

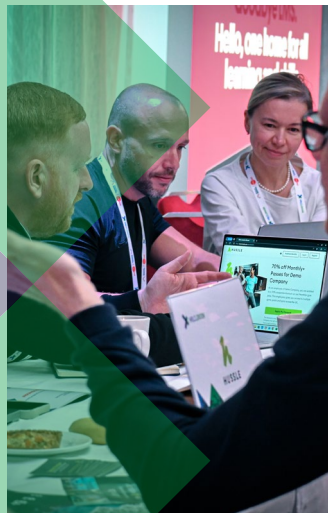
HRLCLONDON

POST SHOW REPORT MARCH 2025

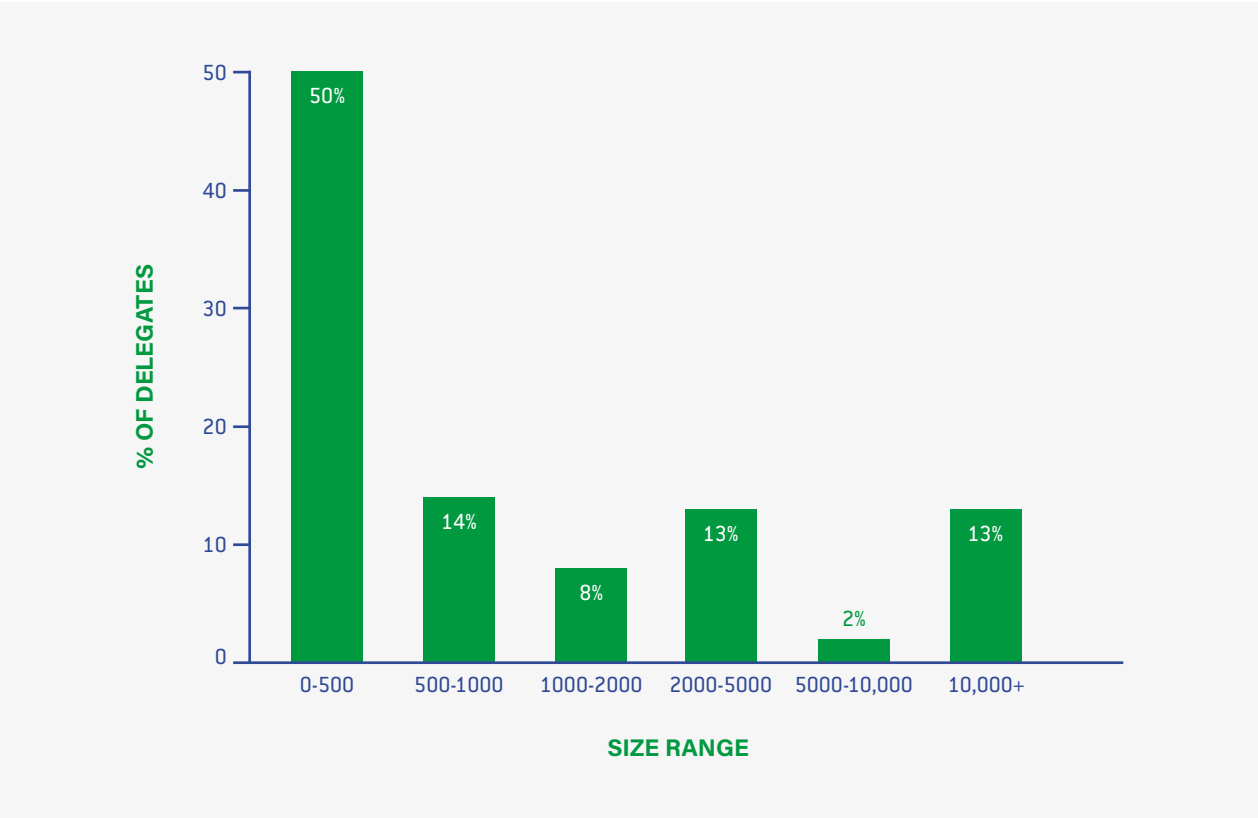


The **HR Leaders Conference – London 2025** brought together a diverse and dynamic delegation of HR professionals, thought leaders, and decision-makers committed to reshaping the future of work. Together, they shared bold ideas, explored new tools, and connected around the evolving role of HR in business transformation.

