



Rethinking your early careers strategy
10 November 2025 • Kings Fund, Central London

#ISEfutures25

Time	Session	Speaker
8:30 - 9:00	Registration and networking	
9:00 - 9:10	Welcome & introductions – Burdett Theatre	Stephen Isherwood - ISE
9:10 - 10:10	Keynote 1 - Performance Thinking with Nick Shackleton Jones – Burdett Theatre	Nick Shackleton-Jones, CEO Shackleton Consulting
10:10 - 10:55	Panel session 1 - Talent strategies fit for the future – Burdett Theatre	- Tom Baker, Head of Talent & Resourcing - M&G plc - Kat Greenwood, Head of Resourcing and New Talent - Severn Trent - Damian Riley, Chief Executive Officer - British Army Recruiting Group - Anouska Ramsey, Chief People & Transformation Officer – LGPS Central
10:55 - 11:15	Coffee break	
11:15 - 12:00	Breakout 1 - Design for future skills – Maynard A	Ellie Long, Global Head of Emerging Talent - Rolls-Royce
	Breakout 2 - Human capability in a digital-first world: Building tomorrow's banking talent today – Maynard B	- Mark Griffith, CEO and Founder – FourthWall - Lisa Dell’Avvocato, Next Generation Talent and Strategy Lead - Lloyds Banking Group - Jane Puckey, Strategic Workforce Planning Lead - Lloyds Banking Group - Camilla McDonald, Business Development Director - FourthWall
12:00 - 12:50	Plenary Session - Innovations in HR/TA technology – Burdett Theatre	- Rory O’Doherty, Head of Technology and Analytics – AMS - Ashley Clifford - Natwest
12:50 - 13:30	Lunch and networking	
13:30 - 14:25	Panel session 2 - Innovation in education – Burdett Theatre	- Rod Bristow, CEO and Founder College Online - Ed Fidoe, Co-founder and CEO - London Interdisciplinary School - Mark Peace, Professor of Innovation in Education -King’s College London
14:25 - 15:10	Breakout 3 - Emerging talent without boundaries – Maynard A	- Ben Williams, Founder and Managing Director - Sten10 - Dave Hambrook, Talent Delivery Manager - Coventry Building Society
	Breakout 4 - From CVs to Skills: How Siemens Redesigned Early Careers Around Skills-Based Hiring – Maynard B	- Gemma Nester, Head of Talent Acquisition – Siemens - Mark Wood, Social Sustainability Lead – Siemens - Jen Voyle, Head of Customer Success - Arctic Shores - Calum Longshaw, Employer Account Management Lead – Springpod - Karen White, Early Careers Partnerships - Springpod
15:10 - 15:30	Coffee break	
15:30-16:15	Plenary Session - Future-Proofing Emerging Talent: Strategies, AI, and the Next Era of Hiring – Burdett Theatre	- Nicky Garcea, Co-founder and Co-CEO – Cappfinity - Camilla McBride, Head of Early Careers - Sky, - Louise Oxley-Daniels, Head of Talent - M&S - James Boyle - Latham & Watkins
16:15-17:00	Plenary Session - Built to Last: How Early Careers Strategy Shapes the Workforce of Tomorrow – Burdett Theatre	- Alison Guest, Senior People Manager – Morrisons - Lionel Owusu, Director, Head of Talent Acquisition, Learning & Talent Development and Mobility - British International Investment - Annalisa Riches, Group Talent, Capability & Inclusion Director - Belron - Matthew Jeffery, award-winning Talent Acquisition - Founder of MJ Consulting
17:00	Summit Recap and Close – Burdett Theatre	Stephen Isherwood - ISE