



**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 15th HR Forum.

Unbelievably 18 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.

18 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 cost of living crisis and the turmoil that has faced the media industry over the last year. 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 Channel 4 after several 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.

Programme

- 8.30 Registration/coffee**
- 9.00 Welcome introduction**
Cathy Alford (MD, Searchlight Group)
- 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**
Lee Nair (Partner, Lewis Silkin)
- 13:15 Networking Lunch & Drinks**
- 14:00 AI - What does it mean for your organisation**
Derick Johnson (VP Talent & Culture, Cogx)
- 14:45 Managing conflict in your work environment**
Amy Osterley, Chair (Deputy Managing Director, Searchlight)
Lucy Lewis (Partner, Lewis Silkin)
Joyce Idoniboye (CPO, Oxfam)
Tracey Forsyth (Leadership Coach, Fast Track to Fearless)
- 15:30 Close**

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.

Biographies



Cathy Alford
Managing Director,
Searchlight Group

Cathy is the Managing Director of Searchlight. Under her guidance, Searchlight has become one of the leading providers of Recruitment and Executive Search services to the Media and Entertainment industries.

Prior to joining Searchlight, she was Business Manager at the BBC, negotiating and agreeing Factual production budgets on behalf of the BBC1 and BBC2 Commissioners. She was initially brought in to the corporation to help change BBC Post Production into a commercial, outward-facing, client-focussed business.



Amy Osterley
Deputy Managing Director,
Searchlight

With proven experience in leadership, Amy plays a key role in day to day management, and oversees the development of our very talented team.

She also leads all our corporate and social responsibility projects and has forged long lasting relationships with the Royal Television Society, BAFTA, the Media Trust, the Prince's Trust and the National Film & Television School.

Amy has a superb track record in recruitment & executive search within the media and entertainment space. She specialises in commercial and corporate roles across all Searchlight's sectors with a particular interest in production, distribution and the arts.



Stephanie Hatton
Managing Director,
Lumina

Stephanie is the Managing Director of Lumina Search.

Formerly the founder of The Crewing Company, a specialist freelance media agency established in 2005, Steph brings a wealth of knowledge from both the media industry and the search sector. With past experience in global recruitment, Steph enjoys her international network of media professionals, with particular interest in the MENA region.

Speakers



**Lee Nair,
Partner,
Lewis Silkin**

Lee specialises in global acquisitions, TUPE and the contingent workforce. Her work is both advisory and contentious, covering contracts and policies, employee relations matters, restructures and redundancies, family-friendly rights and Employment Tribunal proceedings. Lee has particular experience of advising on employment law aspects of complex global acquisitions and outsourcings and regularly co-ordinates employment law advice across multiple jurisdictions for international projects. Lee's clients span across a variety of sectors, including media & entertainment.



**Lisa Opie
Managing Director,
Ubisoft**

Lisa Opie is Managing Director of Ubisoft Reflections and Ubisoft Leamington. The two AAA studios are in production with a new game and co-develop several major Ubisoft titles with multiple partners around the world.

Part of the wider Ubisoft group, with 20,000 team members working across more than 30 countries worldwide, the studios are bound by a common mission to enrich players' lives with original and memorable gaming experiences.

New to games, Lisa was previously Managing Director Production, BBC Studios. She helped lead the division into the commercial market and oversaw a raft of titles including Planet Earth 2, Doctor Who, Trying, Strictly Come Dancing, and Good Omens, among many more.



**Derick Johnson,
VP Talent & Culture
CogX**

Derick is a People & Talent VP at CogX, who operate Europe's longest running and largest AI festival. He has a personal passion for everything across the AI & People space, and operates as a facilitator / coach for new leaders wishing to build people skills in the area of sustainability & CSR.



Chris Williams
Director,
Momentum 4

With over 25 years of experience in the people development sector, Chris is co-founder and director of Momentum4 Learning & Development Ltd.

Momentum4 design and deliver scalable blended learning solutions, that support individuals, teams and organisations to operate at a level of sustainable high performance, without neglecting the core assets of energy and health.

