

DAY 1 / THEATRE 1

Business Strategy

10:00 - 10:30

S01

Creating a Strategy for Growth

Ann Swain, APSCo

In this opening keynote, Ann outlines the key trends that are defining our future. Looking forward and focused on creating effective strategies for growth, she will discuss the current climate and how, as we're entering a new phase of the labour market, co-operation is the new way ahead.

11:00 - 11:30

S02

Be Prepared to be Transformed

Dave Pye, Melius

The world of recruitment and talent delivery is changing - what does transformation look like today and what can it look like for you as a business leader, as you plot your business future? Dave offers practical, immediately implementable solutions that business leaders can work with to transform themselves and their businesses.

12:00 - 12:30

S03

Working Smart in Business

Charles Draper, Sure Group

Join Charles as he shares his experience of taking a business from a one bedroom flat, to 5 offices nationally with over £5 million turnover. Highlighting the differences between running a recruitment business and strategically growing it, discover what your focus should be on. Leap forward to success without hurting yourself on the many hurdles of starting up on your own.

13:00 - 13:30

S04

Adapt or Die! It's Time to Act

Katy Green, Centred Excellence

Ever wondered how yesterday's strategies will serve us in meeting the demands of tomorrow's needs? Answer; they won't! If you want to win, there are some fundamental business strategies to surviving in these challenging times and this session will cut straight to the heart of them.

14:00 - 14:30

S05

How to Win & Grow Retained Business

Tim Connolly, ALC Executive

Join Tim as he presents how to set up and scale a retained recruitment service. It can be tempting to cut corners, but this presentation will explain where you can and where you can't; how to take market share from executive search firms, and how having a concentrated and branded retained offering will help with differentiation to make your business more profitable.

15:00 - 15:30

S06

The Future Workplace - What Applicants, Jobs & Skills Will Look Like in 10 Years

Natasha Oppenheim, No Desire To Retire

The Future of Work will be fundamentally different to that of today due to a combination of demographic changes and technology progress. We will have to innovate to meet the needs of a future work force - as workers ourselves, as employers, as recruiters and as society. Join Natasha as she highlights what the Future of Work will look like in 10 years.

16:00 - 16:30

S07

A Simpler Way to Scale: Boutique Agency to IPO in 12 Months

Daniel Addy, DTT Search

Small business owners today have it tough. Competition is fierce and not only are they competing with a multitude of other independent businesses, but they also have to compete with large multinational companies who have bigger budgets and more manpower behind them. Join Daniel as he explains how Agglomeration - a model to scale - can help you get to exit, fast.

DAY 1 / THEATRE 2

Process & Technology Strategy



10:15 - 10:45

S08

Riding the Crest of the Recruitment Wave

Wendy McDougall, Firefish Software

Happiness, confidence, success... is this all achievable when growing your own recruitment agency? In this session, we'll explore the idea of 'transformational leadership', how businesses are using technology to challenge the traditional recruitment offering, and how to build a culture of innovation into your business.

11:15 - 11:45

S09

Use Data & Technology to Grow Revenue

René Bolier, OnRecruit

In a candidate-led market, it's important that we maximise the value we create. For this a candidate-centered approach is essential. Taking examples from b2c and e-commerce companies, René will illustrate how you can build a consumer/buyer-centered approach; what impact this can have on your business, and understand how data and technology can empower your recruiters and candidates to achieve success.

12:15 - 12:45

S10

How to Maximise ROI from Technology

Steve Beckitt, Sourcebreaker

With every passing day the number of tools and technologies increases. Join Steve as he walks you through how to design the right tech stack for your recruiters, and how to create more than double the return on investment from each product you use.

13:15 - 13:45

S11

Using Technology to Win Big - A VMS Story

Drey Francis, Engage Technology Partners Limited

Join Drey as he discusses the benefits of embracing technology to win. Clients are no longer looking for the best recruitment business. They want the best recruitment solutions to help them with control, and give them visibility of their supply chain.

14:15 - 14:45

S12

Candidate to Cash: Taking Recruitment Technology to the Next Level

Jason Martin, Access Group

Given increasing pressure of talent shortage and compliance as well as Brexit uncertainty, recruitment businesses need to ensure they can operate as competitively as possible. Successful agencies will be those who can address the challenges of productivity and efficiency by adopting the right technology and processes to improve the profitability of their business. Join Jason, as he provides a roadmap to success in this session.

