ERA CONFERENCE





TALENT RESEARCH & ACQUISITION FOR TOMORROW

20 TH MAY 2025 SADLER'S WELLS, LONDON

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Welcome to...

THE ERA CONFERENCE BEYOND THE UNCERTAINTY

On behalf of us both and the rest of the ERA Committee, we would like to welcome you to this year's conference!

The theme for this year's conference is "Beyond the uncertainty: talent research & acquisition for tomorrow." In planning the conference and selecting a theme, we wanted to acknowledge the changing landscape of the industry and the uncertainty we're all facing, but also to remain focused on how we can continue to adapt as professionals and evolve as a profession to move beyond this uncertainty and meet the challenges and opportunities this presents. We've made a conscious effort to balance theory and new ideas. as well as providing practical tips and ideas you can implement into your work straight away. Please let us know your thoughts and feedback both by speaking to the committee members present at the conference today, or in the conference feedback form along with any ideas you have for webinars or next year's conference.

To provide a short update on committee changes announced at the annual general meeting in March, Caroline Grayson Nugent and Jude Watters will be stepping down from their roles on the committee. Following this year's nominations process, we are delighted to welcome Verity Shepley and Laura Calvert to the committee. We would like to extend our thanks to Caroline and Jude for their contributions to the ERA, it has been an absolute pleasure to work with them on the committee.

On the topic of gratitude, and we would like to thank and acknowledge you as an ERA member, our gold sponsors including Talentis and Cluen, our additional sponsors and partners including Travis Research, Henley Research, and Smartresearch HR, as well as our wonderful speakers who have contributed to the webinars this year as well as the conference today. Thank you all for continuing to make the ERA and the annual conference such a success!

Sam & Liz

Co-Chairs Sam Fletcher and Liz Shay

Stay Connected





Agenda

9.30-10.00	Registration & refreshments
10.00-10.15	Welcome ERA Co Chairs
10.15-10.50	Keynote Speaker Presentation James Osborne - Chairman & Chief Growth Officer @ The Recruitment Network (TRN) Welcome to the Recruitment (R)evolution
10.55-11.30	Workshop presentation Siobhan Stericker - Talent Acquisition AI Lead @ HMRC AI in Action: Streamlining Your Talent Acquisition Operations
11.30-11.45	Break
11.45-12.20	Alison Ettridge - Director Global Talent Intelligence @ Lightcast Strategies for success in today's uncertain labour market case studies from global enterprises
12.25-12.45	Gold Sponsor presentation Heidi Braun Senior Solutions Consultant @ Cluen Agentic Al for Executive Search: The Coming Productivity Gains from the Next Wave of Al
12.45-1.45	Lunch
1.45-2.25	Michelle Vaughton - Founder @ VOLT Consultancy and Illuminate Yoga Boost Energy, Resilience and Productivity at Work
2.25-2.45	Gold Sponsor Presentation Jason Starr CEO @ Dillistone Group Plc Where Executive Search meets Vidal Sassoon
2.45-3.00	Break
3.00-3.35	Katrina Collier - Author, Facilitator & Speaker Leaning into humanness in an age of Al
3.40-4.00	Closing address & presentations
4.00-5.00	Networking refreshments, nibbles and a glass

Welcome to the Recruitment (R)evolution

James Osborne Chairman & Chief Growth Officer @ The Recruitment Network (TRN)

The world of search and recruitment is going through an almighty shift - new challenges to overcome, new opportunities to embrace, new habits being formed, new processes to entertain.

To stay ahead and be future fit, you first need to understand this new world order and how best to approach it.



James Osborne

James is a non-exec director to a number of fast-growing recruitment organisations, and Chairman of The Recruitment Network (TRN), a large global advisory community made up of hundreds of recruitment businesses from around the world and supported by some of the industry's most respected advisors,

thought leaders, trainers and mentors.

With over 25 years of experience in the recruitment industry, James' passion lies in enabling recruitment businesses to maximise their performance, productivity, profitability and true potential.