With a proven track record of working with Multinational Corporations, SME's and Start Ups, Momentum4's solutions, create a culture of human sustainability, where individuals and teams develop to their full potential and ultimately drive successful, purpose-led businesses.



Michelle Aitcheson
SVP, Head of
Human Resources
Lionsgate

Michelle Aitcheson, Senior Vice President and Head of Human Resources at Lionsgate International, UK.

A Human Resources professional, with over 15 years' experience in multi-layered, global organisations; specializing in the film, music and entertainment industry, achieving a productive contribution through knowledge of change management, skills and a practical and strategic approach to business.

While working at Lionsgate, she has developed a passion for ensuring the growth of diversity and inclusion within the workplace, through education and community partnering.

With a focus on retaining talent in these challenging times, there is also an emphasis on involving and evolving our workforce to inspire and retain our top talent by ensuring that we capture the essence of the employee experience by listening and constant pivoting.



Sophie Freeman,
Engagement Producer,
Film & TV Charity

Sophie is currently an Engagement Producer for the Film and TV Charity's Whole Picture Toolkit for mentally healthy productions, supporting productions and creating culture change, Sophie has 13+ years' experience across the film and TV industry, including producing short films for BBC, LOCO and Jewish Comedy Festival and Assistant Director credits on BBC comedy-drama There She Goes and feature film Peterloo, working closely with Mike Leigh.



Ewen MacPherson
Group Chief People Officer,
Havas UK

Ewen is a Chartered Fellow of the CIPD with experience in leading progressive people and talent programmes for complex media, creative, retail and broadcast businesses. He has expertise in a broad range of areas, including business transformation, organisational design, building and embedding talent initiatives, delivering cultural change and change management programmes, M&A activity and senior stakeholder management.

As Chief People Officer at Havas Group, Ewen leads a team of 28 people to effectively deliver an industry-leading and award-winning HR offering. Since joining in 2014, he has successfully led the reorganisation, transition and realignment of the Media Group's operating model, as well as spearheaded a number of cultural change, wellbeing, and diversity & inclusion initiatives across the wider Havas UK network.



Nicky Ivory-Chapman,
Head of Talent,
Channel 4

Nicky is a Chartered Fellow of the CIPD with over 20 years HR experience covering generalist and specialist HR roles. Nicky is currently the Head of Talent at Channel 4 and is a qualified Coach.

At C4 she has responsibility for talent acquisition, talent management, early careers, apprenticeships and onboarding. There is a strong focus on diversity and inclusion woven through all aspects of Nicky's role, to enable C4 to improve representation at both the broadcaster and in the wider industry.

In addition to Talent, Nicky has previously held roles focused on employer brand, employee engagement and employee communications, following her early career as an HR generalist. Currently she is a Board Trustee for the 'Learning & Work Institute', and dance charity 'The Lisa Ullmann Travelling Scholarship Fund', and is on the Advisory Committee for the Royal Television Society Academy.



Tracy Forsyth,
Leadership Coach,
Fast Track to Fearless

Tracy Forsyth is a leadership coach and the founder of Fast Track to Fearless. Having had a 30 year career in the television industry and as part of the global leadership of the BBC, she now works with senior leaders and founders across the creative industries helping to evolve the practice of conscious leadership for the 21st century.

Described as a 'visionary' facilitator, she is renowned for her workshops and courses on career confidence and leadership skills.



**Lucy Lewis,
Partner, Business,
Lewis Silkin**

Lucy is a partner and employment lawyer at Lewis Silkin, advising on the full range of employment law issues. Lucy has considerable experience of Employment Tribunal litigation having successfully defended a number of complicated discrimination cases.

Lucy is a key member of Lewis Silkin's DE&I Board and is the firm's Values Partner. She sits on the firm's Strategy Board with a responsibility for delivery of DE&I and Responsible Business objectives. Lucy also plays a leading role in the Future of Work Hub, which brings together information about the drivers shaping the world of work.



**Sarah McCaffrey
Founder & Psychotherapist,
Solas Mind**

Solas Mind is the go-to International mental health company in the Film and TV industry.

