

Employee Assistance, Flexible Working, Diversity and Equality Highlights

Employee Benefits – What’s New

With the economic and political landscape in turmoil, Origen’s **Steve Herbert** looks at possible future changes within the world of employee benefits and assistance. He suggests what employers can do at minimum cost and the best way to ensure employees get the maximum return in terms of wellbeing from their benefits package. Steve also highlights areas in flux, so that employers and employees can manage any change forced upon them.

Flexible Working for Senior Members of Staff

Capgemini’s UK HR Director **Ann Brown** highlights her Company’s commitment to flexible working initiatives, including part-time working, job share, flexible location working and unpaid leave. She presents some real examples of senior employee flexibility as well as the way the company promotes health and wellbeing material to all employees.

Increasing Opportunities for Women

New Charter Housing Trust Group’s **Christine Aymes** describes how her organisation has successfully broken down barriers to employment for under-represented groups, building aspirations and new career opportunities. She provides a case study of how her building company engaged women to work in a traditionally male-dominated industry, including work in schools and community groups to promote careers in the construction industry.

Getting Vulnerable and Disadvantaged People into Work

Chairman of Working Links **Keith Faulkner CBE** believes there is too much emphasis on shaping provision around perceived barriers to employment as opposed to hard, bottom line business benefits. Addressing attitude, motivation and personal support of each person as an individual, he explains how seeking out their latent talent is at the heart of the Working Links’ approach. Keith offers some practical ways to make a difference while not ignoring the scale of the challenge for those furthest from the labour market.

Motivating Older Workers

Judith Cork looks at how specific life events, physiological and psychological changes in older workers can impact on performance. She offers some practical ideas on increasing line manager awareness and understanding, overcoming ‘self-discrimination’ through ongoing learning and development, addressing loss of tacit knowledge and retirement/second-life transitioning strategies.



Steve Herbert



Christine Aymes



Ann Brown



Keith Faulkner CBE

- What’s New in the World of Employee Benefits? *Wed 9.15am*
- Enabling Disadvantaged and Vulnerable People to Work *Wed 9.40am*
- Creating Opportunities for Women in a Mostly Male Workforce *Wed 11.15am*
- Strategies for Motivating Older Workers *Wed 12.00pm*
- Flexible Working for Senior Members of Staff *Wed 4.20pm*