15:15 - 15:45

S13

When it Pays to Consolidate Your Back Office

Stewart Roberts, TBOS

Join Stewart as he discusses examples of agencies who have saved thousands by consolidating their back office solutions. Discover the hidden costs of paying for services individually, and the opportunity you have to make a huge saving by tying all of the administration of running a successful recruitment agency in one, simple back office solution.

16:15 - 16:45

S14

How Technology Will Shape the Future of Recruitment

Nick Woodward, ETZ Payments

Technology is disrupting most industries, recruitment being no different. From the way people apply for jobs and get paid for work to the way recruitment agencies need to recruit, manage and nurture talent. In this presentation, Nick will discuss why the recruitment industry about to have an 'Uber moment' and what to do to embrace and scale within it.

DAY 1 / THEATRE 3

Go-to-Market Strategy

10:00 - 10:25

S35

Do I Hire Another Recruiter, or Do I Hire a Robot...?

Steve Ward, Candidate.ID

Automation isn't taking over - but it's certainly making us think about our workflow in relation to candidate and client attraction. But what about the prospect of machines replacing recruiters...? Dread that thought for a second, and then take a step back and think with an open mind. Surprisingly, it's very possible that we should spend some of our headcount, on automation technology...

10:30 - 11:00

S15

Creating a Positive Business Development Culture

Alex Moyle, Recruiting Gym

The success of every business hangs on its ability to win and retain clients. Yet recruiters often see 'business development' as an activity that should only be performed when pipelines are low. Furthermore, the changing nature of how customers buy services means that business development can no longer be left to just the sales team. Find out how to create a positive, always-on culture within your recruitment agency.

11:30 - 12:00

S16

Getting Over Your Live Video Fear & Thriving on Camera

Julia Doherty, Green Umbrella Marketing

There's no denying it, live video is not going anywhere soon. It is here to stay. If you've struggled to show up consistently on regular video, you are not alone. Many people feel the same way. Live video can be awkward, scary and at times, a technical pain. In this strategy-packed session, you'll discover tips and techniques to embrace video with a more personal, casual approach, while creating a stress-free, seamless experience that attracts your perfect audience.

12:30 - 13:00

S17

The DNA of a Sales Champion in 2019!

Brad Shackleton, Recruiting Excellence

What will it take to become a 'Sales Champion' & 'The Go-To-Recruiter' in your industry in 2019? In this energising and interactive session, Brad will discuss the 'Mindset', 'Behaviour', 'Knowledge', 'Action', and 'Skill-Set' required to dominate your markets this year and next.

13:30 - 14:10

S18

#InspireRecruitment for Recruitment Leaders

Alex Moyle & Louise Triance

You don't need to listen for long to be inspired. #InspireRecruitment is a series of 5-minute presentations, from speakers who have an idea to share, or a story to tell, which will inspire you. In 35 minutes you will meet 6 speakers who will share their ideas that they believe can inspire, and help you to grow your recruitment business.

14:30 - 15:00

S19

Robot Recruiters; The Death of Candidate Engagement

Katrina Collier, The Searchologist

If you received your message what would you do with it? Do you even ponder this before you hit send or leave your voicemail? Tech has given us all of these tools to spam candidates in 100 different ways, but if just sending a message worked we wouldn't be seeing such a drop in response rates. In this session you'll discover how candidates have turned the tables and why it's costing you that great hire; what you can do to improve your response rates, and attract more candidates more effectively - for everyone!

15:30 - 16:00

S20

Why All Recruiters Should Invest in Their Personal Brand

Hishem Azzouz, Hoxo Media

Taking your business to market needs more than a good business strategy. Hishem provides a compelling argument for investing in your personal brand, in order to not only stand out, but ahead of the competition. Learn how, why and what you should do to take your personal brand to the next level.

16:30 - 17:00

S21

Recruitment Trends for 2019

Mike Powell, CV-Library

Drawing upon extensive research from CV-Library, this presentation explores some of the core recruitment trends for the year ahead. Join Mike as he presents practical advice on how to get ahead in the hiring game, engage with candidates and hire the best employees.