With nearly 100 delegates from diverse industries and organisation sizes in attendance, this event offered an authentic snapshot of what today’s HR leaders are prioritising - and what they’re struggling to solve.

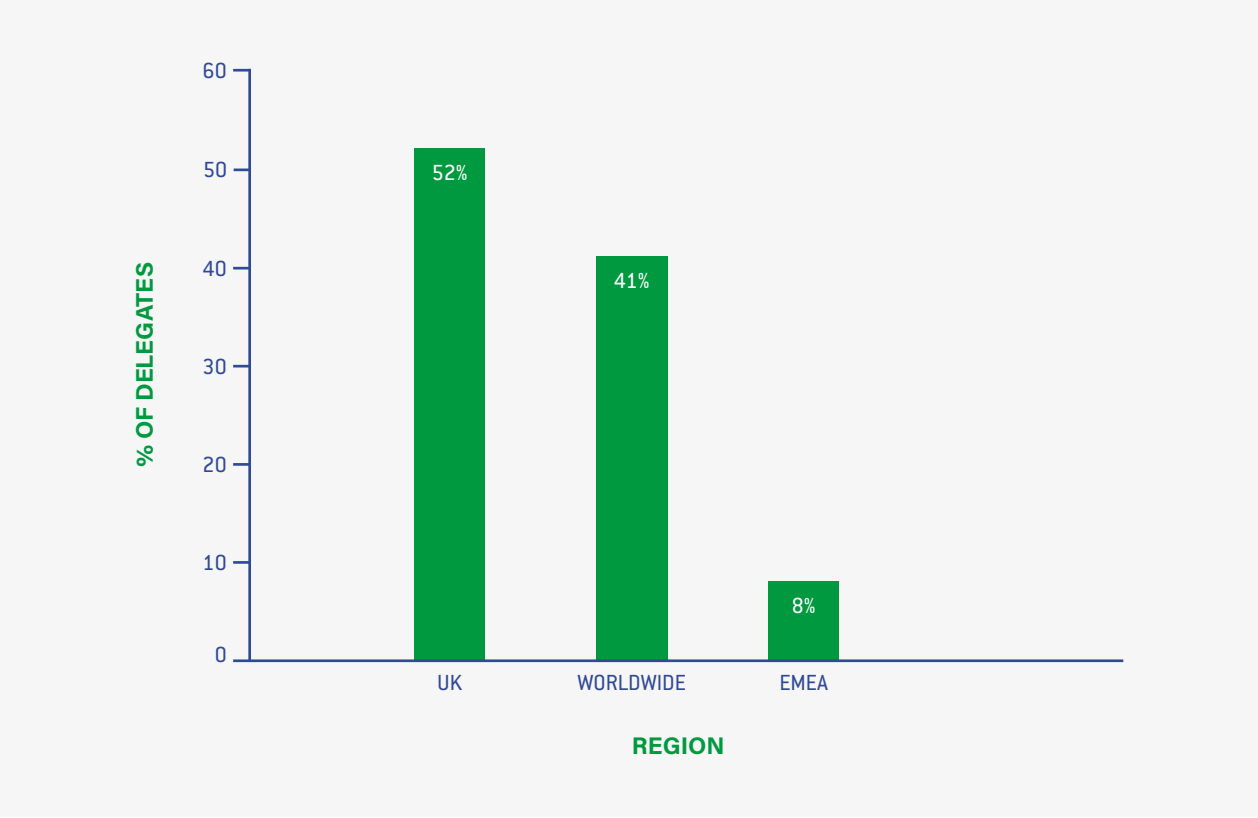


EMPLOYEE SIZE (PERCENTAGE):

