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12^{ANNUAL} REINVENTING HR SUMMIT 2026

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 17-19 November 2026

 London, UK

www.FutuHRistLC.com



REINVENTING HR SUMMIT 2026

The Reinventing HR Summit

The Reinventing HR Summit is a forward-thinking HR leadership event held as part of the **FutuHRistic** Festival: Festival of People and Engagement.

Designed for senior HR and People leaders, the summit focuses on how organisations are redefining people strategy, leadership, and workplace culture in a rapidly evolving world of work.

Across a carefully curated programme, industry experts, HR leaders, and practitioners come together to explore the key priorities shaping the future of HR, including talent strategy, organisational change, employee experience, leadership development, and the impact of technology on the HR function.

The summit features a dynamic mix of keynote sessions, real-world case studies, panel discussions, and practical workshops, offering both strategic insight and actionable tools. Whether you are leading transformation, strengthening leadership capability, or enhancing employee engagement, the Reinventing HR Summit provides a valuable platform to learn, exchange ideas, and connect with peers across industries.

WHAT TO EXPECT

DAY 1: **FUTURE OF WORK**

Strategy, transformation
& leadership in the
evolving HR landscape

DAY 2: **WORKSHOPS**

Practical, skills-based
learning for HR
professionals.

DAY 3: **HR & IC Leadership Forum**

Shared themes such as
engagement, culture &
leadership alignment



DAY 1 - FUTURE OF WORK

VIDYA MURALI



Director, Business Operations



HANNAH HARROP



Head of HR - Security



AHMED SALAH



Global Head of Human Resources



TATIANA CHAGAS



Senior Global Mobility & Immigration Specialist | International Employment



MAGDALENE ARTHUR



Senior People Partner



DAVID HIPPOLITE



Senior People Partner



NICK HOLMES



Vice President, Learning & Culture



PANEL CONTRIBUTORS

FIONA YENSEN



Former Head of Wellbeing, UK Home Office | Founder, Twiga Training & Consultancy Ltd. (launching soon)

ROB HOSKING



international TEDx motivational speaker



AMBER (STOTEN) DOUGLAS



Learning & Development leader UK & Europe



DAY 2 - WORKPLACE CULTURE & COMMUNICATION WORKSHOPS

HOWARD KRAIS



Co-author of Leading the Listening Organisation.
co-founder



Howard Kraiss is a global communications and engagement expert and Co-Founder of True Communications, specialising in people-centred change, organisational listening, and employee engagement. He has held senior roles at EY, GSK, and Johnson Matthey, and is a co-author of Leading the Listening Organisation.

ALLAN MORLING



Founder & Behavioural Change Consultant



Allan Morling is the founder of Leadership EQcellence and creator of BehaviourShift™, a framework that turns learning into lasting behavioural change. With over 15 years of experience, he supports leaders and teams to strengthen leadership, psychological safety, and communication, focusing on practical, real-world culture change beyond training.

SYLVIE DELACROIX



Inaugural Jeff Price Chair in Digital Law



Sylvie Delacroix is Inaugural Jeff Price Chair in Digital Law at King's College London and a leading expert in data and machine ethics. She is Founder of the Centre for Data Futures, where she focuses on participatory approaches to AI and ensuring human agency in data-driven systems. Her work bridges law, ethics, and AI policy to make emerging technologies more socially responsible and human-centred.

DAY 3 - HR & IC LEADERSHIP FORUM

KATHARINA AUER



Head of Internal, Service,
Suppliers & Partners,
Shared Service
Communications

SIMONA RADU



VP, Employee and
Executive
Communications



DR SUJAYA BANERJEE



Author, Writer,
Thought Leader,
CEO



SIMONA RADU



Founder and
Director



PANEL CONTRIBUTORS

EMMA WILSON-WYER



Senior People &
Impact Manager



Corporate Internal
Communications



Internal
Communications
Manager



8:30 – 9:00

Registration



Morning Networking – Coffee & Refreshments

9:00 – 9:10

Opening Remarks

Conference Chair:

9:10 – 9:40

Finding Your Voice to Drive Change

OPENING
KEYNOTE

- Be the solution to a problem: don't wait for change; create it.
- Recognise the power of your voice: your experiences and perspective matter.
- Don't waste opportunities: every platform is a chance to influence and inspire.
- Challenge the status quo courageously: progress only happens when someone is willing to question "the way things have always been done."
- Build cultures that empower others: true leadership is creating space for others to share their stories and challenge constructively.