DAY 1 / THEATRE 4

People Strategy

10:45 - 11:15

S22

Supporting Transgender & Gender Non-Conforming Individuals

Joanne Lockwood, SEE Change Happen

Join Joanne as she highlights the challenges of being Transgender when engaging as a candidate in the recruitment process, and as an employee when seeking to transition or develop their career. By challenging biases and perceptions through a thought provoking and engaging session, delegates will have their minds opened and the tools to take back to their organisation to make positive change in being more inclusive and supportive.

11:30 - 12:30

S23

Recruiting for Your Teams? Don't Make These Mistakes!

Jo Gregory, BIOR

We recruit for our clients for a living - yet why, when it comes to recruiting for our own teams, do we sometimes get it so wrong? As business owners, directors and managers, we can sometimes make costly hiring mistakes. In this session, Jo will look at the 5 common mistakes made when recruiting for your own teams. She will then focus on how to ensure that your own recruitment and selection strategies, whether recruiting for experienced or rookie recruiters, are bulletproof!

12:45 - 13:15

S24

Recruit for the Future, Today

Martin Smith, Procurement Heads

It's well known, that to be a good hiring manager, you must source potential employees with qualifications and proven experience that will add value to your team. To be a GREAT hiring manager, you must look beyond the CV and recognise transferable skills that enable long-term potential. But just what do you need to look for? Join Martin as he challenges you to be brave and recruit for the future, today.

13:30 - 14:30

S25

Motivating Your Team to Maximise Performance

Lisa Garner, BIOR

Are you using the same old methods to motivate your team? Are you bored of your own incentives and pep talks? What motivates you? How do you fuel your success? We are all motivated by different things and getting this right can unlock huge potential in your teams. Get it wrong and it can mean poor performance and low morale all round. In this session, you will learn new methods to motivate your team by creating a vision, empowering individuals and using their unique strengths to develop them. You will come away feeling freshly motivated towards greatness!

14:45 - 15:15

S26

Where Did All The Good Recruiter's Go?

Tara Lescott, Recruiter Republic

This presentation will smash the self-imposed myths that restrict so many recruitment businesses from growth. Tara will share the 10 key blockers to success when it comes to making critical hires, exactly where so many hiring processes are broken, and what steps to take to ensure transformation can occur.

15:30 - 16:30

S27

NLP & Effective Communication

Lisa Garner, BIOR

As business owners and leaders we have built strong, long lasting relationships and our success depends on it. This enlightening session will help you to master the art of communication, taking this skill to the next level using the art of Neuro Linguistic Programming. You will learn how to match and mirror body language, speech and personality types to appeal and adapt to all that you interact with. You will learn to read the person that you are interacting with using physiological factors.

DAY 2 / THEATRE 1

Business Strategy

10:00 - 10:30

S28

Exponential Growth - How to Maximise Performance & Profitability

James Osborne, The Recruitment Network

What is it that the highest performing, fastest growing recruitment organisations do differently from the rest to outperform the market? In this fast paced, interactive session, James will introduce you to the template of success in recruitment and the key to driving greater performance and profitability.

11:00 - 11:30

S29

Commercial Approach to IR35 & Managing Risk

Tania Bowers, APSCo

This session will help you to prepare for IR35. Tania will share a number of strategic considerations and practical steps which you can action. She will also cover the impact of the IR35 changes on your contracts and terms negotiations and provide tips on defining your services, negotiating contractual indemnities and effectively limiting your liability.

12:00 - 12:30

S30

Protecting Your Business - Restrictive Covenants & Settlement Agreements

Paul Chamberlain, TEAM (Brabners LLP)

Can you really stop employees competing or taking business after they have left your employment? Can settlement agreements play their part? Join Paul as he walks you through some practical steps to protect your recruitment business and reduce the risk associated with growth.

13:00 - 13:30

S31

Immigration Trends: Preparing Post Brexit

Anita Pali, Sheridans & Co

Join Anita for a comprehensive summary of UK immigration policy and how it can assist business growth post Brexit. As a specialist immigration lawyer, Anita will provide a simplified view of Tier 2 visas, immigration trends and illegal working.

14:00 - 14:30

S32

Start Up to Grow

Paul Dewick, Boomerang Funding

Building and growing a successful recruitment agency in the current economical and political time is extremely challenging, and there are many hidden barriers. Join Paul as he illustrates a start-up strategy to succeed, based on his many years of experience within the industry.

