



HRLC EXECUTIVE ROUNDTABLE DINNERS 2025

Partner Post Show Report



Programme overview

In 2025, HRLC delivered a series of executive roundtable dinners across major European cities, convening senior business leaders for closed door discussion on the topic:

Navigating Economic Uncertainty: Strategies for Resilience and Growth

Each event was hosted in partnership with G-P (globalization-partners.com), bringing together decision makers from across sectors to share insight, challenge assumptions, and explore practical leadership responses to ongoing economic volatility.

The dinners were designed to prioritise depth of conversation over scale, creating a trusted environment where leaders could speak openly about real pressures, trade offs, and opportunities.

Audience profile

Across all locations, the audience remained consistently senior.

Participants included:

- ✓ Founders, CEOs, Managing Directors
- ✓ HR Directors and Heads of People
- ✓ Finance Leaders
- ✓ Heads of HR and CHRO's

The events attracted leaders with direct responsibility for navigating uncertainty, rather than observers or junior representatives.



Cross event discussion themes and insights

The following themes emerged consistently across all events, regardless of location.

Leadership under sustained economic uncertainty

Leaders spoke candidly about operating in an environment where uncertainty is no longer temporary. Economic pressure, regulatory change, and geopolitical risk are now persistent factors in decision making.

A recurring challenge was balancing confidence with realism. Leaders are expected to act decisively while navigating incomplete information and shifting conditions. Many reflected on the personal and organisational toll this creates.

Key discussion points included:

- ✓ Maintaining credibility when plans must adapt
- ✓ Avoiding decision paralysis without over committing
- ✓ Supporting leadership teams who are carrying sustained pressure

This theme reinforced the need for leadership strategies that are resilient, adaptable, and grounded in trust.

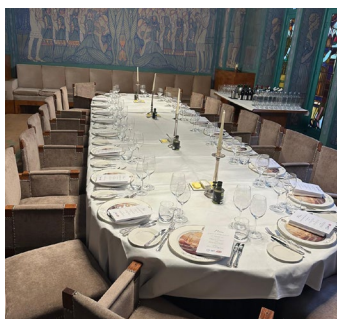
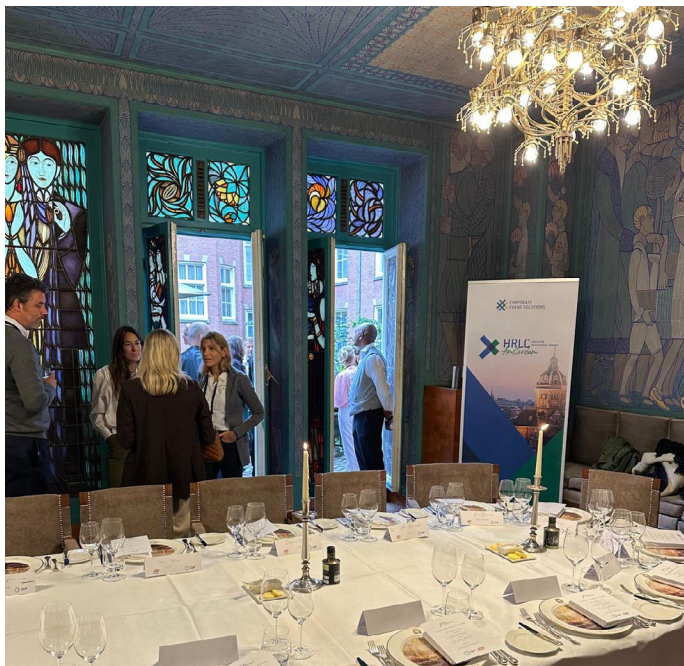
Building organisational resilience without overextending teams

Resilience was discussed as both a strategic goal and a practical challenge. Leaders expressed concern about asking more of teams that are already stretched.

Conversation focused on:

- ✓ Creating resilience through clarity rather than constant change
- ✓ Preventing burnout while maintaining performance
- ✓ Recognising when resilience narratives risk masking capacity issues

There was strong interest in approaches that strengthen organisations structurally, rather than relying solely on individual effort.





Retention, engagement, and trust in volatile conditions

Leaders across sectors raised the difficulty of retaining key people when uncertainty limits traditional incentives.

Discussion highlighted that:

- ✓ Trust and transparency are increasingly critical to retention
- ✓ Inconsistent messaging creates disengagement faster than difficult decisions
- ✓ High performers are most at risk of exit during uncertainty

The role of leadership communication and visible decision making emerged as central to sustaining engagement.

Aligning growth ambition with economic reality

Growth remains a priority, but leaders acknowledged that strategies must be recalibrated to reflect current conditions.

Key questions included:

- ✓ How to pursue growth without overexposing the organisation
- ✓ Where to invest when capital and resources are constrained
- ✓ How to balance caution with opportunity

This theme resonated strongly with discussions around global expansion, workforce flexibility, and risk management, aligning closely with G-P's domain expertise.



Making people strategy a driver of resilience and growth

People strategy was consistently framed as a commercial lever rather than a support function.

Leaders explored:

- ✓ How workforce decisions directly influence resilience
- ✓ The importance of leadership capability during uncertainty
- ✓ Connecting people initiatives to measurable business outcomes

There was strong alignment around the idea that resilience and growth are shaped as much by people decisions as by market conditions.

What this means for partners

Taken together, the discussions highlight a leadership audience that is:

- ✓ Actively seeking practical, experience led insight
- ✓ Navigating sustained uncertainty rather than short term disruption
- ✓ Open to partnership where expertise is credible and relevant

The HRLC roundtable format, supported by G-P, provides a trusted platform for engaging senior leaders through meaningful contribution rather than promotion.

Why partner with future HRLC roundtable events?

Partnering with HRLC roundtable events offers organisations the opportunity to engage senior leaders at the point where strategic decisions are being shaped. These dinners bring together executives who are actively navigating complex commercial, people, and growth challenges, creating an environment defined by trust, openness, and relevance.

Rather than passive audiences, partners engage with decision makers through shared insight, informed discussion, and real world perspective. This positions partners as credible contributors to leadership conversations, not external commentators.

For organisations seeking to build relationships, deepen understanding of executive priorities, and align their expertise with the challenges leaders are facing right now, HRLC roundtables provide a high quality platform that values substance over scale and long term impact over short term visibility.



Previous Roundtable Events



10th September 2025
GP & ADP
7th October 2025
GP & TMF



20th October 2025
GP & SD Worx
21st October 2025
GP & TMF Group



13th November 2025
GP & ActivPayroll



18th November 2025
GP & TMF Group



8th December 2025
GP & TMF Group

Previous Roundtable Partners





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