# DAY ONE - SAMPLE AGENDA

**8:15**   Registration & Refreshments

**9:00**   Welcoming Remarks
*Nick Kennedy, Chief Executive, **Workforce Planning Institute***

**9:15**   **Turning Uncertainty into Opportunity with Workforce Planning**
- Explore how workforce planning can shift from static to dynamic in the face of ongoing uncertainty
- Unpack the role of skills-based planning in building a more resilient, future-ready workforce
- Examine how data and scenario modelling can support faster, smarter talent decisions
- Consider what it takes to embed workforce agility into everyday business strategy

**9:45**   **Workforce Wake-Up Call: What Keeps You Up at Night?**
A sharp, candid look at the forces reshaping workforce planning — from AI disruptions to shifting talent landscapes. This isn't theory; it's about what's actually happening now and what's keeping leaders awake at night. Using live audience input, we cut through the noise to pinpoint what really matters — setting the tone for a day focused on action.

**10:15**   **The Workforce Strategy Hot Seat**

Two SWP leaders step into the hot seat for a rapid-fire session of live audience questions. With just five minutes on the clock, they'll tackle real-world challenges, share sharp insights, and offer practical solutions on the spot. The Rules:
Three questions. 30 seconds per answer. Fast. Focused. Unfiltered.

**10:20**   Morning Tea & Networking

**10:55**   *Keynote Session*

| AI & Tech-Powered Talent | Global Workforce | SWP Lab: Ideas in Action |
|---|---|---|
| **11:40** **Panel Discussion: Small Team, Big Impact: Leveraging AI to Scale Smartly**<br>- Automate time-consuming tasks like scenario modelling and skills mapping<br>- Use AI to turn messy workforce data into useful foresight<br>- Keep transparency and trust when introducing AI-driven insights<br>- Extend your team's reach without adding headcount | **Panel Discussion: The Talent Crunch: Skills Scarcity Across European Markets**<br>- Responding to the regions ageing workforce and tech skills gaps<br>- Driving internal mobility and upskilling across borders<br>- How leading employers are building sustainable pipelines | **Roundtable 1: AI, Automation Beyondthe Buzzwords** |

**12:20**   Lunch

**13:20** **From Generative to Agentic AI: What's Changing and What It Means for Workforce Strategy**

- How emerging AI models are transforming decision-making, skills demand, and organisational design
- What businesses can expect next: new opportunities, risks, and the evolving role of human talent Aligning skills and strategic priorities to ensure readiness in an AI-driven future
- How strategic workforce planning is unlocking the capability and capacity needed for data and AI
- Building the foundations to enable AI-driven transformation across the business
- Learn how to building long-term workforce resilience through AI-driven planning
- Unpack the role of strategic workforce planning as a business enabler, not just an HR function

**Fireside Chat: Scaling Workforce Planning Across Complex Organisations**

- How the region's multinational embedded SWP across regions and business lines
- Making the case to leadership, winning over middle management, and maintaining momentum
- Using real-time data to navigate the regions talent shifts, cross-border competition, and skills migration
- Turning macro signals into local strategy

**Roundtable 2: Operationalising Skills-Led Workforce Design**

**14:35** Afternoon Tea & Networking

**15:05** *Keynote Session*

**15:35** **Thriving at Work: Wellbeing as the Ultimate Workforce Strategy**

- Why wellbeing drives resilience, productivity, and innovation—not just happiness
- Practical ways to embed psychological safety, neurodiversity, and emotional intelligence into your workforce design
  How prioritising human connection today sets the foundation for future-ready organisations

**16:05** **The Workforce Strategy Hot Seat**
Two SWP leaders step into the hot seat for a rapid-fire session of live audience questions. With just five minutes on the clock, they'll tackle real-world challenges, share sharp insights, and offer practical solutions on the spot.

**The Rules:**

Three questions. 30 seconds per answer. Fast. Focused. Unfiltered.

**16:15**    **The Future Workforce Challenge: Live Dilemma Duel**

A high-energy, fast-paced debate where panellists split into teams to tackle two or three tough workforce dilemmas—from AI automation vs human jobs to agility vs compliance. Each side makes their case quickly, then the audience votes live for the winning argument.

**16:45**    Closing Remarks & Day 1 Wrap up

*Nick Kennedy,* Chief Executive, ***Workforce Planning Institute***

**17:00**    Drinks Reception

**18:55**    Close of Day 1

# DAY TWO - SAMPLE AGENDA

Day 2

**8:30**    Registration & Refreshments

**9:00**    Day 2 Welcome Remarks

*Nick Kennedy,* Chief Executive, ***Workforce Planning Institute***

**9:05**    **Leaders' Interview Series: Inside the Minds Driving Workforce Strategy**

A live, podcast-style conversation — unfiltered and up close. A no-holds-barred conversation with senior workforce strategists facing down rapid change, talent crunches, and organisational hurdles. Hear their raw insights, hard-earned lessons, and bold moves shaping the future of work.

Candid. Thought-provoking. Unmissable.