15:00 - 15:30

S33

Compliance - Boring? Expensive? Essential!

Julia Kermode, Freelancer & Contractor Services Association

If you think the cost of compliance is boring or expensive, try the cost of non-compliance, and the (not so) fun of trying to manage your business out of it. Join Julia as she helps you to navigate your way simply and easily.

DAY 2 / THEATRE 2

Process & Technology Strategy



10:15 - 10:45

S34

The Perfect Match - Using Testing To Find The Best Candidates

Amanda Davies, ISV Software

When there is a lack of quality, skilled candidates - how can you find the perfect match? Recruitment testing is not new but is it still valid in today's market? Join Amanda to discover what's new and trending in the world of candidate assessments. She'll outline how you can use screening and testing to your advantage to find the perfect match, both for your clients and in your business.

11:15 - 11:45

S52

What is the Business Model of a Successful Firm in the Age of AI?

Neil Carberry, REC

Recruitment is a £35bn industry employing 100,000 people, but it is uniquely open to disruption - as clients change their models and at the same technology disrupts how we recruit. The successful recruiters of tomorrow will need to adapt and innovate if they are to thrive and grow. In this keynote, Neil will share latest data, insights and best practice from across the industry.

12:15 - 12:45

S36

Assessment trends: Technology & Psychology

Miriam Luke & Abigail Clayton,
Getfeedback.net Ltd

In an increasingly complex world organisations are looking to secure the right person into the right role. Experience is important however finding the right person who matches the organisations values and the specific role is vital for a successful long-term placement. Join to explore trends in online testing including the use of ability, personality and motivation assessments.

13:15 - 13:45

S37

Attracting & Retaining the Best Talent with the Right Tools

James Payne, Erecruit

The challenge and importance of attracting and retaining the right talent supersedes that of access to good candidates as a growth enabler. But finding good people is becoming increasingly difficult; the recruitment industry is suffering skills shortages like most others. James will be joined by a client - a leading staffing organisation, who will share how their investment in technology helps them reduce the impact of staff turnover so their candidate and client relationships suffer less exposure, and how it will continue to help them scale their business.

14:15 - 14:45

S38

How Next Generation Tech can Help Build Your Business Today

Max Knupfer & Charlie Markham, eva.ai

Charlie and Max talk you through the eva journey, why it was conceived and how NLP chatbots and automation can increase a recruiter's time with clients and candidates which in turn will increase revenue and return.

15:15 - 15:45

S39

The Rise of the Robots and the Role of the Recruiter

Simon Dobson, Bullhorn

The world of work is changing. Technology is proliferating, leaving many skills and jobs in its wake. Demand for new labour models is on the rise. The way people search for work, the types of jobs they're willing to take, and the companies they want to work for continue to evolve. Join Simon to see why you need to embrace technologies that automate the recruitment lifecycle if you want to gain access to new talent pools and remain a viable option for clients in an increasingly competitive industry.

DAY 2 / THEATRE 3

Go-to-Market Strategy

10:30 - 11:00

S40

How to Attract, Engage & Retain Talent Among Graduates

Betty Encinales, Be recruit

Join Betty as she discusses the process of 'How' to attract, engage and retain the talent among graduates. Learn how other industry organisations and start-ups are engaging and retaining top graduate talent using innovative marketing techniques and candidate experience, to promote their entry-level roles.

11:30 - 12:00

S41

How the World of Work is Changing & What it Means

John Wallace, Resourcing Insights

With the increasing use of AI many jobs will be replaced, but many jobs will remain and new ones will be created. The difference will be that the task based workplace will disappear, and the jobs that people will continue to do will be the jobs that require the most human traits - creativity, relationship building, empathy, passion. Join John as he outlines what this means for recruitment...

12:30 - 13:10

S42

#InspireRecruitment for Recruitment Leaders

Alex Moyle & Louise Triance

You don't need to listen for long to be inspired. #InspireRecruitment is a series of 5-minute presentations, from speakers who have an idea to share, or a story to tell, which will inspire you. In 35 minutes you will meet 6 speakers who will share their ideas that they believe can inspire, and help you to grow your recruitment business.