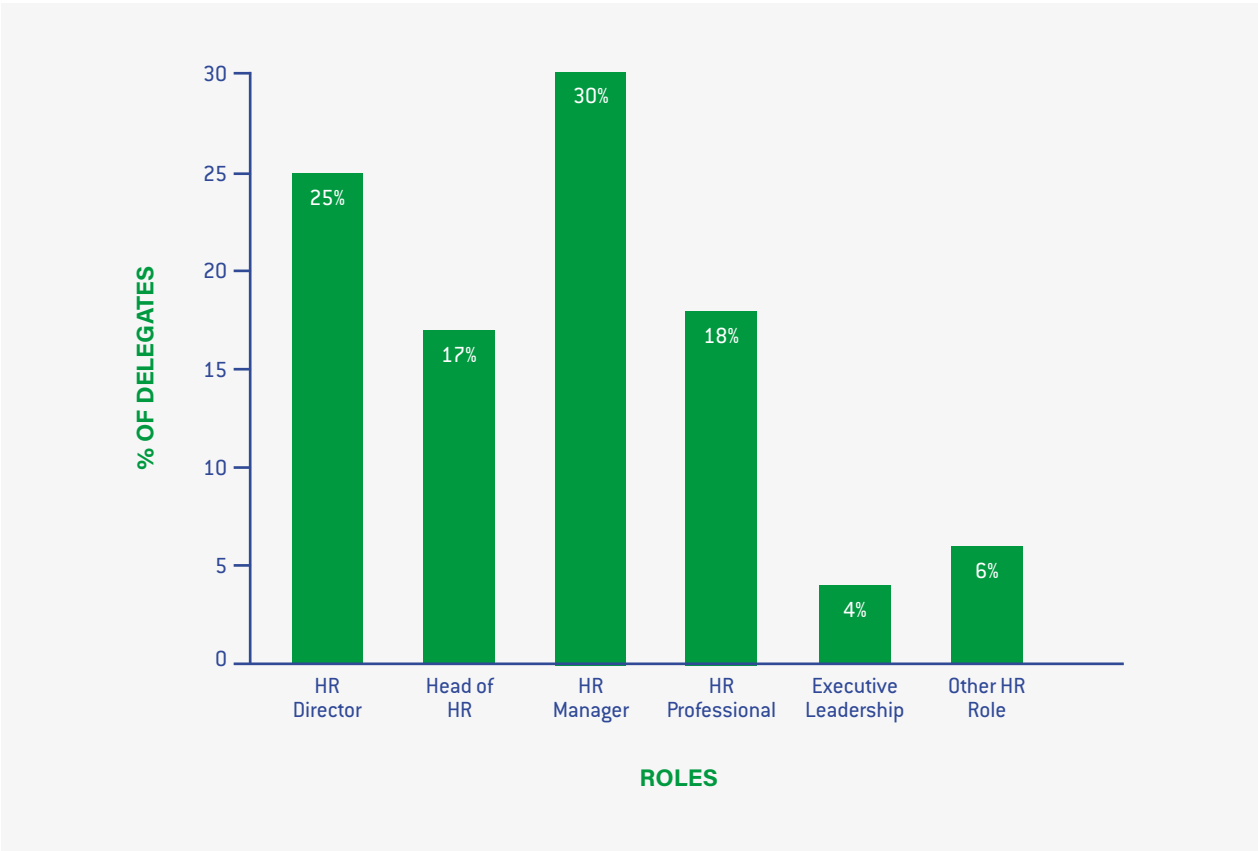


A strong SME and mid-market presence, with a smaller but important group of enterprise-level organizations.

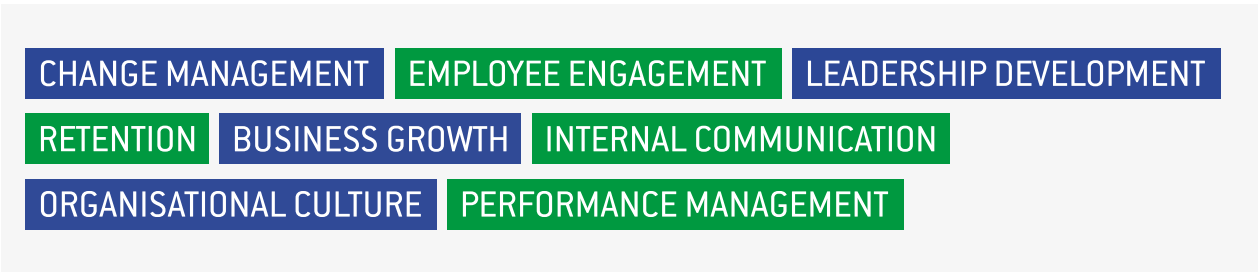
LOCATION OF DELEGATES (PERCENTAGE):



