

**Seminar: 15 March 2006**

**Venue: Deutsche Bank Conference Centre**

**Comply and Prosper:  
Managing People Risk Arising from Regulation**

*Mounting regulation is a way of life. Since 1998, around 30 new laws have been passed on business conduct, governance and employment. They directly affect fast growing financial & professional services that underpin London's status as Europe's premier business centre.*

*For individual businesses, regulation has proved a double-edge sword: blind adherence can stifle innovation; loose compliance can mean prosecution.*

*The key is to avoid both by understanding the nature of risks and implementing processes that encourage enterprise, on the one hand, and minimise bureaucracy on the other.*

*The issue is two fold: how to have intelligent laws and how to apply them cost effectively such that the UK can be classed as 'the best regulated country' in the world of finance and professions. This theme will be addressed by prominent business leaders and HR professionals.*

## Seminar Programme....

0830-0900 Registration and Coffee

### **0900-1030 What Do Leaders Think About How Regulation can Deliver Competitiveness?**

Chair: GEOFF THOMAS, *Group HR Director, Lloyds Register*  
*Deputy Chairman, London Human Resource Group*

Prof. AMIN RAJAN, *Chief Executive, CREATE*  
*Introductory Scene Setting: Results of the New LHRG Study*

Sir DEREK HIGGS, *Chairman, Alliance & Leicester (confirmed)*  
*Why Prudent Governance Makes Business Sense*

DONALD BRYDON, *Chairman, Axa Investment Managers (confirmed)*  
*Minimising the Unintended Consequences of Legislation*

Open Discussion

1030-1100 Coffee Break

### **1100-1300 Managing HR Risks from Regulation: What Works, What Doesn't & Why?**

#### **1100-1200: ROUND TABLE 1: NEW RISK TOOLS AND TECHNIQUES :**

Chair: Elizabeth Warren, *formerly Global Head of People and Culture, Deutsche Bank AG*

KAREN DEAKIN, *Managing Director, Head of Human Resources, EMEA, Credit Swiss*  
*Coping with Legislation in a Global Business: Minimising the Blame Culture*

DAVID PENFOLD, *CIB Controlling – LESA, , Deutsche Bank AG*  
*Treating HR Risks as Part of Business Risks*

GARY STORER, *Chief Executive, Enterprise Learning*  
*Managing the HR Risks in a Dynamic Environment*

RON COLLARD, *Global Head of HR Consulting, Financial Services, PricewaterhouseCoopers*  
*Treating Legislation as a Business Improvement Tool*

**1200-1300 ROUND TABLE 2**  
**PRINCIPLES-BASED APPROACH TO REGULATION :**

Chair: GEOFF THOMAS, *Group HR Director*, Lloyds Register  
*Deputy Chairman*, London Human Resource Group

JENNIFER BOARD, *Director, Human Resources*, Royal Bank of Scotland  
*Internalising the HR Lessons from Discrimination Cases*

MARTIN PEXTON, *Director of Corporate Development*, London Merchant Securities  
*Putting Legislation in a Business Context*

LYNNE FISHER, *Managing Director, Head of Leadership Management*, Citigroup  
*Adopting a Principles-Based Approach to Legislation*

MARK MANSELL, *Employment Partner*, Allen & Overy  
*Avoiding the Common Mistakes*

**1300-1400                      Networking Lunch**

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**Registration Form**

Please complete the form below for each person wishing to attend the seminar on *Comply and Prosper: Managing the People Risks Arising from Regulation* on 15 March 2006

Name .....

Job Title .....

Company .....

Address .....

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Town/City ..... Postcode .....

Email ..... Tel No .....

Dietary/other requirements .....

Please return completed form to Barbara Martin, CREATE, 2 Holly Hill, Vauxhall Lane, Tunbridge Wells, TN4 0XD Tel: 01892 526757 Fax: 01892 542988 Email: [Barbara@create-research.co.uk](mailto:Barbara@create-research.co.uk)

Your registration will be acknowledged and confirmed. No admission without written confirmation.