

JOINING INSTRUCTIONS

Time to Act: How can Scotland secure business and economic success as our workforce ages?

Event information

Date

Wednesday 26th September 2018

Time

- Registration from 09:00
- Conference from 09:30-12:30
- Networking lunch from 12:30

Venue

[University of Edinburgh Business School - Main Auditorium](#)
[29 Buccleuch Place](#)
[Edinburgh](#)
[EH8 9JS](#)

Key Contact

Dr Laura Airey

Post-Doctoral Research Fellow, University of Edinburgh Business School
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Dress code

Business attire

Transport information

Train

The nearest rail station is Edinburgh Waverley. It normally takes around 20 minutes to reach the venue from the station by foot.

Public transport

There are several bus stops/lines that are convenient for this venue. Please use the [Lothian Buses Journey Planner](#) to find the best route for you.

Plane

The nearest airport is [Edinburgh Airport](#), which is six miles outside of the city. An express bus service to Edinburgh's Waverley Station leaves every 10 minutes and takes around 30 minutes. Fares currently cost £4.50 for a single ticket and £7.50 return.

There is also a tram service running to the City Centre (Princes Street tram stop for city centre), which takes approximately 35 minutes. Fares currently cost £6 single, or £8.50 return. Route information can be found on the [Lothian Buses website](#).

A taxi to the city centre costs around £25 each way– there is a taxi rank at the airport run by [City Cabs](#).

Car

The location of the University of Edinburgh Business School lies close to the heart of Edinburgh's city centre. As such, parking availability can be very limited at this site.

Limited Pay and Display short-stay parking (4 hrs max) can be found at George Square and Buccleuch Place.

Long stay parking can be found at Chalmers Street, on St Leonard's Street or Holyrood Road.

Taxi

Edinburgh has several taxi services as well as Uber and private car hire. [City Cabs](#) is one of the largest services and can be booked online or by phone at 0131 228 1211.

Agenda

- 09:00 **Registration**
Tea and coffee served
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- 09:30 **Chair's Welcome**
John McGurk, Head of Policy and Regional Insights, CIPD
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- 09:40 **Plenary: Why it is Time to Act**
Andy Briggs, CEO, AVIVA and Chair of the Business in the Community Age Leadership Team
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- 10:05 **The Evidence**
Professor Wendy Loretto, Dean of the Business School and Professor of Organisational Behaviour and Dr Laura Airey, Post-Doctoral Research Fellow
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- 10:20 **Business Case: Addressing your Age Reality**
Shirley Campbell, Director for People, Scottish Water
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- 10:40 **Age Scotland's Age Inclusive Matrix (AIM)**
Sue Adlam-Hill and Susan Gordon, HR Directors and co-creators of AIM, Age Scotland
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- 11:00 **Tea/coffee break**
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- 11:15 **AIM in Action**
Nathalie Brindeau, HR Director, Sodexo Energy & Resources, UK & Ireland
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- 11:35 **Panel Discussion: What are the challenges and opportunities associated with developing age inclusive workforces?**
Chaired by David Watt, Executive Director of the IOD with Shirley Campbell (Scottish Water), Sue Adlam-Hill & Susan Gordon (Age Scotland) and Nathalie Brindeau (Sodexo)
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- 12:00 **Closing Remarks**
Jamie Hepburn MSP, Minister for Business, Fair Work and Skills
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- 12:15 **Next Steps and Learnings**
John McGurk, Head of Policy and Regional Insights, CIPD
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- 12:30 **Networking Lunch**
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Social media and WIFI

Please tweet and share your experience of the conference using the hashtag #AgeInclusiveWorkforce

There will be instructions on how to access WIFI during the conference when you register.

Speaker biographies



John McGurk

Head of Policy and Regional Insights, CIPD

After a varied career in railways, academia and heading up research and policy for the UK Airline Pilots Association, John joined CIPD in 2007. Starting in Research and Policy as skills and learning adviser, he progressed to lead CIPD's research on learning and talent development delivering a wide range of research from E learning to analytics, innovation and pioneered CIPD work on behavioural science.

For the past 5 years John has been at the forefront of developing CIPD's approach to the labour market in Scotland – *and* collaborations with business, government, the education sector, trade unions and other professional bodies. He is now Head of Regional Policy and Insights and supports devolved countries and the North of England on labour market and policy issues working alongside our Regional Heads to bring CIPD's policy, insight and professional offer to our members and stakeholders.



Andy Briggs

Chief Executive Officer of Aviva UK Insurance and Chair of the Business in the Community Age Leadership Team

Andy joined the Board April 2015 as chief executive officer of Aviva UK & Ireland Life, to lead Aviva's enlarged UK Life business following the acquisition of Friends Life Group Limited where he was group chief executive.

He has over 25 years of operational and executive experience in the insurance industry across life assurance and general insurance, both in the UK and overseas. At Friends Life he led the transformation of the three acquired businesses and brings his strategic and business skills, experience of organisational change and knowledge of the Friends Life business to the board. He has extensive knowledge of the UK regulated environment combined with experience in capital and risk management. Andy was formerly CEO of Scottish Widows plc (financial services), CEO of the General Insurance businesses of Lloyds Banking Group plc (financial services) and CEO of the Prudential Group's Retirement Income business (insurance).

He became Chair of the Board of the Association of British Insurers in October 2016 for a two year term.

At the Conservative Party conference on 4th October 2016 his appointment as Government Business Champion for Older Workers with Business in the Community was announced. His role is to encourage other CEO's and business leaders to recruit the over-50's.

He joined the NSPCC Fundraising Committee in 2006 and is the current committee chair; in 2016 he became a trustee of NSPCC.