ROLE CATEGORY SUMMARY (TOP-LEVEL VIEW)



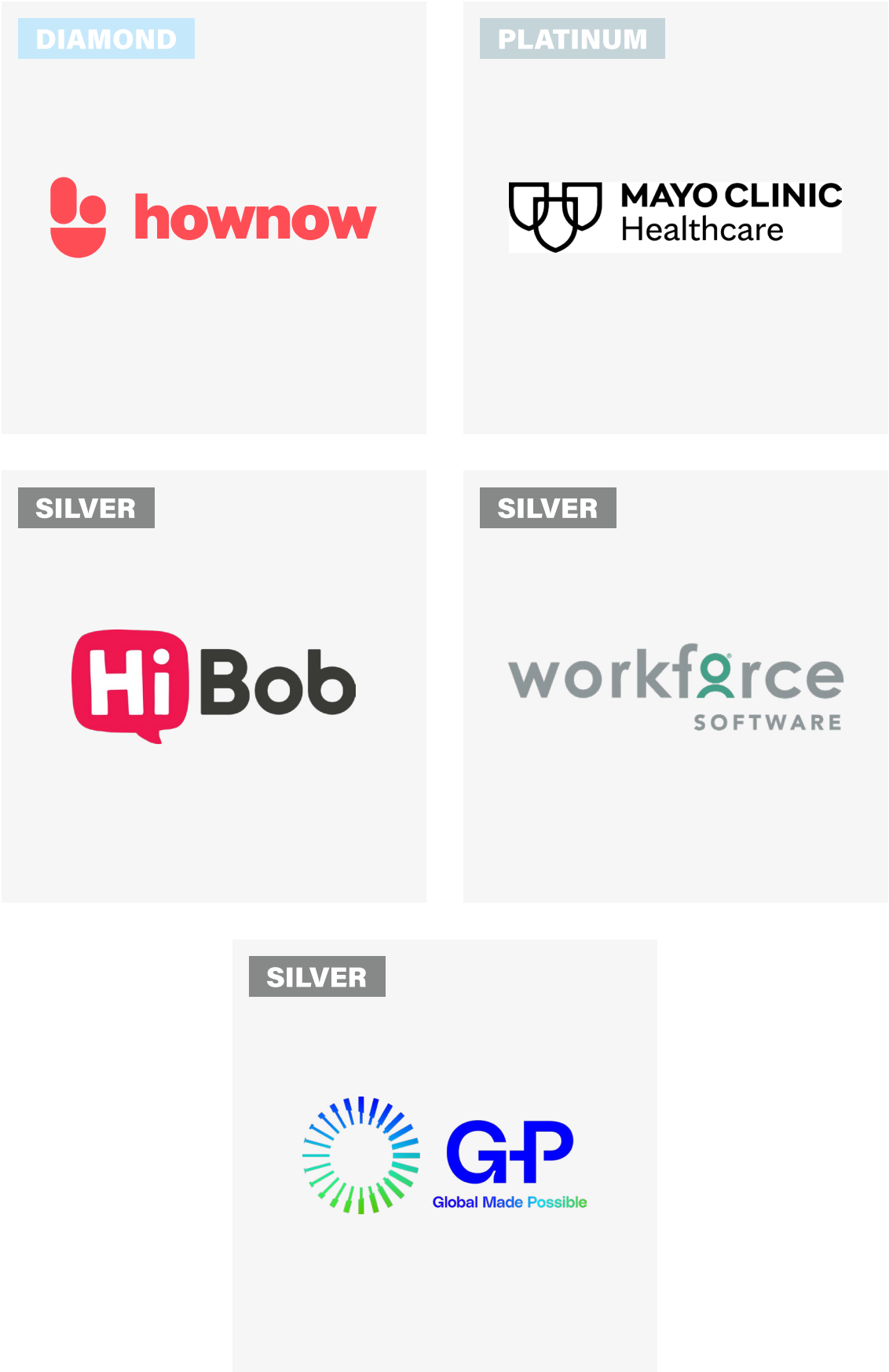
KEY ORGANISATION CHALLENGES



CONFERENCE PRIORITIES



SUPPORTING PARTNERS



DELEGATE CHALLENGES

NAVIGATING CHANGE & TRANSFORMATION

A consistent theme across delegate responses was the challenge of **leading through change**. Whether driven by business restructuring, evolving market conditions, or shifts in internal strategy, organisations are seeking better frameworks to manage transformation. Leaders are navigating uncertainty while trying to build adaptable, future-ready cultures. The demand for **change management** support speaks to the scale and frequency of transformation happening across sectors.

DRIVING ENGAGEMENT & SHAPING EXPERIENCE

Employee engagement emerged as one of the most pressing organisational concerns. Delegates highlighted the difficulty in maintaining connection, morale, and purpose across increasingly hybrid and globally distributed teams. In many cases, **employee experience** is being redefined - and HR leaders are tasked with building emotional connection, improving communications, and enhancing everyday interactions that shape company culture.

LEADERSHIP DEVELOPMENT GAPS

A number of delegates pointed to challenges in **developing leadership capabilities** within their organisations. From first-time managers to senior leaders, there's a clear need for targeted support in areas like performance psychology, decision-making under pressure, and leading with empathy. Many organisations appear to be investing in leadership but are still working out how to deliver high-impact results consistently.

RETENTION & TALENT PRESSURES

The **retention of top talent** - particularly early-career employees and high performers - remains a top concern. Delegates expressed urgency around preventing turnover and ensuring career development pathways feel clear and compelling. This is particularly important as generational expectations evolve and workers seek purpose, flexibility, and growth from their employers.

CULTURAL SHIFTS & COMMUNICATION BARRIERS

