



**SEARCHLIGHT
& LUMINA HR
FORUM 2024**

MANAGING THE RAPIDLY CHANGING MEDIA LANDSCAPE

**Channel 4 Theatre, 124 Horseferry Road,
SW1P 2TX**

Thursday May 2nd 2023

Programme

In association with



LEWIS SILKIN

Introduction

Welcome to Searchlight and Lumina's 14th HR Forum.

Unbelievably 17 years have passed since we hired a small cinema in the centre of Piccadilly Circus to run our very first HR Forum. The programme at the time covered such topics as, 'Managing a Flexible Workforce', 'Freelancers - handling contractual issues', 'Update on Illegal Workers' and 'Discrimination' as it was called at the time.

17 years on we feel we have finally 'come of age' and many of these ideas are now firmly embedded into a company's organisational structures – or are they?

In recent years things have begun to change rapidly, in part due to the pandemic and cost of living crisis. HR departments should be at the forefront when looking to solve these issues and can help shape the culture of their organisations.

We have an impressive, varied line-up of speakers including some familiar faces for the regulars among us. We are also delighted to be returning to the Regent Street Cinema after 7 years.

We hope you enjoy the day and find it to be a worthwhile opportunity to get together with other like-minded professionals dealing with common issues.

We'd like to express our gratitude to all the speakers today, we really appreciate their taking the time out of their busy schedules to be here. We'd also like to thank our principal sponsor Lewis Silkin who continue to maintain close involvement in employment law in the media sector.

Enjoy, The Searchlight & Lumina Team.

Hosts



Searchlight is a boutique recruitment & executive search company working exclusively in the media & entertainment industries. We have two divisions: Searchlight Executive & Searchlight Recruitment.



Lumina is a global media and entertainment executive search consultancy conducting retained senior executive searches up to and including Board-level in the UK and internationally.

Venue



Channel 4 is a publicly-owned and commercially-funded family of channels with a statutory remit to deliver high-quality, innovative, alternative content that challenges the status quo. The business is funded by advertising with revenues of c.£1bn annually; it has a unique purpose to innovate, take creative risks and inspire positive change - and to ensure that all of Great Britain is represented in its programmes.

Channel 4 has always been proudly ahead of the curve. It's in their DNA to be innovative – through their programmes, unique commercial model, and who they work with.

They were the first broadcaster to offer long-form TV content on demand. The first to do a deal with YouTube, to offer personalised ads, to co-present prime time news from two locations. And now they will be the first public service streamer in the world.

The importance of what they do has not changed – in fact, it has strengthened as they become a vital destination for truth, challenge, and innovation in a sea of global tech, algorithms and repeats. For Channel 4, the 'bullseye' is programmes with purpose that matter to people and have that classic Channel 4 impact.

Associate Sponsors



LEWIS SILKIN

At Lewis Silkin, we work with leading businesses to protect and enhance their most important assets – their ideas, their people, and their future. We call it: Ideas. People. Possibilities.

Our culture is encapsulated by our ethos of bravery and kindness. We aim to provide a supportive environment for our people, clients and wider community and embrace diversity, ensuring people are able to bring their full selves to work.

We are passionate about people. Whether you are a fast growth start up or a large multinational business, we help you realise the potential in your people and navigate your strategic HR and legal issues, both nationally and internationally. Our award-winning employment team is one of the largest in the UK, with dedicated specialists in all areas of employment law and a track record of leading precedent setting cases on issues of the day. The team's breadth of expertise is unrivalled and includes HR consultants as well as experts across specialisms including employment, immigration, data, tax and reward, health and safety, reputation management, dispute resolution, corporate and workplace environment.



Grapevinejobs is a specialist job-board, exclusively for the media & broadcast sectors.

Since its launch in 2001, its focus has been on quality over quantity, and jobs are well-presented, relevant, and genuine - and published without any distractions.

Grapevinejobs attracts an impressive range of advertisers, and many high calibre candidates.

Programme

- 8.30 Registration/coffee**
- 9.00 Welcome introduction**
Cathy Alford (MD, Searchlight Group) & Stephanie Hatton (MD, Lumina)
- 9.15 A Conversation on the Changing Landscape in Media and Entertainment**
Lisa Opie (Managing Director, Ubisoft)
- 9.45 HR challenges during periods of significant expansion and contraction**
Stephanie Hatton, Chair (Managing Director, Lumina)
Michelle Aitchison (SVP HR, Lionsgate)
Nicky Ivory Chapman (Head of Talent, Channel 4)
Ewen MacPherson (Group Chief People Officer, Havas UK)
- 10.30 Coffee**
- 11.00 Leading with energy and compassion**
Chris Williams (Managing Director, Momentum 4)
- 11:45 Protecting employee (and your own) mental health**
Chris Williams, Chair (Managing Director, Momentum 4)
Sarah Mccaffrey (Founder, Solas Mind)
Sophie Freeman (Engagement Producer, Film + TV Charity)
- 12:30 Legal update from Lewis Silkin**
Russell Brimelow (Partner, Lewis Silkin)
- 13:15 Networking Lunch & Drinks**
- 14:00 AI - What does it mean for your organisation**
Derek Johnson (VP Talent & Culture, Cogx)
- 14:45 Managing conflict in your work environment**
Amy Osterley, Chair (Head of Development, Searchlight)
Lucy Lewis (Partner, Lewis Silkin)
Joyce Idoniboye (CPO, Oxfam)
Tracey Forsyth (Leadership Coach, Fast Track to Fearless)
- 15:30 Close**