Al in Action: Streamlining Your Talent Acquisition Operations

Siobhan Stericker Talent Acquisition Al Lead @ HMRC

In this workshop, you'll explore practical applications to operationalise AI, enhance efficiency, and optimise every stage of your recruitment process – with a focus on keeping the human touch. You'll learn about real-life case studies from HMRC's Talent Acquisition team, including challenges and lessons learnt.

Siobhan Stericker

Siobhan leads a small team to design, develop, and implement Al-driven tools and solutions that improve recruitment efficiency, candidate experience, and hiring outcomes.



Strategies for success in today's uncertain labour market-case studies from global enterprises

Alison Ettridge Director Global Talent Intelligence @ Lightcast



Insights into the Global Labour Market

How demographic shifts (people and skills) and technological disruption (AI and innovation) are changing the global landscape.

Map of the world and where pockets of opportunity are for people and work.

Strategies For Success in Uncertainty (with case studies on what enterprise organizations are doing to combat the disruptions they face):

- · Skill-enabling sourcing and hiring
- Strategic workforce management for turning talent from a line item of cost to an institutional asset class
- Practical Applications Al skills in the hiring landscape

Alison Ettridge

Alison is Director Global Talent Intelligence at Lightcast, and Revenue Lead for Global Enterprise. Having exited Stratigens to Lightcast in August 2024, Alison is working with businesses that use our data and insight to validate strategic decisions; helping HR & Talent convince their leaders of the power of talent intelligence (turning them into Believers!) and supporting organisations as they go through skills-based transformation.

Alison has spent twenty plus years in the world of people and talent – from her first job in executive recruitment, to sales at monster.com and then into the world of talent research and intelligence, which was where she spotted the opportunity for Stratigens – to bridge the gap

between strategy and execution with data, by putting access to human capital at the heart of business decision making.

Alison enjoyed leading the amazing Stratigens team and bringing them through the exit to further fuel our passion to drive faster, smarter workforce planning and better decisions in our client base

When she's not leading the charge at Lightcast, Alison has the most gorgeous (and patient) husband and an amazing little girl and a variety of different four-legged creatures who keep her busy. Weekends are spent on the back of a horse or hauling a fat pony with a child on around!



Agentic AI for Executive Search: The Coming Productivity Gains from the Next Wave of Al

Heidi Braun Senior Solutions Consultant @ Cluen

Join Heidi Braun from Cluen for an insightful look into the transformative potential of Agentic AI in executive search. Discover how AI is evolving from a supportive tool to an autonomous partner, proactively handling tasks to boost productivity and efficiency. Heidi will highlight practical use cases, discuss critical considerations around ethics and human oversight, and outline how firms can effectively integrate Agentic AI without sacrificing the human element crucial to executive recruiting. Don't miss the interactive finale-a lively contest featuring attendee-submitted stories highlighting the best AI successes and most memorable Al disasters, with live polling to crown the winners!



Heidi Braun

Heidi joined The Cluen Corporation in 2002. Over the last 23 years she has helped thousands of executive search and sourcing teams all over the world evaluate, implement, and manage executive search technology. Through both her work at Cluen and on her free time, she plays an active role in helping executive search professionals network and benchmark best practices. Heidi began her career in the search industry in 1997

at a boutique where she managed her firm's proprietary database while conducting research and candidate development. Just prior to joining Cluen, she spent a year working with a start-up recruitment portal and publication selling online and print advertising to businesses who serve the recruiting industry. It's here that she met Cluen and as they say, the rest is history.



Boost Energy, Resilience, and Productivity at Work

Michelle Vaughton Founder @ Volt Consultancy

This interactive session is designed to help teams enhance workplace wellbeing, resilience, and productivity through practical, actionable strategies. Participants will:

- Understand the Link Between Wellbeing and Business Success - Discover how improving energy and resilience leads to greater engagement, productivity, and results.
- Assess and Optimise Energy Levels Identify personal and workplace energy drivers and drains.
- Take Away Practical Strategies Explore simple, effective tools to create a more productive and balanced workday.