Challenges around **organisational culture** and **internal communication** were cited as barriers to alignment and performance. HR leaders are grappling with how to evolve culture in a way that is inclusive, agile, and aligned to strategy- while also ensuring communication flows freely across functions and geographies.

OTHER EMERGING THEMES

Delegates also mentioned specific issues including **performance management**, **recruitment bottlenecks**, **skills evolution**, and **brand positioning**. These insights reflect the widening scope of HR as it moves beyond compliance and administration into areas of strategic influence and business growth.

OVERALL INSIGHT

These challenges tell a story of HR at a crossroads balancing operational delivery with strategic transformation. The clear takeaway: today's HR leaders are looking for tools, partners, and ideas that help them solve real business problems while elevating the employee experience.

CONFERENCE PRIORITIES

REIGNITING EMPLOYEE ENGAGEMENT

The most prominent theme across delegate priorities was **employee engagement**. Attendees are seeking tools, frameworks, and case studies that can help them foster emotional connection, trust, and motivation in the workplace. As expectations around flexibility, inclusion, and purpose evolve, HR leaders are looking for new ways to inspire commitment and belonging - particularly in hybrid environments where connection is harder to sustain.

LEADING THROUGH CHANGE

Change management ranked as another top priority. Whether dealing with digital transformation, restructuring, or shifts in business strategy, delegates want practical strategies for guiding teams through uncertainty. Sessions that explore behavioural change, stakeholder alignment, and resilience-building are in high demand. There's a clear appetite for insights from those who have successfully led people-first change.

LEADERSHIP DEVELOPMENT & COACHING

With a workforce in flux, delegates emphasised the importance of **developing leadership capabilities** across all levels. From rising managers to senior executives, there's strong interest in equipping leaders to make better decisions, lead with empathy, and build trust. **Executive coaching**, **mentoring**, and **performance psychology** also appeared frequently - highlighting the demand for highly personalised leadership development.

