

MAJOR SPONSOR



Time	Speakers	Session
Registration and Refreshments: 8.30 - 9.30		
9.30	Murray Tompsett Head of ProShare	Opening Address
9.35 to 10.20	Janet Cooper OBE Kate Bravery Tim Walker-Jones Dr Elizabeth Consultancy	The Future of Reward Our morning plenary will set the scene for what's happening in the workplace and how it's impacting on reward and employee share plans. Our panellists include leading thought-leader and author of 'Work Different', Kate Bravery, Tim Walker-Jones, Chief Learning Officer at Anglo American, and Dr Elizabeth, a psychologist who has a special focus on millennial and Gen Z performance, neurodiversity and leadership. They will be covering hot topics such as purpose, AI, lifelong learning, skills being the real currency at work, getting the best out of your workforce, and what's changing in reward.
10.25	John Dady AON	Pay Transparency: What you need to know
10.25	Andrew Patterson Clifford Chance LLP Clare Peake Anglo American Will Brown Standard Chartered Bank	Executive pay: Exploring the evolving landscape and how to maximise shareholder support Against the backdrop of London's drive to remain competitive as a listing venue, this session will see leading experts explore trends in executive pay at UK listed companies, discuss how the pay landscape might evolve in the short- to medium-term and share tips on how companies can best engage shareholders with new proposals on executive pay.
10.25	Cathy Wears CMS Martha Parkhurst Eximia	The ABCs of Share Plans: Cutting Through the Jargon Next Gen appropriate! Join us as we delve into the depths of share plan terminology. We'll demystify the nuances of international share plan language, explore the importance of effective communications and hear how clarity can empower your employees. Our engaging workshop, open to novices and experts alike, will finish with an entertaining quiz to test your newfound knowledge – and the opportunity to walk off with a prize!
Break: 11.00 - 11.30		
11.30	Carine Schneider Compass Equity Andy Quayle CMS	Everyone is talking about AI. What is it really and what do share plan practitioners need to know? Embark on an enlightening journey into the world of generative Artificial Intelligence (AI) and its potential to have a transformative impact on share plans. Following the introduction of the EU AI Act, and the developing political scenes in the US and the UK, the panel will explore the regulatory environment and highlight the practical implications of AI for both professional and personal spheres. Witness AI's potential come to life through real life examples, demonstrating its influence in our daily work environments and our personal lives. We'll examine the synergy between AI and existing technologies and debate AI's additional value in the specific context of share plans.
11.30	Lucy Smith Endava Sarah Moore Evoke (888) Tristan Adams MUFG Corporate Markets Helen Hopkins MUFG Corporate Markets.	Making your share plan work for you Introducing an employee share plan is a fantastic opportunity to engage with and positively impact your employees. Every company has unique requirements and goals. This session will bring together insights from plan issuers and administrators, highlighting how customising a share plan to fit your company's specific requirements is crucial for its success.

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11.30	Mahesh Varia Travers Smith Claire Prentice Travers Smith	Growing Global - practical considerations for international incentives Next Gen appropriate! Companies with an increasing international presence often want to extend their incentive arrangements globally. In this session, Mahesh and Claire set out their views on the ingredients for a successful international incentive plan roll-out and share their experiences of jurisdictions that have presented interesting challenges.
12.05	Inna Banks HSBC Anna Jex RELX PLC Garry Harding Computershare	Made to measure or off the peg? What's the best way to operate your share plan? Should you keep it simple? Or do you offer more choice and customisation in your employee share plans? Join two issuers as we invite you to discuss practical questions about operating and tailoring share plans. Supported by data from Computershare, we'll cover different approaches on the key decisions for all employee and executive plans.
12.05	Chris Barnes KPMG Fred Beardmore KPMG Bertrand Hamon Aptia Group	Do you remember the first time? Aptia and advisors KPMG discuss their perspectives and insight following the recent introduction of Aptia's all-employee incentive plan, including the key challenges in meeting Aptia's commitment of "everyone an owner" across a large and geographically diverse employee population, and how this was impacted by the change from being part of a listed business to privately owned.
12.05	Peter Ahern Ledgy Chrissie Davis Eximia Trecilla Lobo	Communicating a Share Plan Successfully Next Gen appropriate! As companies mature, senior leaders face new challenges: how do you ensure your employees know everything they need to know about their share ownership? And how do you structure communications to engage and motivate people as you scale? This panel conversation with Trecilla Lobo and Chrissie Davis will cover best practices for share plan communications that educate and engage every stakeholder.
Lunch: 12.40 - 13.40 sponsored by		 howells
13.40 to 14.10	Afternoon Keynote Jonathan Bannister Make Happy Ltd	Unlocking Innovation: The Science Behind Successful Teams In our keynote session, we'll take a fast-paced journey through the core elements of building innovation in individuals and teams. From the science of deliberate creativity and insights from evolutionary biology, to the importance of psychological safety, this session will be thought-provoking and packed with practical takeaways. Expect fresh perspectives and actionable strategies to spark innovation, improve collaboration and build resilience.
14.15	Kristy Foster BP Will Tebbs RELX Jo Mitchell Fidelity	Location, location, location: Global or local share plans? New Gen appropriate! As companies grow globally, they must develop strategies to reward and retain employees. Share plans can attract talent and are popular benefits, however, navigating global regulations is complex. Companies face a dilemma: adopt a "one size fits all" plan for simplicity or opt for tax-efficient local plans. A hybrid approach might be ideal. Listen to experts with different strategies to decide the best approach for your company.