**9:35**    *Keynote Session*

**10:05**    **The Workforce Strategy Hot Seat**

Two SWP leaders step into the hot seat for a rapid-fire session of live audience questions. With just five minutes on the clock, they'll tackle real-world challenges, share sharp insights, and offer practical solutions on the spot.

**Speed Networking & Morning Tea**

**The Rules:**

**Exhibitor Lounge**

The competition is on: 30 seconds per answer, five per side, undisputed fresh conversations over morning tea.

Conversation starter cards will guide quick chats — match with someone new and see where a great conversation can take you.

**10:10**    Morning Tea and Networking

**10:30**

| Strategy & Transformation | Execution & Engagement | SWP Lab: Ideas in Action |
|---|---|---|

**11:00**

**11:20**

**Interactive Challenge: Humans + AI: Who Does What Now?**

As AI begins to influence everything from hiring to learning design to org structure, one big question remains: where do we still need humans to lead?

In this highly interactive 30-minute session, attendees will face real-world dilemmas drawn from workforce transformation.

**Interactive Discussion: From Buy-In to Behaviour—Embedding SWP Beyond the Slide Deck**

Getting workforce plans approved is easy. Getting them to change behaviour? Much harder.
This session explores how to:

- Translate strategy into action people care about
- Build trust, momentum, and ownership at every level
- Avoid the common traps that leave plans stuck on paper

**Roundtable 3: Cross-Border Workforce Strategy**

**11:45**

**Connecting Strategic Workforce Planning Across the HR Ecosystem**

- How to infuse SWP insights into core HR functions like talent acquisition, learning, and succession planning
- Translating workforce planning into tangible HR actions that align with business priorities

**Turning Theory into Traction: How Merck Brings its People on the Journey**

- How to engage leaders not just in planning but in witnessing — and shaping — how strategy plays out on the ground
- Exploring how tech, tools, and timing come together to shift from fragmented efforts to coherent, people-centered execution
- What it takes to align not just roles and processes, but hearts and energy — so teams see themselves in the strategy, not just under it

*Demo Drive*

**12:20** Lunch

**13:20**

**Panel Discussion: Building Organisational Capabilities: Aligning People, Skills, and Strategy**

- What business capabilities do we actually need to thrive?
- Connecting people, skills, and organisational design to strategy
- The role of OD and strategic workforce planning in creating future-ready organisations
Practical steps to identify, grow, and embed critical capabilities

**Panel Discussion: Panel: Remote Work Realities — Designing Workforce Strategies for a Hybrid Future**

- The impact of remote work on talent attraction, retention, and productivity across diverse geographies
- How to rethink workforce segmentation, capacity planning, and collaboration in a hybrid model
- Balancing flexibility with fairness — avoiding hidden biases and ensuring equity in remote teams
Tools, data, and leadership behaviours needed to support sustainable hybrid working

**Roundtable 4**

| | | |
|---|---|---|
| 14:05 | **Rethinking Operating Models with Strategic Workforce Planning** | **Interactive Debate: Workforce Planning — Centralised Control or Distributed Empowerment?** | **Small Group Workshop: Unlocking Workforce Agility — Practical Steps for Teams** |

**14:05**

**Rethinking Operating Models with Strategic Workforce Planning**

- Use SWP to surface hidden gaps and stress-test future org designs
- Engage local stakeholders and POCs for grounded, actionable insight
- Spot misalignments early — before they become structural problems
- Build shared ownership in a federated or siloed environment

**Interactive Debate: Workforce Planning — Centralised Control or Distributed Empowerment?**

In this session, two sides go head-to-head on whether workforce planning is best managed from a centralised hub or pushed out to teams and departments. The audience weighs in live. We'll explore:

- The pros and cons of centralised vs decentralised planning models
- Impact on agility, accuracy, and ownership
- Cultural and structural challenges in shifting control Real-world case studies where the balance has swung one way or the other

**Small Group Workshop: Unlocking Workforce Agility — Practical Steps for Teams**

**14:40 Final Act: Bold Moves for a Workforce Strategy That Wins**

Panel Discussion | Closing Keynote

What's the one thing you'll change tomorrow?

In an era where certainty is a luxury, incremental change is no longer enough. Join this no-fluff, high-impact closing panel where seasoned leaders and bold disruptors reveal what they're really doing to future-proof their organisations.

We'll tackle the big questions:

- What outdated workforce models must we abandon now?
- How do you balance risk, innovation, and resilience in your planning?
- What mindset shifts are make-or-break for strategy success?

Expect honest insights, bold bets, and actionable takeaways.

This isn't a recap — it's your next move.

Featuring the "Last Word Challenge"

Each speaker will close with their single, non-negotiable workforce strategy tip — in just 30 seconds.

One tip. One shot. No filters.

Don't leave early — this is the conversation that will shape your 2026 strategy.

**15:10 Closing Remarks**

***Nick Kennedy**, Chief Executive**, Workforce Planning Institute***

**15:15** Close of SWP 2025