Solas Mind is the first bespoke mental health company designed specifically to support the workers in the Creative Sector. The service is designed to work with unpredictable schedules and long hours and the service is tailored to suit the needs of each specific production or company.

Solas offer professional therapeutic support services to production companies, studios, crew, and creative freelancers with support provided both remotely or in person. Project consultation services include coaching or counselling support, on-site wellbeing practitioners, mental health risk assessments, wellbeing workshops, Mental Health and Suicide First Aid courses. Solas provide professional, bespoke, wellbeing support services internationally to production companies, studios, crew, and creative freelancers.



**Joyce Idoniboye,
CPO,
Oxfam**

Joyce joined Oxfam GB as Chief People Officer in October 2023 having been a supporter for many years.

Joyce is passionate about what Oxfam stands for and jumped at the chance to play a part in its mission to end inequality and shift power to the communities they serve.

In her role, Joyce provides leadership of HR activity, with a strong focus on evolving Oxfam's internal culture.

Prior to joining Oxfam, Joyce was Chief People Officer for the EMEA region of DDB, a creative advertising agency. One of Joyce's main aims there was to help create a culture in which creativity was able to flourish by creating the environment for team members to bring their whole selves to the agency.

The Searchlight Group



Lumina is a global search consultancy working exclusively in media & entertainment. We conduct retained executive searches up to board level – both permanent & interim. Lumina offers a distinctive relationship-based approach combined with professional service, hard-work and flexibility which adapts easily to clients' specific requirements.



Searchlight Executive handles searches at senior management level right across the media industry. Through a combination of headhunting, company mapping, database research and targeted advertising, we leave no stone unturned to find you the perfect candidate.



With the same in-depth industry expertise, our team at Searchlight Recruitment fill a broad range of positions across the sector from entry level to mid management. Often working in partnership with in-house recruiters, we are able to deliver on complex assignments accurately with the minimum of fuss.



Supplying world class talent for the creation of video content, The Crewing Company is a multi-award winning, specialist recruiter to the creative industries with offices in London and Manchester. Originally established in 2006 as a freelance agency representing a diverse selection of off camera talent, The Crewing Company work with customers across Broadcast, Production (TV, Film & Corporate), Advertising, PR, Animation, Gaming and New Media.



Blueberry represents top creative talent within Post Production, Motion Graphic Design and Creative Production. Their team has cultivated a dynamic network of people who take your projects to another level. The team believes that quality comes first



AEM International's team of consultants and researchers are experienced in providing organisational design, executive search and recruitment solutions for the arts, entertainment and creative industries. Led by Heather Newill, the company's founding Director, we have built an excellent reputation over 25 years for the timely and professional delivery of our assignments, ensuring the process is discreet, stress free and ultimately successful. An indication of the trust and respect we win is seen in the regular repeat business we are offered by satisfied clients looking to fill additional senior roles in their organisations.

Delegate List

| Company | Name | Title |
|-----------------|---------------------|-----------------------------------|
| 101 Studios | Leah Abikzer | Head of HR |
| Acamar | Julie-Anne Mackett | HR Partner |
| Acamar | Gen Phillips | Executive Director of HR |
| All3 Media | Katie Easton | Group Head of People |
| All3 Media | Melinda Burton | Senior People Partner |
| Avalon | Mariana Chin | Director of Operations & HR |
| BBC Studioworks | Katie Leveson | Culture & Transformation Director |
| Channel 4 | Sadiya Ghani | Talent Acquisition Advisor |
| Channel 4 | Bella Hanson | Talent Acquisition Advisor |
| Channel 4 | Davina Mooneepen | Snr Talent Acquisition Partner |
| Channel 4 | Rob Hitchings | Snr Talent Acquisition Partner |
| Channel 4 | Zahira Salami | People Partner |
| Channel 4 | Nicky Ivory-Chapman | Head of Talent |
| CogX | Derick Johnson | VP, Talent & Culture |
| DMS | Lizzie Shorter | Senior HR Advisor |
| DMS | Crystal Cameron | HR Assistant |