ENHANCING THE EMPLOYEE EXPERIENCE

Closely linked to engagement, many attendees are focused on improving **employee experience**. This includes everything from onboarding and communications to wellbeing and feedback culture. Delegates are seeking innovative ways to design end-to-end experiences that feel human, inclusive, and aligned to organisational values.

BENEFITS & REWARDS

Benefits and rewards ranked highly, reflecting the ongoing war for talent. Delegates are seeking innovative, personalised compensation strategies that go beyond salary — incorporating wellbeing, flexibility, and purpose-driven perks that meet evolving employee expectations.

LEARNING, DEVELOPMENT & TALENT GROWTH

Learning & Development (L&D) continues to be a strategic priority, with many delegates wanting sessions on building future-ready skills, rethinking traditional training models, and embedding continuous learning into culture. Specific attention was paid to **coaching & learning frameworks**, suggesting a strong interest in adaptive, self-directed development approaches.

NAVIGATING EMPLOYMENT LAW

In a fast-shifting regulatory landscape, **employment law** emerged as a major area of interest. Delegates are keen to stay up to date with UK and international legislation, especially as hybrid work, AI tools, and global mobility create new complexities in compliance and contracts.

ORGANISATION DESIGN & STRUCTURE

Many delegates selected **organisational development** as a key topic. There's clear interest in how to build structures that are agile, purpose-led, and scalable. Topics like cross-functional teaming, decentralised decision-making, and culture shaping align closely with this priority.

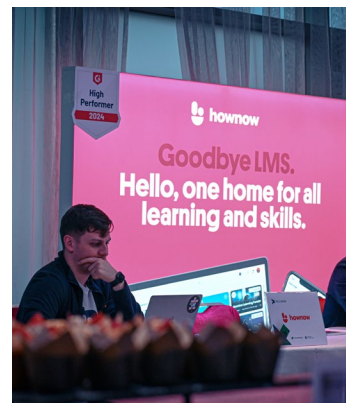
COMPENSATION & REWARDS

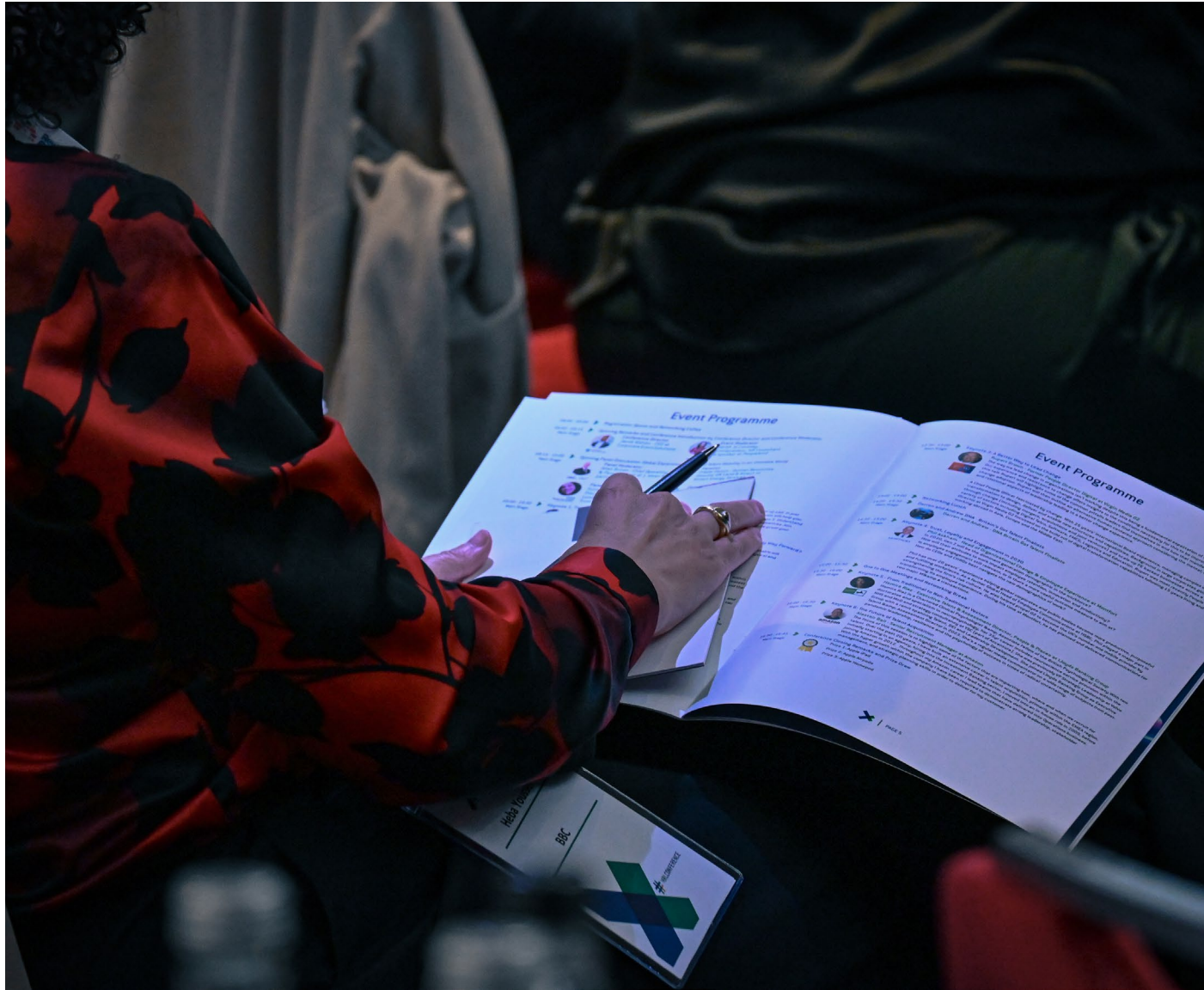
Benefits and rewards remain top of mind, particularly as organisations compete for talent in challenging markets. Delegates are interested in creative, inclusive approaches to compensation, including wellbeing packages, flexible benefits, and recognition strategies that go beyond salary.

