

**Business SIG**  
**'It's all about the people!'**

6 July 2017

Hosted by Taylor Vinters

This SIG is championed by Ludo Chapman of **The Innovation Practice**,  
Clennell Collingwood of **TTP** and Tim Holmes of **Fluxx**

**Venue: Taylor Vinters, Tower 42, 33rd Floor, 25 Old Broad Street, London, EC2N 1HQ****AGENDA****13:30** Registration and networking with refreshments**14:00** Introduction to the Business SIG from **Abhi Naha, CW****14:10 Talent Acquisition and Retention****Vicky Sleight, Perfect Ltd @vickysleight**

How can organisations drive a culture of innovation and create a talent management framework that facilitates change and drives better business results?

This session will draw on real examples and provide a framework which will help you:

- Identify how people make a real impact and make sure employees are in the right roles
- Understand the impact of culture on people's ability to make a game-changing contribution
- Move away from stereotypes in order to access the real contribution people make
- Determine which practices are most likely to help achieve success

**14:20 How HR Tech builds teams****Faye Holland, Cofinitive Ltd @FayeHollandUK @Cofinitive**

HR of old was just payroll, hiring and firing but has now evolved as a partner to the business by remodelling as an innovative, people focussed department. Employee engagement and building and retaining teams is now top of many CEO's agenda, especially in light of the (somewhat overused) 'War for Talent'. Faye will give a quick insight into the HR Tech landscape, and during the workshop delve deeper, as well as give you some key pointers on how to work with the many available HR Tech companies.

**14:30 Recruitment and HR Law****Dominic Holmes, Taylor Vinters @domholmes147 @TaylorVinters**

Well-run and legally compliant recruitment processes are an important part of attracting motivated, high quality people with diverse backgrounds to your organisation. But what should you say (or not say) to prospective job applicants and interview candidates? Dom Holmes will highlight some of the key legal principles which underpin good recruitment practices – from job advertisements to interviews.

**14:40 Automation and Artificial Intelligence: an insight into the Recruitment Industry****Andreea Wade, Opening.io @brandalisms @openingdublin****14:50 Workshop Session 1****15:35 Refreshments and networking****16:05 Workshop Session 2****16:50** Wrap up session chaired by **Faye Holland, Cofinitive and CW****17:00** Event closes**Profile of organisers****Cambridge Wireless (CW)**

CW is the leading international community for companies involved in the research, development and application of wireless and mobile, internet, semiconductor and software technologies. With 400 members from major network

operators and device manufacturers to innovative start-ups and universities, CW stimulates debate and collaboration, harnesses and shares knowledge, and helps to build connections between academia and industry. CW's 18 Special Interest Groups (SIGs) provide its members with a dynamic forum where they can network with their peers, track the latest technology trends and business developments and position their organisations in key market sectors. CW also organises the annual Future of Wireless International Conference and Discovering Start-Ups competition along with other high-quality industry networking events and dinners. With headquarters at the heart of Cambridge, UK, CW partners with other international industry clusters and organisations to extend its reach and remain at the forefront of global developments and business opportunities. [www.cambridgewireless.co.uk](http://www.cambridgewireless.co.uk)

## Profile of host

### Taylor Vinters

Taylor Vinters will change your view of what dealing with a law firm is like.

We understand that our clients are not only looking for a focus on their legal issues but also strong commercial acumen from their legal partner. We help our clients manage risk, make informed decisions and leverage networks to achieve their personal and business goals by bringing together cross-disciplinary teams to address complex and multi-faceted issues and offer intelligent, joined-up solutions.

We're excited by our clients, how their organisations and lives progress and how we can use our experience, networks and technical expertise to support them. Operating through our European hubs in London and Cambridge and Asia hub in Singapore, Taylor Vinters is a leading international law firm in supporting innovative businesses and entrepreneurially minded people to make great things happen. [www.taylorvinters.com](http://www.taylorvinters.com)

## Profile of SIG Champions

### Ludo Chapman, Founder, The Innovation Practice

Ludo Chapman is the co-founder of The Innovation Practice, a company that helps organisations to design and implement better business models and value propositions. This is achieved by facilitating visual workshops which enable team understanding and alignment, prototyping of innovative ways of doing business and the development of concrete plans to move ideas to action.

Prior to this, Ludo was CEO of Grant Instruments Limited, a company that manufactures and designs scientific equipment for sample preparation, scientific analysis, data acquisition and data analysis providing solutions to the global scientific and industrial markets. He remains a NED of the business.