| Company | Name | Title |
|-------------------------|-------------------|----------------------------|
| EG+ | Anna Beynon | Head of HR & Operations |
| EG+ | Jack Coughlan | HR Advisor |
| English National Ballet | Ingrid Firminger | Head of HR |
| English National Ballet | Payal Patel | HR Operations Manager |
| Fast Track to Fearless | Tracy Forsyth | Leadership Coach |
| Film & TV Charity | Sophie Freeman | Engagement Producer |
| Garden Studios | Leone Buncombe | Head of Talent & Community |
| Harmonic | Rene Scheurkogel | VP HR International |
| Hattrick | Katie Burgess | Group HR Manager |
| Havas | Ewen MacPherson | Group Chief People Officer |
| Heart & Science | Aimee Badcock | People Director |
| I Generation | Kevin O'Neill | Head of Operations |
| Instinctif Partners | Genny Rowson | Head of People & culture |
| International SOS | Christina Chapman | HR Director |
| International SOS | Agne Daniel | HR Business Partner |
| ITN | Daniel Sado | Recruitment Advisor |

| Company | Name | Title |
|---------------------|------------------------|-------------------------------|
| Lewis Silkin | Lee Nair | Partner |
| Lewis Silkin | Nick Allan | Partner |
| Lewis Silkin | Neil Parkes | Partner |
| Lewis Silkin | Naomi Hanrahan-Soar | Partner |
| Lewis Silkin | Lucy Lewis | Partner |
| Lewis Silkin | Kayleigh Williams | Associate |
| Lionsgate | Michelle Aitcheson | SVP & Head of Human Resources |
| Lionsgate | Sheona Norton | HR Manager |
| Lionsgate | Lauren Rogers | HR Assistant |
| Lumina | Anne Fenton | Chair |
| Lumina | Stephanie Hatton | Managing Director |
| Momentum 4 | Chris Williams | Managing Director |
| Moonbug | Owen Roberts | HR Business Partner |
| Narrative | Rupinder Bhogal | Senior People Manager |
| NBC Universal | Allan Gibson | Human Resources Director |
| Omnicom Media Group | Claire Douglas-Pennant | Chief People Officer |

| Company | Name | Title |
|-------------------------|------------------|----------------------------|
| Omnicom Media Group | America Lopez | People Director |
| Organic | Caragh Cook | Managing Director |
| Organic | Becky Palmer | Executive Director |
| Outernet | Rebecca Nahon | HR Coordinator |
| Outernet | Libby Grunwald | HR Administrator |
| Oxfam | Joyce Idoniboye | Chief People Officer |
| RMG | Eleanor Helsby | Human Resources Manage |
| Royal Opera House | Emma Davies | Recruitment Manager |
| Searchlight | Seth Cohen | Researcher |
| Searchlight | Georgia Williams | Account Manager |
| Searchlight | Amy Osterley | Deputy Managing Director |
| Searchlight | Cathy Alford | Managing Director |
| Searchlight | Tom Murphy | Marketing & Events Manager |
| Searchlight | Naren Chapaneri | Researcher |
| Searchlight (Freelance) | Cliona Shepard | Videographer |
| Searchlight Group | Gary Hodes | Chairman |

| Company | Name | Title |
|----------------------|-----------------|-----------------------------------|
| Sister | Ciara Brosnan | Senior HR Manager |
| Sizzle Studios | Olly Oakeley | COO |
| Solas Mind | Sarah McCaffrey | Managing Director |
| Streamland | Robyn Bingham | HR Business Partner |
| Studiocanal | Kayleigh Dyer | HR Coordinator |
| The Associated Press | Eleanor Michie | International HR Business Partner |
| The Associated Press | Dawn Williams | International HR Business Partner |
| The Associated Press | Stella Dixon | Director of International HR |
| Ubisoft | Lisa Opie | Managing Director |
| VCCP | Jordain Edwards | Senior Recruitment Manager |
| VCCP | Jissele Lantin | Recruitment Coordinator |
| Grape Vine | Monkia Burton | VP, Operations |

mail@luminasearch.com
+44 (0)20 7965 7500
www.luminasearch.com

mail@searchlight.com
+44 (0)20 7383 3850
www.searchlight.com