



## Agenda

**8:30 Registration**

**9:30 Chair's Welcome**

Cara Leach, Director, Lumo Liquid

**9:40 Keynote - The Great Transition to Future Skills for Employees, and How Leaders Should Focus on Positive Augmentation vs Replacement**

Yazad Dalal, Head of Strategy, HCM Cloud Applications, Oracle

**9:55 Discussion Host Introductions**

**10:05 Discussion Session 1**

**10:35 Panel Discussion: Women in Manufacturing**

Paul Broadhead, Head of Community Investment & Education Outreach, Rolls-Royce  
 Philippa Glover, Managing Director, CNC Robotics  
 Jemima Birch, Monozukuri Engineer, Vauxhall Motors  
 Dr Ariel Edesess, Research Assistant, Liverpool John Moores University  
 Abbie Romano, PhD Researcher, Liverpool John Moores University

**11:05 Morning Break**

**11:25 Discussion Session 2**

**11:55 Keynote: Changing Workforce Models**

Sam Handley, HR Director, Swiftool Precision Engineering

**12:10 Discussion Session 3**

**12:40 Keynote: Harnessing Technology to Innovate Talent Management and Address the Skills Gap**

David Ivell, Chief Technology Officer, Sema

**13:10 Afternoon Break**

**14:10 Keynote: Leading People Development During Technology Transformation**

Leigh Smith, New Model Programmes Lead, Jaguar Land Rover

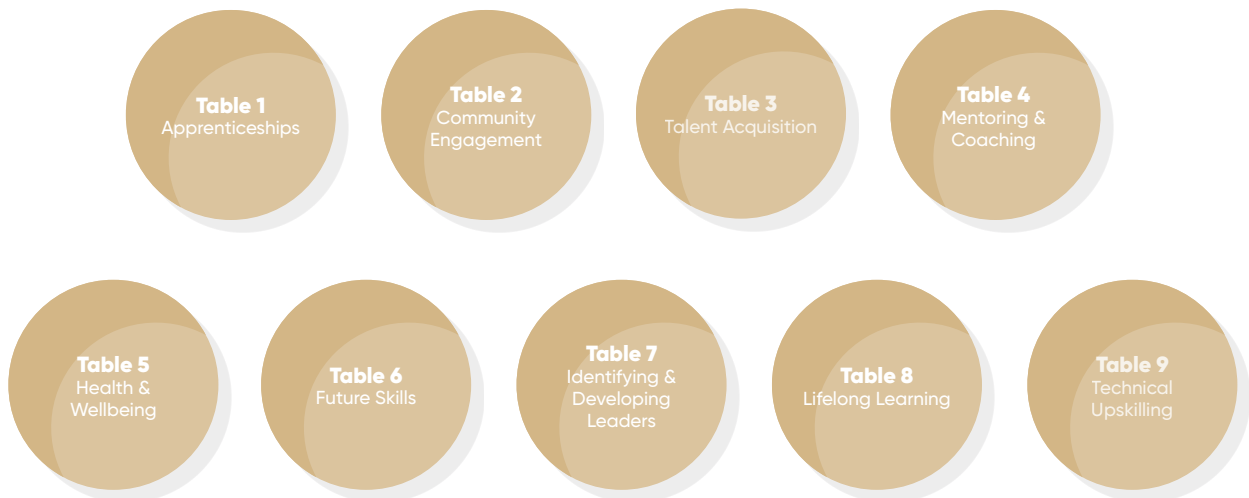
**14:25 Discussion Session 4**

**14:55 Summit Recap**

**15:00 Close of Summit**

## Summit Layout

### Main Stage



Gold Sponsor:



Silver Sponsor:



Event Partner:



Talent Partner:



Knowledge Partner:



# Discussion Table Sessions



Take your pick of the following discussion tables – find a free seat and join in the big conversation. You will be able to choose five different discussion tables throughout the day.

## Table 1: Apprenticeships

Apprenticeships are a valuable way of developing new talent in the industry, and they're becoming even more important as a way of addressing the skills gap. But how can we ensure their success? How can we get the most out of the Apprenticeship Levy? And how can apprenticeships be used to build higher level skills in a practical way?