Time	Speakers	Session
14.15	Lucy Glover Smiths Group plc Kenny Ferguson NatWest Sarah Long Wealth at Work Suzannah Crookes Tapestry	<p>Financial Education: its role in supporting non tax advantaged plans</p> <p>The session covers an emerging trend in the market: the role of financial education for employees in non-tax advantaged share plans. The panel will provide recent examples from leading companies as to how they have used financial education as part of their discretionary share plan programmes.</p>
14.15	Kevin Lim Investec Sofia Demetri Alphawave Chris Fallon Tapestry	<p>“AIMing for Growth” - growing share ownership in an AIM company</p> <p>AIM companies can bring fresh thinking to their share plans, within the context of a flexible regulatory regime, yet often with restricted resources. And they frequently have high growth potential. Bringing these factors together makes for a fascinating and insightful discussion, incorporating issuer, provider and adviser insights.</p>
14.50	Lucy Hovland Deloitte LLP Judith Moore Wise PLC Charlotte Czackes Stitch	<p>Igniting growth: Unleashing the power of incentives in supporting vision, strategy, and culture during business evolution</p> <p>Join us as we unravel the golden question for companies on a growth journey: “What’s next?”</p> <p>Lucy, Charlotte, and industry experts Judith and Julia will guide the audience through a vibrant spectrum of incentives and communication opportunities, igniting clarity and inspiring endless possibilities at any stage of their business lifecycle.</p>
14.50	Rasmus Berglund Macfarlanes Sam Kirk Reward Expert Kirti Tiwari-Mehta Macfarlanes Phil Swinburn Macfarlanes	<p>UK legal and regulatory changes you need to know</p> <p>There have been a number of changes to the legal and regulatory landscape affecting employee share plans. Macfarlanes and leading reward expert Sam Kirk will cover:</p> <ul style="list-style-type: none"> • Regulatory changes which remuneration committees should be aware of (pay transparency directive, ethnicity pay gap reporting, financial services remuneration changes); • Restrictive covenant reform in the UK and USA and possible consequences for share awards; • Update on employment case law affecting share plans; • Changes to the Investment Association Remuneration Guidelines and impact on plan design and executive remuneration in the UK; and • Labour tax reform and other tax developments impacting share plan participation.
14.50	Dan Nelson Sage Alex Cook Deloitte LLP Stuart Bailey WEALTH at work	<p>The power of people: Boosting plan participation with employee testimonials, financial education, and creative wonder</p> <p>Want to know how Sage harnessed the power of its employees to completely revitalise their global Sharesave communications strategy? Join this session to witness first hand real employee experiences carved into compelling share plan storytelling, a digitally enhanced employee journey, and an empowering financial education package driving informed decision making. A strategy that increased global and country-specific participation and exceeded targets.</p>

Break: 15.25 - 15.55

Time	Speakers	Session
15.55	Anita Grant Deloitte Darren Smith J.P. Morgan Workplace Solutions Mike Cheesley Reckitt	Share Plans: This is your life special! New Gen appropriate! Darren specialises in speaking on the topic of networking, but this will be the start of his new podcast series, where he will go in the minds of Share Plan legends and find out how they did it, what drives them, what not to do and much more. After the success of his Family Fortunes session in 2023, this should be a session you don't want to miss!
15.55	Bradley Richardson Linklaters Ben McCarthy Linklaters	Share Plans in a Competitive Market: lessons from the world of IPOs. Bradley and Ben will draw on their recent IPO experience to find five lessons for the UK market facing up to intense global competition and the current focus on boosting the attractiveness of being a PLC in the UK. The session will cover key lessons for current UK PLCs and those with an interest in IPOs and the changing UK PLC landscape.
15.55	Anna Watch BT Group Robert Lyons Marks & Spencer Ghal Supple Equiniti Tom McCulloch Equiniti Corporate Dealing	Keeping investors, employees, and your finance team happy – key considerations when sourcing shares for your employee share plans Increasing share prices, a return to in-the-money options, plus increasing numbers of award vestings, mean large numbers of shares are coming to market, making this an important and topical subject for issuers. All our speakers have a wealth of specialist knowledge and practical experience to share when planning for growth.
16.30	David Mortimer ProShare David Edwards NatWest Group	ProShare's advocacy work and a brand-new Labour government Racing down directly from the Labour Party Conference in Liverpool, David Mortimer - ProShare's Head of External Affairs - will be in conversation with David Edwards - Head of Share Plans at NatWest Group - talking about our campaigning for employee share plan reform, how we will interact with a new government, and what may lie ahead.
16.55 - 17.00	Murray Tompsett Head of ProShare	Conference Wrap-up Updates you need to know, and final thoughts on an action packed ProShare Conference

Drinks Reception: 17.00 - 18.30 sponsored by

