sophie Corlett, **MIND**
- ▶ Nancy Doyle, **Genius Within**
- ▶ Aileen Evans, **Grand Union Housing Group**
- ▶ Elspeth Hayde, **Evolve Housing and Support**
- ▶ Amina Graham, **L&Q**
- ▶ Elspeth Mackenzie, **Thrive Homes**
- ▶ Caroline Moore, **Shepherds Bush Housing Group**
- ▶ Doug Price, **Ministry of Defence**
- ▶ Dr Ruth Reaney, **London School of Economics and Political Science**
- ▶ Henry Stewart, **Happy**
- ▶ Liz Sayce OBE, **LSE and former Disability Rights UK**
- ▶ Shaun Scantlebury, **EY**
- ▶ Bob Wilkey, **Plymouth Community Homes**



Book two places and get

a third free

## PROGRAMME

08:30 Registration and exhibition opens

09:00 **BREAKFAST BRIEFING** THE FUTURE OF THE WORKPLACE IN SOCIAL HOUSING

- Introducing agile working to your workplace
- The latest workspace technology
- Reaping a return on investment
- Requirements for attracting and retaining staff

10:00 Chair's opening remarks

10:05 **LIGHTNING TALKS** THREE VISIONARY INSIGHTS FROM THOUGHT LEADERS ON THE CHANGING WORLD OF HR AND PEOPLE DEVELOPMENT

- Assessing the economic and political impact on business and workforce
- How housing recruitment needs to adapt to a changing world. A new look at employment and leadership to create happy workplaces
- Getting the right leadership and people on board to reflect tenant services and engagement

10:50 **SPOTLIGHT ON** SUPPORTING MENTAL HEALTH AND WELLBEING IN THE WORKPLACE

- Social housing and the challenges of working in vulnerable situations
- Providing mental health first aid training and guidance to meet the needs of your workforce

11:30 **Networking break and exhibition viewing**

TED screening: **Why good leaders make you feel safe, Simon Sinek**

11:55

**Breakout sessions and roundtables - please select one option**

ROUNDTABLE	CASE STUDY	PANEL
<p><b>B1: How can the housing sector become more representative of its residents?</b></p> <hr/> <ul style="list-style-type: none"> <li>• Discuss what diversity means to you and consider insight from across the sector</li> <li>• Listen to stories from a variety of people on how their experiences have impacted them in the workplace</li> <li>• Collaborate with others and challenge the sector to do better</li> </ul>	<p><b>B2: Promoting social housing as an attractive employment destination for graduates</b></p> <hr/> <ul style="list-style-type: none"> <li>• Meeting the expectations of the new workforce, digitally, environmentally, and politically</li> <li>• Encouraging and retaining undergraduates: learn from other sectors</li> <li>• The Guardian Jobs Values &amp; Benefits research on the optimal combinations to attract candidates</li> </ul> 	<p><b>B3: Equipping managers to successfully deal with a changing environment</b></p> <hr/> <ul style="list-style-type: none"> <li>• Identifying the right competencies required by your managers</li> <li>• Hiring the right staff to deliver your organisation's vision</li> <li>• Strategies to develop current talent to meet your organisation's needs: change management</li> </ul>

12:40

**Networking lunch and exhibition viewing**

Mental health first aid talk

13:50

**Breakout sessions and roundtables - please select one option**

ROUNDTABLE	PANEL	SPOTLIGHT ON
<p><b>B4: The challenges of recruiting for the care and support function in housing</b></p> <hr/> <ul style="list-style-type: none"> <li>• The role of social housing in providing care and its impact on recruiting qualified staff</li> <li>• The role of HR in attracting and retaining qualified care and support staff</li> </ul>	<p><b>B5: Driving cultural change and succeeding in your business transformation</b></p> <hr/> <ul style="list-style-type: none"> <li>• The role of HR in leading organisational change</li> <li>• The challenges of digitalising both an organisation and the HR function</li> <li>• Enabling senior managers to deliver the strategic direction of an organisation</li> </ul>	<p><b>B6: Performance management trends</b></p> <hr/> <ul style="list-style-type: none"> <li>• Considering organisational and cultural changes within employee performance</li> <li>• Optimising performance measurement process through innovative tech</li> <li>• Implementing performance management to motivate and help organisational change</li> </ul>

