



DAY 1

08:30-09:00	REGISTRATION & NETWORKING BREAKFAST
09:00-10:30	Session 1: The origin of Futures Thinking, The methods and tools, and how they apply to transformations
	COFFEE BREAK
10:45-12:15	Session 2: Review of HR Operating Models Skills and Capabilities for People Professionals in those Operating Models
12:15-13:00	NETWORKING LUNCH
13:00-14:30	Session 3: How to explore the trends and signals that affect you How to design and describe the possible futures and scenarios for the organisation
	COFFEE BREAK
14:45-16:15	Session 4 HR 3.0 as an overarching and adaptable new HR Operating Model Rolling the Futures Thinking trends and signals through the HR 3.0 Model into a strategic plan and resulting products and solutions.
16:15-17:00	CLOSING REMARKS & NETWORKING

Drivers:

AI and Automation
ESG/Sustainability
Socio-Economics

Responses:

Adapted Business Models
Skills and Capabilities
Leadership
Culture

Lenses:

System Science
Products
Processes

Products/Solutions Org Design

Strategic Workforce Plan
Talent Acquisition/Dev't
Equity/Inclusion Strategy
Reward and Recognition
Progressive Leadership
Well-being/Flexible work

DAY 2

	STRATEGIC WORKFORCE PLANNING & ORGANIZATIONAL AGILITY	ORG DESIGN, OPERATING MODELS & TRANSFORMATION	LEADERSHIP, CAPABILITY & TALENT DEVELOPMENT	CULTURE, ENGAGEMENT, INCLUSION & EX
	Why this matters in 2025: With rapid transformation across industries, CHROs must align workforce capabilities with business strategy—proactively, not reactively.	Why this matters in 2025: As digital transformation matures, HR is being asked to co-lead redesign efforts that enable speed, innovation, and accountability.	Why this matters in 2025: Leadership pipelines are under pressure. The role of the manager is evolving—and capability gaps are widening.	Why this matters in 2025: Culture is the invisible hand that shapes performance. Post-hybrid, post-AI, organizations need strong EX design.
10:00	Future-Back Planning: Aligning Workforce Strategy to 2025+ Business Goals How to build workforce plans based on future business models, not current roles.	Designing for Agility: Org Structures that Empower Speed and Innovation From hierarchies to networks—new models that break silos.	The Manager Makeover: Redefining Manager Capabilities in the AI Era What today's middle managers actually need to lead modern teams.	Human-Centered Work Design in the Age of AI & Automation Balancing efficiency with meaning and motivation.
11:00	Skills-Based Workforce Planning: Moving Beyond Job Titles How leading companies are creating flexible, agile talent architectures based on skills taxonomy and internal mobility.	Co-Creating the Operating Model: HR as Business Transformation Partner What the best HR functions are doing to partner with finance, tech, and ops in operating model redesigns.	Accelerating Leadership Pipelines in a Flattened, Fast-Moving World Succession planning in an era of lateral moves and non-linear careers.	Culture Activation: Turning Values into Everyday Behaviours How to embed, not just communicate, culture.
12:00	Strategic Workforce Reshaping in Volatile Markets Case studies in rightsizing, reskilling, and redesigning teams amid economic pressure and tech disruption.	Talent Ecosystems: Integrating Employees, Contingent, and AI Talent Pools Rethinking how work gets done—who does it, where, and with what tech.	Critical Capabilities 2025: Building Digital, Commercial & Adaptability Muscles How to prioritize and deliver on critical capability gaps.	Inclusion 2.0: Making DEI Business-Critical (and Measurable) Evolving DEI from programs to performance enablers.
13:00	NETWORKING LUNCH			
14:00	From Headcount to Value Creation: New Workforce Metrics for CHROs How to track the real ROI of workforce investments—beyond attrition and engagement.	Creating Role Clarity and Accountability in Flattened Structures Avoiding chaos in matrixed environments and flatter orgs	Internal Talent Marketplaces: Making Skills and Development Fluid Success stories in unlocking growth via projects, gigs, and stretch roles.	Well-being, Burnout & Belonging: The New EX Imperative What's actually moving the needle on mental health and sustainable performance.
15:00	Cross-Border Workforce Strategy: Navigating Global Talent Mobility and Regulation Managing distributed teams, compliance, and local nuances across EMEA	Diagnosing and Evolving Culture Through Organizational Design How structural changes can enable or derail culture, and what to do about it.	Learning Reinvented: From Courses to Continuous Capability Building Moving away from “learning events” to embedded, real-time growth.	Measuring What Matters: EX, Culture & Purpose in the Boardroom How CHROs are redefining what gets reported.
16:00	CLOSING ADDRESS AND NETWORKING DRINKS RECEPTION			