OVERALL TAKEAWAY

The top priorities voiced by delegates reveal an HR function that is **evolving from administrative to strategic**. From culture and coaching to law and leadership, attendees are ready to explore the tools and insights that help them not only solve today's challenges, but lead tomorrow's transformation.







BECOME AN EVENT PARTNER AT HR LEADERS CONFERENCE

This event's delegate insights paint a clear picture: HR leaders in the region are actively seeking solutions to real, pressing challenges. From strategic leadership to digital enablement, the priorities identified by our attendees offer a direct match for solution providers who want to engage meaningfully with an audience that is not just present — but ready to take action.

Delegates to HR Leaders Conference are actively seeking solutions for:

Leadership Development & Coaching	Employment Law, Benefits & Organisational Structure
Change Management & Transformation	HR Software & Digital Tools
Employee Engagement & Experience	Data-Driven Audience Engagement
Learning & Development Innovation	



WHY BECOME A PARTNER?

Thanks to our robust delegate profiling, you'll know exactly **who you're meeting** - whether it's:

Sponsoring HR Leaders Conference means being more than visible - it means being valuable. You're aligning with the exact issues delegates are working on. You're showing up as a partner in their transformation.

HR Managers and Business Partners looking for scalable solutions	Position your brand as a trusted enabler of HR transformation
Directors seeking digital transformation tools,	Gain access to qualified buyers with active priorities aligned to your services
CEOs and Founders ready to invest in future-focused strategy.	●Lead the conversation on topics that matter - and become the solution they remember

We ensure your offering is matched to the right **decision-makers, industries, and organisational priorities.**

Ready to connect with decision-makers? **Get in touch to explore partnership opportunities.**



WWW.HRLEADERSCONFERENCE.COM

Jacob Alahan
0044 7966578768 / 0044 1633 546092
jacob@hrleadersconference.com / info@hrleadersconference.com

Unit 30B, Enterprise Way, Newport, South Wales, UK NP20 2AQ

 [hrleadersconference](#) | [Jacob Alahan](#)

 [hrleadersconference](#)