14:35

**Networking break and exhibition viewing**

TED screening: **The power of introverts, Susan Cain**

15:00

**Breakout sessions and roundtables - please select one option**

**SECTOR UPDATE**

**B7: HR and employment law update for 2020**

- Complying with the pay gap reporting requirements
- Case law and legal requirements for statutory entitlements such as parental leave
- How will employment law change following Brexit?

**CASE STUDY**

**B8: Employee onboarding checklist**

- Using the latest recruitment software to improve recruitment efficiency
- Effectively reach the top talent
- Modernise the onboarding process to engage new talent

**SPOTLIGHT ON**

**B9: Neurodiversity in employment**

- A discussion on the possible drivers and barriers of including neurodivergent people in the workforce
- Initiatives which can help drive neurodiverse employment
- Assessing the benefits of supporting neurodiversity

15:45

**INSPIRATIONAL KEYNOTE**

**REPLACING HIERARCHY WITH SELF-ORGANISATION: ORDER WITHOUT BOSSES**

- Can these new self-organising models increase creativity and performance?
- A look at the benefits of a flat structure without leaders, making people the focus
- Can this approach realistically work in social housing?

16:15

**PANEL DEBATE**

**DEVELOPING DIVERSE LEADERSHIP AND TEAMS IN THE HOUSING SECTOR**

- Investing in attracting diverse leadership to the sector
- Opportunities for people living with health conditions or impairments
- Managing the needs of a diverse workforce

17:00

**Networking drinks in the exhibition**

Connect with colleagues to discuss the day's sessions and mull over actions to take back to your workplace.



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**Great event not only for HR professionals in housing to network but also to be inspired about developments going forward**

Berneslai Homes, 2019

Priority  
booking code

HR20DM

# How to book

Book two  
places and get

a third free

	Super Early Bird (by 24 December 2019)	Early Bird (by 7 February 2020)	Standard
Member	£365	£415	£465
Public sector/ not-for-profit	£415	£465	£515
Private sector	£498	£548	£598

## Online

Visit [housing.org.uk/hr](https://housing.org.uk/hr) to book by card or invoice

## Email

Contact our Customer Services team at [events@housing.org.uk](mailto:events@housing.org.uk) and we'll send you a booking form

## Phone

Call **020 7067 1066** to make a card payment over the phone

Foremarke  
EXHIBITIONS

For sponsorship and exhibition enquires please contact Julian Hurst at [housing@foremarke.uk.com](mailto:housing@foremarke.uk.com).

“

**The conference was very informative – it was good to hear the perspective of others in the housing sector, sometimes you think you are the only one with a particular issue, so it was a real eye opener.**

Thrive Homes, 2019

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Guardian Jobs connects employers and employees who share the same values and who believe in a world of work that can enrich their lives.

The National Housing Federation is the voice of affordable housing in England. We believe that everyone should have the home they need at a price they can afford. That is why we represent the work of housing associations and campaign for better housing. Our members provide 2.6 million homes for more than six million people. And each year they invest in a diverse range of neighbourhood projects that help create strong, vibrant communities.

DISCLAIMER: This programme is correct at the time of going to press. In the event of one or more of the advertised speakers being unable to attend, for reasons beyond the control of the conference organisers, we reserve the right to make alterations or substitutions to the programme as deemed fit. All timings are provisional and may be subject to change. Views expressed by speakers are their own. The National Housing Federation disclaims any liability for advice given or views expressed by any speaker at the event or in notes or documentation provided for the delegates.

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