



2023 HR XAWG Objectives/Strategy

Date: 17.01.23

Working Group:	Event Industry HR
Chair:	Katrina Rowbury (GES)
Vice Chair:	Jess Bridge (Manchester Central)

Long Term Objectives

1 –To continue to maintain collaborative working to address mental health awareness within Cross Association member companies. Focus on hybrid working, shifts in company culture, recruitment and retention strategies.
2- To support and contribute to industry reports and association reports (e.g. salary and talent surveys)
3 – To sustain a diverse, equal and healthy employee community.

Short Term Objectives

1 – Review and evolve ‘Heads Up’ tool kit designed to support Mental Health & Wellbeing in the Industry.
2- To proactively support and contribute to a Cross Association approach to managing salary surveys, resulting in improved salary benchmarking across our industry.
3 –To provide relevant and engaging content which connects HR group members and adds value to their business.
4. Work in collaboration with relevant working groups to ensure connectivity within HR areas; engage with H&S working group re Well-being, DEI Working group re pillars of inclusion and AEV/ESSA Talent working group/AEO Development Board re attracting and retaining talent.

Strategy

1: Meet with appropriate bodies to renew appropriate mental health first aid training with bolt-on covering DEI/neurodiversity/menopause.
2: Invite discussion with report/research suppliers to investigate possible partnerships.
3: Regular collaboration across relevant Association working groups to understand challenges, contribute HR viewpoints and advice to support relevant objectives and/or initiatives.
4: Continue to utilise WhatsApp group as a method of ad hoc communication. Group members to promote the collaboration of Cross Association working to the wider HR industry where opportunities arise.



Meeting Agenda Schedule - skeleton

Meeting Dates	Proposed Agenda
24th January	<ul style="list-style-type: none"> • Guest: Helen Moon from Event Well • Objectives for 2023 – breakout rooms • Sub group idea • Ideas from round the screen – HR Priorities for 2023
<u>21st March</u>	<ul style="list-style-type: none"> • Review of sub group meeting and discuss output.
<u>16th May</u>	<ul style="list-style-type: none"> • Review of sub group meeting and discuss output.
25th July	<ul style="list-style-type: none"> • Heads Up mid-year review – lessons learned, what needs updating/adding/removing given 2023 update
19th September	<ul style="list-style-type: none"> • Planning for 2024 – areas to focus on
7th November	<ul style="list-style-type: none"> • Group meeting with DEI working group – review on Company Culture in 2023 and DEI with guest facilitator

Updated January 2023