

Report launch: Drivers shaping the employment relationship over the next ten years

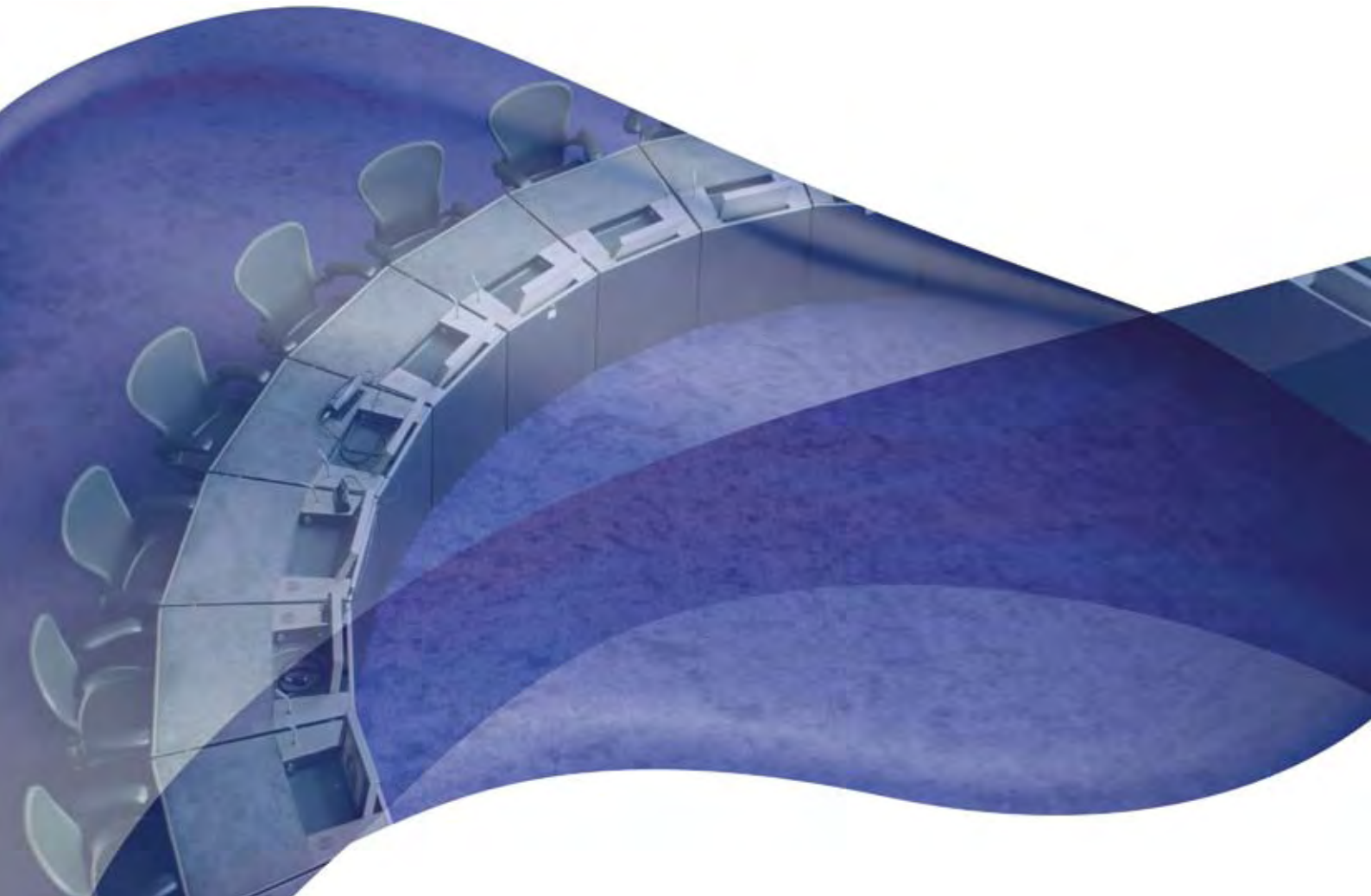
The Future of HR programme

Tuesday 6 July 2010

“This report should be required reading for anyone in a leading people management role”
Neil Morrison, Group HR Director, The Random House Group

Agenda

- 18:00 Welcome**
- 18:05 Report presentation – Dr Wilson Wong**
- 18:25 Response from Lord David Freud**
- 18:35 Response from Kay Carberry**
- 18:45 Response from Will Hutton**
- 18:55 Q & A**
- 19:10 Canapés and further conversations**





Kay Carberry
Assistant General Secretary, TUC

Kay Carberry is Assistant General Secretary of the TUC, having previously been the first head of the TUC's Equal Rights Department, set up in 1988. She is responsible for the TUC's internal management, including finance, human resources and planning. She also oversees work on a number of public policy issues, including pensions and equality.

Before joining the TUC in 1979 as a policy officer, she worked as a policy assistant for the National Union of Teachers.

During her career at the TUC, Kay has worked across a range of policy areas and has served on a number of government advisory bodies on equality, education, training and employment. She was a member of the Work and Parents Task Group that designed the right to request flexible working; a member of the Women and Work Commission and a Commissioner of the Equal Opportunities Commission, where she chaired the Legal Committee. She is currently a Commissioner of the Equality and Human Rights Commission.

