



AGENDA

CHC HR Strategic Delivery Group

Date: Wednesday 16th January 2019

Venue: Coastal Housing Group
220 High Street, Swansea SA1 1NW

Time: 9.30 am – 3:30 pm

- 9.30** **Welcome and introductions**
Reflections on the last year and looking ahead – Maxine Wiseman and Caroline Belasco
- 9.45 – 10.45** **Competence, Competency and Capability: the 3 C's of human advantage (Artificial Intelligence) - tailored to the HR arena.** *Dr David Griffiths, Founder - K3Cubed*
- With artificial intelligence, robotics, nanotechnology and machine learning threatening the human advantage, what will be the role of HR as we brace ourselves for the full force of the Fourth Industrial Revolution? David will explore current trends, and consider what human advantage means in a world where people will have to outperform technology to survive.*
- 10.45 – 11.30** **Update from Branding Group and This is Housing Campaign - Kate Griffiths (CCHA) and Donna Howells (UWHA), Rebecca Goodhand (CHC) and Mark Woods (Trivallis) –** *Hear about the progress of the Branding Group working in collaboration with the PR SDG and how we can all get behind the project*
- 11.30 – 12.15** **Careers Wales - Michael O Keefe and Andrea Jones –** *To discuss ways in which Careers Wales could support us to engage with schools in relevant areas across Wales, to raise awareness of careers in the Housing sector and possibly to help enrich areas of the curriculum that might be relevant to our work*
- 12.15 – 12.30** **Coffee break**
- 12.30 – 13.00** **Review of HR Benchmarking Survey / Pay Transparency Report - Turning Point HR –** *It was the first time we produced the Pay Transparency Report for the sector – in conjunction with our annual HR benchmarking survey. We'll take a look at some of the key findings coming*



out from the Pay Report and look at implications for HR and HAs. What are the implications of the gender pay gaps for HAs and the sector? We'll then have a discussion on how the survey could be improved for next year.

13.00 – 1.30 **Discussion on Data Insight – How can we assess the impact of OD and HR on our customer and the Business** – *We'll be making the most of having Turning Point HR in the room to help us identify what data and insight we can use to benchmark and report on to demonstrate how we add value to our business and our customers.*

1.30 – 2.00 **Lunch**

2.00 – 2.45 **Coastal's Journey of Transforming their workspace and ways of working – Caroline Belasco**

We'll be taking advantage of having the SDG in Coastal's offices, by hearing from Caroline Belasco about how Coastal went about transforming their workspace and ways of working to ensure that they get the best out of their staff and their workspace – finishing off with a tour of the offices.

2.45 – 3.15 **Discussion and sharing of your HR priorities for 2019**

As we look back on the September discussions around priorities (attached), what has changed since our last meeting? What are the top 3 HR priorities that we are addressing in our HAs?

3.15 – 3.30 **The Future of the HR SDG – Phillipa Knowles**

All SDGs will be reviewed in January and we'll be taking the time to review our effectiveness, achievements over the last year and look at areas that we could improve. This discussion will help inform our findings.

Discussion on the election of Chair and Vice Chair – Maxine Wiseman (Trivallis) and Caroline Belasco (Coastal)

3.30 **AOB**