This isn't just another tick-box wellbeing session—it's a vital step towards building a healthier, more engaged workforce with a direct impact on business performance. By equipping teams with the right tools, businesses can boost motivation, reduce burnout, and drive sustainable success.



Michelle Vaughton

Michelle has over 30 years of experience driving transformational change and unlocking potential in businesses and their people. Passionate about championing neurodiversity in the workplace, she creates inclusive environments where unique talents can thrive. A former People Development Director with a strong commercial background spanning family-run businesses to global corporations, Michelle excels in aligning people strategies with business goals.

Michelle's expertise in well-being, leadership development, and linking performance to outcomes, delivers measurable impact to the bottom line. Michelle designs innovative coaching and development solutions that empower teams, drive cultural change, and ensure businesses thrive, while gaining a competitive edge in a fast-evolving world.

BEYOND THE UNCERTAINTY:

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Where Executive Search meets Vidal Sassoon

Jason Starr CEO @ Dillistone Group Plc

The famous Vidal Sassoon advert once asked, "Do you take shampoo and conditioner into the shower?" Talentis' Jason Starr may not have enough hair to weigh in on that, but in this webinar, he'll pose a different question: "Do you take a CRM and LinkedIn Recruiter into your search?" Join us as Jason explains why increasing numbers of search firms are choosing an all-in-one solution instead!



Jason is CEO at Dillistone Group Plc – an AIM listed supplier of technology and services to executive search and research. He has spoken on topics associated with recruiting at events in Europe, the US and Asia – including at a number of previous ERA events.

In addition to his day job, Jason is an NED with PCIPAL a high growth fintech company, also listed on AIM, and a season ticket holder at Leyton Orient who are definitely, definitely, definitely getting promoted next season.



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Leaning into humanness in an age of Al

Katrina Collier Author, Facilitator & Speaker

With the rise of AI tools, which are already creating an ad nauseam of fake or dull posts, images, messages, and post comments, people are already craving authenticity. What better way to give people certainty than to be real? It's time to lean into our peculiarities and embrace our quirks to stand out in a sea of blah and gain a prospect's attention. And it all starts with a better hiring manager partnership.



Katrina Collier

Katrina Collier works with companies to improve human connection and end the collaboration issues between recruiters and hiring managers, which create clunky recruitment processes and a poor candidate experience. She delivers workshops to hiring managers and/or talent acquisition teams to swiftly uncover and solve the tangible issues preventing successful hiring.

She is also a global keynote speaker and author of The Robot-Proof Recruiter: A Survival Guide for Recruiting and Sourcing Professionals and Reboot Hiring: The Key To Managers and Leaders Saving Time, Money and Hassle When Recruiting. Connect with her on LinkedIn or follow her on Instagram @ KatrinaMCollier.





The Gillian Young Memorial Award for the Researcher of the Year is a newly launched annual award given to an ERA member in recognition of outstanding work in Executive Research. The award has been established to commemorate our dedicated colleague and committee member, Gillian Young, who sadly passed away in September 2024. To honour Gillian's commitment to the ERA we feel that this award, which celebrates the achievements of the Executive Research community, is a fitting tribute. We would like to extend special thanks to Tim Young, Gillian's husband for having the memorial trophy made which will be presented to each year's winner.



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This award is kindly sponsored by Parkhouse Bell who have provided a prize to recognise the achievements of each year's winner. Full details on how to nominate a colleague or apply for the award yourself will shortly be published on our website.

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Talentis is the revolutionary executive search software with AI at its core - it's a new generation cross between CRM, LinkedIn Recruiter and ChatGPT! Search across hundreds of millions of profiles, manage vour assignments, develop vour client relationships, and transform how your search firm performs.



Cluen has the industry-leading executive search software that secures you ahead of the competitive landscape. Encore Max's Al-enriched technology helps organizations all over the world nurture important relationships, track historical data, and win new business. Experience the advanced executive search software that eliminates your repetitive tasks and integrates with LinkedIn. Gmail and Outlook to streamline your process.

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