In addition, Ludo has worked in, and consulted for, a range of start-up businesses from a software training company to a wearables company to an artisan ice cream company. There have been many lessons learnt along the way – both from successes and from mistakes! [www.theinnovationpractice.co.uk](http://www.theinnovationpractice.co.uk)

### Clennell Collingwood, Senior Consultant, TTP

Clennell Collingwood is a Senior Consultant in the Medical Devices group at TTP, Europe's leading independent technology and product development company. Previously, Clennell was an Investment Director in TTP Ventures, investing in electronics and telecommunications related businesses. He managed the investments in Alphamosaic, sold to Broadcom for \$123m, and Displaydata. In addition, Clennell helped to establish the Carbon Trust – TTP Incubator, which supported start-up and early-stage businesses in the low carbon sector. He has first class BA and MEng degrees in Chemical Engineering from the University of Cambridge and has completed the year long Postgraduate Course in Design, Manufacture and Management (also at Cambridge). [www.ttp.com](http://www.ttp.com)

### Tim Holmes, Fluxx

Tim is a Senior Consultant with Fluxx, the Farringdon-based innovation consultancy. Fluxx is currently working on several Smart Cities initiatives in the UK (including ones with Cambridge and Manchester), as well as the Middle East. He specialises in marrying technological feasibility (what can be done?) to business viability (will it scale and make financial sense?), with an absolute passion for keeping the citizen at the heart of design (what is the problem we are solving for users, and how do people want the experience to be delivered?). An MA in Theology from Trinity College, Cambridge has proved completely tangential to a career that encompasses 10 years in broadcast TV, television drama and feature film production, followed by 16 years at the helm of a learning & development consultancy specialising in employee engagement and productivity, plus a couple of promising recent start-ups (Move Mogul, Click & Clear). [fluxx.uk.com](http://fluxx.uk.com)

## Profile of facilitators

### **Faye Holland, Cofinitive Ltd**

Faye Holland is founder of Cofinitive Ltd a Strategic Marketing and Communications Company based in Cambridge. Having spent over a decade in the 'people' space Faye has a strong network around the globe of HR advisors, analysts, providers and enterprise customers. She works with a range of technology firms from start-up to established companies, and is a recognised spokesperson on HR Tech including as lead disruptHR blogger for HR Tech World. Prior to that she spent over a decade at PIPEX and IBM leading transformational and change projects, always with an emphasis on communications. Faye has recently been shortlisted in numerous awards as unsung hero and Women Entrepreneur of the Year. [www.cofinitive.com](http://www.cofinitive.com)

### **Vicky Sleight, Perfect Ltd**

As Senior Advisor for CW and Member of the Board World Mentoring Foundation, Vicky has 18 years' experience in technology and telecoms. She is a proven thought leader and expert in diversity and inclusion within the technology industry something which she is keen to promote through her role at CW.

Through her own consultancy, Perfect Ltd, she is continuing her work within the industry to further business development and strategies around diversity and inclusion. Her focus is also the diversity of impact and the formation of game changing teams through The GC Index® - a radical re-think of how organisations will identify and nurture key talent in the future. Essentially, it's a commitment to identify and unleash Game Changers everywhere regardless of level and demographic.

Vicky has extensive global experience in building successful initiatives, events, and female empowerment programmes for women and young girls. She has also created events aimed at young girls to encourage them to study STEM subjects and to become educated in the careers available to them within this sector. A regular speaker, currently she is a judge for the Koreo Prize, an initiative aimed at increasing awareness of societal issues amongst young people.

Previously as Senior Director of Member Services at the GSMA, Vicky was responsible for growing membership within the mobile ecosystem by leading the strategy, communications and operations for a community of 25,500 industry executives. She was the creator and driving force behind the launch of the GSMA Connected Women programme which highlights the opportunities available to women in the industry as well as increase the number of women in senior management positions. [theperfectlimited.com](http://theperfectlimited.com)

### **Dominic Holmes, Taylor Vinters**

Dom is a Partner at international law firm Taylor Vinters, specialising in employment law. He is highly-regarded for his wealth of expertise advising on business-critical situations across a range of sectors, including technology, media, pharmaceuticals and education. Dom's practice focuses on the more complex areas of employment law and HR strategy. He has particular experience in helping employers deal with sensitive workplace disputes, senior level exits and restructuring projects. Dom also has a keen interest in the Future World of Work debate and how it will shape HR strategy for innovative organisations. [www.taylorvinters.com](http://www.taylorvinters.com)

### **Andreea Wade, Opening.io**

Andreea is the co-founder and CEO of Opening.io - recruitment AI company. She has a background in programming, journalism, product management, business development and entrepreneurship. Andreea is a start-up mentor, having mentored in all the major incubators and accelerators in Dublin but also London, Tel Aviv and Berlin. Andreea was involved in running the Irish wing of an EU funded accelerator (4.5 million-euro fund), where she assessed European start-up applications and mentored the successful cohort. She was the Head of Product Management in the largest Irish media trust and has previously founded companies, opening.io being her fourth venture. Speaker, tech event organiser, lecturer and lover of the outdoors. [opening.io](http://opening.io)