13:30 - 14:00

S43

The 3 Step Marketing & Sales Process To Scale Your Business

Sharon Newey, Superfact Recruitment

The recruitment industry has never been as competitive, at the same time many recruitment companies are faced with the challenges of a candidate driven market. While research on the buyer's cycle tells us that only 3-7% of clients are looking to buy at any one time, and the same percentage of candidates are actively looking for a job, we know that the other 93% will need to recruit at some point and candidates are willing to move! The question is how do you find the 'other' 93%? This presentation will clarify a practical 3-step marketing and sales process that works irrespective of the sector or size of your recruitment business.

14:30 - 15:00

S44

The Truth About Attracting More Talent

Dave Jenkins, Wave

There has never been a more challenging time to attract the candidate you and your client needs; with global skill shortages, huge uncertainty around Brexit and low unemployment. However we've never had so much access to millions of candidates, and intelligent ways of communicating to them, and the so called silver bullets to your problems.

15:30 - 16:00

S45

Competing on the Global Stage: The Future of Work

Mike Booker, Totaljobs

With the launch of the second edition of the Global Talent Survey in June 2018, totaljobs released a report entitled Decoding Global Talent. Pulling insight from nearly 400,000 workers in 197 countries worldwide, it is the largest ever study of candidate mobility, and job-seeking trends. From candidate mobility, to the wants and needs of highly skilled talent, we take a deep-dive into new ways of working and highlight the core skills of the future. Within a period of change we ask, how can the UK compete on a global stage?

DAY 2 / THEATRE 4

People Strategy

10:15 - 10:40

S53

Network or Not Work?

Bill Boorman, #truMunity

This is a story of building a network. Bill Boorman was an old school recruiter, teaching folk to smile and dial. Mishap and opportunity led him to apply the skills he'd learnt in the pub - after much practice, to build a #tru global network. Bill will share what he has learnt by accident. Hold on to your hats!

10:45 - 11:15

S46

Transform by Cultivating Positive Mental Health

Leila Khan, Life Is Today Academy

In this presentation, you will learn how getting your mind on board as your ally and best friend is the way to ultimate success and personal fulfilment. Imagine if you were able to discipline your mind to not be stressed, anxious or worried. Instead imagine if you were able to stay focused, creative and connected to you intuition and inner skills. How would you like to feel? And, how would that positively affect your efficiency and productivity?

11:30 - 12:30

S47

Building Resilience and Emotional Intelligence

Lisa Garner, BIOR

This session looks at the importance of resilience and emotional intelligence within recruitment. We will discuss the age-old dilemma of recruiting IQ or EI, and look at ways to test and improve the resilience and EI within our teams.

12:45 - 13:15

S48

How Diversity Will Transform the Future of Recruitment

Jane Hatton, Evenbreak

The increasing realisation in the business world of the importance of attracting and retaining diverse talent will require the whole recruitment industry to radically change. Recruitment processes from attraction to on-boarding will need a complete rethink. In particular, the methods we currently use to assess the suitability of candidates will prove to be completely unfit for purpose. Find out how you can transform your strategy effectively and inclusively.

13:30 - 14:30

S49

Why do 95% of Recruiters Fail in Sales? Bring a BD Culture to Your Business

Jo Gregory, BIOR

In this session, we will look at the top 5 reasons why recruiters are failing to engage and win as much business as they could. From market mapping to making sales calls, we will uncover the research behind why 95% of recruiters are unsuccessful when it comes to sales, and why they drag their feet when sales time comes around.

14:45 - 15:15

S50

Being human: the underestimated factor in growing your business

Sarah Bishop, Recruit Recruit Ltd

In an industry that has become increasingly process-driven, the best and most successful recruiters will be those that can harness technological efficiencies while developing real Emotional Intelligence (EI) and a solid understanding of human behaviour. Tick-box exercise interview styles and shoe-horning candidates into any job they can do, does not make for longevity of placement, and does not satisfy any parties need.

15:30 - 16:30

S51

Building High Performance Teams - Managing Over & Under Performance

Jo Gregory, BIOR

Why do some recruiters fail when others succeed? Were they always going to succeed or did they become products of their environment? In this session we will identify what you as leaders can be doing to identify, analyse, diagnose and treat under performance, as well as how to build a high performance environment for your business.