9:40 – 9:50

Q&A

9:50 – 10:20

When Growth Breaks Your Culture (and Your People)

CULTURE
& SCALE

- How to spot when a "performance issue" is actually a system or leadership gap
- Why your high-potential hires struggle in scale-ups, and how HR can enable adaptability
- Practical ways to design clarity in roles, decisions, and priorities at speed
- How to evolve culture intentionally, so it becomes a growth enabler, not a bottleneck
- What it really takes to deliver growth without breaking people—and how HR can lead that shift



10:20 – 10:30

Q&A

10:30 – 11:00



Morning Coffee & Networking Break

11:00 – 11:30

HR Leadership in High-Risk & Frontline Environments

MODERN
WORKFORCE
CHALLENGES

- Managing large, dispersed workforces across multiple locations and operational settings
- Maintaining employee engagement and wellbeing in high-risk environments
- Building a strong safety culture while driving performance and accountability
- Strengthening leadership capability across frontline and remote teams
- Leveraging technology and workforce insights to improve communication and operational effectiveness



11:30 – 11:40

Q&A

11:40 – 12:10

Hiring Beyond Borders: Enabling Global Talent Through Smart Mobility and Compliance

GLOBAL
WORKFORCE
& TALENT

- Introduction and professional background in Global Mobility
- The growing importance of hiring beyond borders and access to global talent
- Realities and challenges of recruitment in a global organisation
- Common barriers to international hiring and why companies struggle with mobility
- The role of the Talent Mobility professional as a strategic enabler
- What the EU and Schengen Area enable for cross-border hiring
- Key distinctions between entry visas, work permits, and ongoing compliance obligations
- Practical case studies from real mobility scenarios (business travel, urgent mobilisation, permit delays)
- The future of mobility: technology, automation, and strategic transformation
- Key takeaways for HR leaders on enabling compliant and efficient global hiring



12:10 – 12:20

Q&A

12:20 – 13:20



Networking Lunch

DAY 1

17 Nov 2026

13:20 – 13:50

KEYNOTE

Leadership in the Era of AI



13:50 – 14:20

KEYNOTE

Culture: Infrastructure, Not Atmosphere

- Why culture is more than values, engagement scores, and workplace perks
- Understanding culture as the operating system that shapes behaviour and performance
- A practical framework for diagnosing and measuring organisational culture
- Using behavioural science and systems thinking to create lasting cultural change
- Conducting a cultural health check to identify strengths, gaps, and opportunities for improvement



14:20 – 14:30

Q&A

14:30 – 15:00

Communicating Change: Bringing People With You

- Understanding different responses to change and why a one-size-fits-all communication approach doesn't work, particularly across diverse teams
- The layers of effective change communication
- Creating genuine dialogue and building the psychological safety for people to speak up
- Managing resistance with respect (and why challengers can often be your greatest untapped asset)
- Why change doesn't end at 'go-live' and what following through really looks like in practice



15:00 – 15:10

Q&A

15:10 – 15:20

☕ Coffee & Refreshments

15:20 – 16:00

Beyond Wellness Programmes: Building Sustainable Wellbeing Cultures

15:00 – 15:15 | Hybrid Work & Employee Wellbeing

- Learning & Development for Mental Health Awareness
- Building Manager Capability
- Creating a Culture of Wellbeing
- Cultural Sensitivity & Inclusion



15:15 – 15:30 | TBA



15:30 – 15:50 | How to create a culture where psychological safety exists; achieving this will lead to better retention and high performance.



16:00 – 16:10

Q&A

16:00

Closing Remarks

PANEL DISCUSSION
WELLBEING & HUMAN
SUSTAINABILITY

DAY 2

18 Nov 2026

WORKPLACE CULTURE & COMMUNICATION WORKSHOPS

Practical workshops exploring organisational listening, workplace culture, behaviour change, communication, trust, and employee engagement in modern organisations.