- Getting the most out of apprenticeships
- The Apprenticeship Levy
- Degree Apprenticeships

**Hosts:**  
Anita Davenport, People, Culture & Compliance Manager, Lander Automotive  
Hollie Hughes, Manufacturing Engineer & Former Apprentice, Vauxhall Motors

## Table 3: Talent Acquisition

One of the biggest issues facing the manufacturing industry is the war for talent, with businesses often pitting themselves against both competitors and other industries that are sometimes seen to be offering more appealing career prospects. However, for manufacturing businesses to thrive in today's economy, it's vital to find the best employees. So how can you alter your approach to ensure you're attracting and engaging with top talent? And how do you set your business apart from your competitors? Within this roundtable discussion, we'll be discussing:

- Positioning yourself as an employer of choice
- Diversity & Inclusion
- Developing a positive candidate experience & efficient recruitment strategy

**Hosts:**  
Alex Taylor, Service Development Manager, Hunter

## Table 5: Health & Wellbeing

As manufacturers, we often emphasise Health & Safety in the workplace, and rightly so. However, psychological factors and mental health often are often under-considered. At the same time, it has been shown that improving mental health in the workplace can boost productivity by as much as 17%. We cannot afford to ignore these factors, and the impact they can have.

- Employee engagement
- Mental health awareness
- Realising the benefits

**Hosts:**  
Susan Jones, Senior Quality Systems Specialist, Tata Steel Europe  
Jamie Thums, Chief Operations Officer, Lintott Control Systems

## Table 7: Identifying & Developing Leaders

As we seek to transform our workforces, our leadership focus must shift too. We must understand what is required of our organisations' leaders, in order to identify the right people and enable their development.

- The changing role of leaders
- Leadership competencies and behaviours
- Diverse leadership

**Hosts:**  
Dr Judith Shawcross, Head of Executive and Professional Development, IfM Cambridge – Education and Consultancy Services

## Table 9: Technical Upskilling

Industry 4.0 creates the opportunity for new job roles to emerge, but the domain and process knowledge of our existing workforces must be maintained and carried through if we are to succeed. It is not enough to hire new digitally-enabled people from outside of the industry; our existing workforces must be welcomed into the digital age.

- The skills needed to update our existing workforce
- In-house vs External training
- Leaving no-one behind

**Hosts:**  
Anthony Walker, Strategic Manager, Liverpool John Moores University

## Table 2: Community Engagement

How can employers engage with their local areas to build better relationships? How can the industry engage with schools to attract future talent to the industry? Outdated misconceptions of manufacturing as a career choice continue to inhibit the industry's access to the best talent. It's time for that to change.

- Community investment
- Education outreach
- Driving engagement with the industry

**Hosts:**  
Paul Broadhead, Head of Community Investment and Education Outreach, Rolls-Royce  
Ian Green, Senior Controller – Global Training Centre, Nissan Skills Foundation

## Table 4: Mentoring & Coaching

The challenges we currently face in manufacturing require us to enable our people to be the best they can be. One way to achieve that is to allow experienced professionals to pass on wisdom directly to the next generation, and enable ideas and processes to be spread across an organisation. Further, it can allow for the development of the flexible and versatile workforces that we desperately need going forward.

- Benefits of mentoring & coaching to your bottom line
- The difference between mentoring & coaching
- Integrating them into your workplace

**Hosts:**  
Fiona Anderson, Founder, ValuingYOU

## Table 6: Future Skills

The skills needed in our workforces are changing. With routine tasks increasingly becoming automated, focus is shifting towards 'hybrid jobs' that bring together technical and 'soft' skills. As well as this, the opportunities for productivity and customer satisfaction offered by AI means that a focus on AI-based skills is essential for competitiveness. It's vital that this upskilling and re-skilling happens quickly – but a disconnect between education and business needs hinders this.

- Hybrid jobs & AI-based skills
- Accelerating upskilling
- Bridging business needs and education

**Hosts:**  
Yazad Dalal, Head of Strategy, HCM Cloud Applications, Oraclec  
Sam Handley, HR Director, Swiftool Precision Engineering

## Table 8: Lifelong Learning

The industry is constantly changing, and so too do our needs. The skills and competencies in our workforce must be constantly and continually updated to adapt to new technologies and evolving strategic objectives. Establishing a culture of lifelong learning can be a powerful tool for remaining competitive in today's industry, and tomorrow's.

- Signposting career pathways
- Learning to learn
- Adaptive workforces

**Hosts:**  
Leigh Smith, New Model Programmes Lead, Jaguar Land Rover  
Lesley Lambert, Industry Academic Liaison Officer, Liverpool John Moores University