Kay is a Trustee of One Parent Families, the People's History Museum and The Work Foundation.



Lord David Freud
Parliamentary Under Secretary of State (Minister for Welfare Reform)

David Freud spent the first eleven years of his career as a journalist, working at the Financial Times for eight years.

In 1984 David joined the leading UK investment bank, S.G. Warburg, now known as UBS. He specialised in flotations and privatisations around the world and successfully built strong investment banking franchises in Transport, Infrastructure, Leisure and Business Services.

After retiring as Vice Chairman from UBS Investment Banking, David was the Chief Executive Officer of The Portland Trust from 2005-2008 and remains a Trustee and Director of the not-for-profit foundation dedicated to the pursuit of peace in the Middle East through economic development.

In March 2007 David published the independent Freud Report, "Reducing Dependency, Increasing Opportunity", on the Welfare to Work system. The Freud Report was commissioned by the then Secretary of State for Work and Pensions, John Hutton MP, and was welcomed at the time by former Prime Minister Tony Blair and the Chancellor, Gordon Brown.

Between January 2008 and February 2009, David Freud was an adviser on welfare reform to the Secretary of State for Work and Pensions, and in February 2009, David Cameron nominated David as his Shadow Minister for Welfare Reform.

In May 2010, Lord Freud was appointed Parliamentary Under Secretary of State at the Department for Work and Pensions.



Will Hutton
Executive Vice Chair, The Work Foundation

Regularly called on to advise senior political and business figures and comment in the national and international media, Will is today one of the pre-eminent economics commentators in the country.

He began his career in the City as a stockbroker and investment analyst before moving to the BBC, where he worked both on radio, as a producer and reporter, and on TV as economics correspondent for Newsnight. Prior to joining The Work Foundation, Will spent four years as editor-in-chief of The Observer, for which he continues to write a weekly column. He also regularly contributes to The Guardian and The Financial Times.

Will's best-known book is probably *The State We're In*, which was seen at the time as setting the scene for the Blair revolution. Since then he has published *The State to Come*, *The Stakeholding Society*, *On The Edge* (with Anthony Giddens) - a groundbreaking analysis of globalisation - and *The Writing on the Wall: China and the West in the 21st Century*. Will is currently working on his next book – a timely examination of fairness and due desert – *Them and Us*.

Outside The Work Foundation, Will is a governor of the London School of Economics, where he is also a visiting professorial fellow at the Centre for Global Governance. He is a member of the Scott Trust and a fellow of the Sunningdale Institute. In 2004 Will was invited by the European Commission to join a High Level Group on the mid-term review of the Lisbon Strategy and act as its “rapporteur” for the final report.

He is currently the Chair of the Commission on Ownership, which is examining to what extent and how ownership matters and due to deliver findings in autumn 2011. Most recently, he has been asked by the Prime Minister to chair the Public Sector Fair Pay Review.



Dr Wilson Wong
Lead Researcher, The Future of HR programme, The Work Foundation

As the principal researcher on the Future of HR, Dr Wilson Wong designed and leads the research programme. He joined The Work Foundation in December 2008.

He has a wide variety of employment experience, including working as Research Fellow at the Primary Care Unit, Peninsula Medical School and as Lead Researcher on the Exeter University-Broadband4Devon programme (2004-2007). From 1999-2002, Wilson was an IT Policy Technologist for the National IT Council Secretariat in Malaysia, where he headed Globalisation and E-Commerce Policy Research. There he co-facilitated with Ged Davis, Head of the Scenarios Team at Shell International, a Scenario Planning workshop for senior civil servants across several ‘planning’ ministries. He was Trustee of Exeter Community Initiatives and Chair of the Devon BME Strategic Group, 2005-2008.

Wilson's PhD in Economic Psychology researched the effects of time and timing on the perception of offers as windows of opportunities. Prior to that, he earned an MA (Critical Theory) and MBA (Finance) from the University of Nottingham and read law at King's College London. He was called to the Bar (Middle Temple) in 1990. He is also a member of the International Association of Applied Psychology.



“As for the future, your task is not to foresee it, but to enable it.”
Antoine de Saint Exupery (1900- 1944)

“Only time travellers can experience the future first - hand. For the rest of us, the future is constructed of one’s hopes and fears, expectations, speculations and dreams, the things that shape and lend meaning to life’s passage. The difference between foreseeing the future and enabling it lies in the power we have to act on those things over which we have control. Of course, there will always be discontinuities that shift the course of history. 9/11 was one such moment. We believe that there are clear benefits to imagining and acting on a future yet to be.”
(Page 6, *The Deal in 2020: A Delphi study of the future of the employment relationship*)

Reviews of the report:

“It should be required reading for anyone in a leading people management role”

**Neil Morrison, Group HR Director
The Random House Group**

“It’s a thoughtful, informed and challenging report that absolutely reminds HR about its role and functions, without being distracted by debates about HR form”

**Stephen Moir, Corporate Director, People, Policy and Law
Cambridgeshire County Council**

“This is not some privileged peek into the future but an intelligent and compelling analysis of possibilities... surprising, challenging and revealing”

**Professor Michael West, Dean, Aston Business School and
member of the Future of HR Expert Challenge Group**

“The report is a genuine thought-provoking read for organisations who are looking to the future with their business plans”

**Emma Burns, Head of HR Strategy
Royal Bank of Scotland**