8.30 – 9:00

Registration



Morning Networking – Coffee & Refreshments

9:00 – 12:30

MORNING WORKSHOP

THE POWER OF ORGANISATIONAL LISTENING: Listening, AI and Intelligence

A Strategic Approach for HR & IC Professionals

- Why organisations are entering an “Age of Listening”
- The business value of organisational listening
- What prevents organisations from truly listening
- How AI and workplace intelligence are changing communication and insight
- Practical approaches to listening, feedback, and organisational trust



12:30 – 13:30



Networking Lunch

Time to connect with fellow participants, reflect on the session, and continue the conversation in a relaxed setting.

13:30 – 15:10

AFTERNOON WORKSHOP – 1

WHY LEARNING DOESN'T STICK: THE MISSING LINK BETWEEN TRAINING AND BEHAVIOURAL CHANGE

- The leadership conditions required for lasting behaviour change
- Psychological safety and reinforcement in practice
- Why training alone rarely changes workplace behaviour
- Turning learning initiatives into long-term habits and cultural behaviours



15:30 – 17:00

AFTERNOON WORKSHOP – 2

AI INTERPRETABILITY HAS A COLLECTIVE PROBLEM

- Why the conversational infrastructure that sustains professional norms is being reshaped by AI documentation and assessment tools faster than HR functions can build participatory ways to engage with the design choices behind those tools.
- Why the distinction between participation (communities iteratively shaping how systems behave) and consultation (one-off feedback rounds) matters more for HR practice than the AI versus non-AI distinction the field tends to focus on.
- What HR teams can do in practice to design AI deployments that preserve rather than suppress productive uncertainty in moments where professional judgement matters most, with a focus on performance review and employee feedback as the primary case.



17:00

Closing Remarks

DAY 3

19 Nov 2026

HR & IC LEADERSHIP FORUM

Aligning HR & IC: One Voice, One Culture

A collaborative day exploring how HR and Internal Communications can work together to strengthen culture, engagement, leadership, and organisational alignment.

8:30 – 9:00

Registration

 Morning Networking – Coffee & Refreshments

9:00 – 9:10

Opening Remarks

Conference Chair:

9:10 – 9:40

One Voice, One Culture: How HR and Internal Communications Are Evolving Together

- How HR and Internal Communications are evolving together rather than working in parallel
- What “one voice, one culture” looks like in practice
- How alignment between people, strategy and communication supports organisations through change and uncertainty
- What HR and Internal Communications practitioners need to rethink to remain relevant and effective



9:40 – 9:50

Q&A

9:50 – 10:20

TBA



10:20 – 10:30

Q&A

10:30 – 11:00

 Morning Coffee & Networking Break

11:00 – 11:30

Beyond Hierarchy: How Communication Turns Mission into Momentum

- Making work that truly matters visible: how communication spotlights shared priorities for greater impact and agility
- Amplifying people who think and contribute beyond hierarchy – where expertise and collaboration take centre stage
- Leadership as the strongest signal: how role-modelling trust, innovation, and people development unlocks energy



11:30 – 11:40

Q&A

11:40 – 12:40

Measuring What Matters: Aligning Internal Communication with HR Outcomes

This session will explore how organisations can better connect internal communication strategies with measurable people outcomes, from engagement and culture to performance, retention, and change.

11:40 – 11:50 Balancing Technology Implementation with Human Centred Leadership



PANEL DISCUSSION

11:50 – 12:00 | From Insight to Impact: Connecting Internal Communication to Business and HR Outcomes.



12:00 – 12:10 | Human-Centric Communication in Transformation: The GCC Perspective



DAY 3

19 Nov 2026

12:10 – 13:10

 **Networking Lunch**

13:10 – 13:40

Communication as a Performance System: How High-Performing Teams Turn Strategy into Action

- career in Formula 1
- How communication is a performance system that enables alignment
- What happens when communication breaks down



13:40 – 13:50

Q&A

13:50 – 14:20

TBA

14:20 – 14:30

Q&A

14:30 – 14:50

 Coffee & Refreshments

14:50 – 15:10

TBA

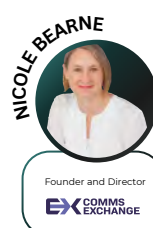
15:10 – 15:20

Q&A

15:20 – 16:00

Predition Wall

The Prediction Wall is an interactive conference feature where delegates anonymously submit or select written “future trends” and “red flags” in the workplace. Participants then pick entries at random and explore them in live discussions with speakers and panel contributors, sparking spontaneous, honest conversations about what’s shaping and challenging the future of work.



16:00

Closing Remarks

REINVENTING
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2026

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