Professor Wendy Loretto
Dean of the Business School and Professor of Organisational Behaviour, University of Edinburgh Business School

Wendy is Professor of Organisational Behaviour and Dean at the University of Edinburgh Business School. She has previously held several leadership roles in the School, including Director of Research and Director of Undergraduate Programmes.

Her main research field is age and employment, with a particular focus on changes in employees' and employers' attitudes and practices in extending working lives. She is especially interested in the ways in which gender, age and health interact to affect work and retirement experiences amongst older men and women across Europe. Her work has received funding from research councils, industry partners, government and EU and is published widely in leading academic journals. She is on the Boards of Edinburgh Innovation and Standard Life Foundation.



Dr Laura Airey
Post-Doctoral Research Fellow, University of Edinburgh Business School

Laura is a Post-Doctoral Research Fellow at the University of Edinburgh Business School. She is an experienced qualitative social science researcher and she has undertaken numerous studies, both at UEBS and previously at the Centre for Research on Families and Relationships.

Her primary area of research is employment among the over-50s, with a particular focus on people's experiences of combining paid work and unpaid caring responsibilities in later life. Her other main research interest is in women's health and well-being over the life-course.



Shirley Campbell

Director for People, Scottish Water

As Director for People, Shirley believes that Scottish Water, as a major employer in Scotland, has a responsibility to help people develop skills and capabilities which support the sustainability of the business and can take back into their communities.

In addition to her role as a member of the Scottish Water Executive team Shirley is a board member for Scottish Water Horizons Holdings Ltd with responsibility for Scottish Water International. She is passionate about Agile working and creating inclusive digital environments where people can flourish and be highly productive, she is also a lay member of Court at the University of Dundee, Chair of the People and Organisational Development Committee and a member of the Remuneration Committee. She became a member of Scotland's Fair Work Convention in 2018.

With 16 years cross sector experience at Executive level Shirley has held senior roles at Heriot Watt University, Royal and Sun Alliance (UK Director for Human Resources and Corporate Services) and Aviva (UK Organisational Development Director and before joining Scottish Water in 2011).

Whilst at Aviva she took on the role of Operations Director for Norwich Union Direct and worked Internationally on the development of Aviva's Indian operations. She has also been an adviser to INSEAD Business School in France on their Executive Education programme.

She has a BSc (hons) in Psychology and a post-graduate qualification in Personnel Management. She is a Chartered Fellow of the Institute of Personnel and Development and a trained counsellor. In 2017 she won the Institute of Director's (Scotland) Female Director of the Year award.



Sue Adlam-Hill

HR Director and co-creator of AIM, Age Scotland

Sue's background is a 27-year international career in oil and gas HR and she now works as an independent consultant. She has led global HR teams and supported executive leadership teams through periods of significant organisational change. She holds a psychology degree and is an experienced coach and certified workplace mediator. She brings a wealth of insight into HR issues and culture change. Her special interests are inclusion and employee engagement which she

sees as a cornerstone of strong organisational performance.

**Susan Gordon****HR Director and co-creator of AIM, Age Scotland**

Susan is a seasoned HR professional with nearly 30 years' experience in international oil & gas and as a University Senior Lecturer. Her specialism is handling the 'difficult conversations' with professionalism and compassion. Her flexibility and range of skills allow her to deliver a wide portfolio of activity including managing change, coaching & mentoring, mediation, career transition, cross-cultural issues and HR emergency response. Susan's reputation is for delivering quality solutions for uncomfortable issues through personal credibility and integrity together with a collaborative, upbeat and respectful style.

**Nathalie Brindeau****HR Director, Sodexo Energy & Resources, UK & Ireland**

Nathalie is Human Resources Director for Sodexo's Energy & Resources segment in UK & Ireland. Franco-American with a multi-cultural background, she grew up in France, spending summers in the USA, before studying International Business in Canada. After 10 years in Operations and L&D for Disneyland Paris, Nathalie joined Sodexo in 2002. Since then, she has lead HR and talent functions across all regions of the world (including Africa, Middle East and Asia).

Now based in Aberdeen, Nathalie manages Sodexo's HR responsibilities, spearheading people initiatives for more than 2000 employees. A keen believer in teamwork and an inclusive approach to managing people, Nathalie is putting Diversity & Inclusion on the front page of the strategic agenda. She will be sharing some of the challenges and age inclusive initiatives the Sodexo team has been working on.

**David Watt****Executive Director, Institute of Directors (IOD)**

David C Watt, Executive Director for the Institute of Directors in Scotland, has a background of running his own business for over ten years – a consultancy focussed on individual and organisational development, particularly in the sport and leisure industry.

David spent two and a half years leading Scotland's Millennium activities and celebration, encouraging a range of partners to contribute £11.6 million to the festivities for people and places throughout Scotland in the year 2000. He also has extensive experience in both the public and voluntary sectors.

On a personal note, he is a keen golfer and follower of rugby, with a non-party interest in politics and current affairs.

Talented and committed directors are vital to the nation's prosperity and David is enthusiastic about the role the IoD can play in representing, developing and providing for its members to the benefit of them, their companies and so Scottish economy and industry.



Jamie Hepburn MSP

Minister for Business, Fair Work and Skills

Jamie Hepburn was educated at Hyndland Secondary School and the University of Glasgow, graduating with a degree in Politics and History. He served as National Convener of the SNP's student and youth wings, was MSP for Central Scotland between 2007 and 2011 and has been MSP for Cumbernauld and Kilsyth since 2011.

He was appointed as Minister for Sport, Health Improvement and Mental Health in November 2014 and became Minister for Employability and Training in May 2016. He was appointed as Minister for Business, Fair Work and Skills in June 2018.