



**THE
IMPLEMENTATION
IMPERATIVE 2026**

Speaker Profiles

**How to embed Inclusion and Belonging
19th May 2026
at London's Guildhall**

In partnership with:





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Julia Sibley MBE

Chair - The Livery Committee

Julia is the Chair of the Livery Committee of the City of London, on the Steering group of Livery Charity Chairs Group, a Trustee of Livery Schools Link and a committee member of the Lord Mayor's Big Curry Lunch.

Julia has been a member of the Worshipful Company of Innholders since 2004. She was Master of the Company 2015-2016 and was the first lady master in the company's 511 year history. She currently chairs the Membership Committee.

Julia retired from the position of Chief Executive of The Savoy Educational Trust in early 2023, after some 20 years in the role. She is a trustee of the D'Oyly Carte Charitable Trust and a member of the joint investment committee. She is a Fellow of the RSA and was awarded an MBE for services to the hospitality industry in 2014.

Julia also became a freelance consultant for EPFIF (European Pension Fund Investment Forum) in August 2023 with a specific remit to explore the possibilities of setting up a division specifically for charities, foundations and endowments. After very positive feedback, the Institutional Investors Circle division was founded in late 2023 with its first event taking place in 2024.

Her hobbies include skiing, gardening, and spending as much time as possible with her 2 children and 4 grandchildren.

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Tim Hailes

FKC JP, Alderman, Ward of Bassishaw Senior Alderman Below the Chair

Tim Hailes is a distinguished legal and financial services professional with over three decades of experience in The City of London.

Tim spent 20 years at JPMorgan, where he held several senior positions, including Managing Director & Associate General Counsel for Global Equity Markets and, subsequently, Global Cross Border Regulatory Strategy for the Corporate & Investment Bank. His tenure at JPMorgan was particularly marked by his leadership in derivatives and securities markets for which he was awarded multiple industry accolades.

Beyond his corporate roles, Tim has been an active participant in public service and civic engagement. He was appointed to the magistracy by the Lord Chancellor in Autumn 2012 on the Central London Bench sitting at Westminster and City of London Law Courts. He was elected an Alderman of the City of London in May 2013, representing the Ward of Bassishaw. In this latter capacity, he has served on numerous committees and initiatives aimed at enhancing the City's FPS sector and the local community including, notably, chairing the finance committee of the City of London Police and longstanding membership of the Policy & Resources committee.

Tim's commitment to diversity and inclusion dates back to 1994 as one of the very few openly gay lawyers in the financial services industry. His subsequent advocacy at JPMorgan as a major client inspired the foundation of the InterLaw Diversity Network of which he remains a Patron. In September 2017 he became the first member of the LGBT community in history to openly serve in the office of Sheriff of The City of London. Subject to election from November 2026 Alderman Tim Hailes will be 698th Lord Mayor of London

Tim's extensive professional experience, coupled with his dedication to public service and inclusion, underscores his commitment to excellence and integrity in all his endeavours.

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Peter Cheese

Chief Executive of the Chartered Institute of Personnel and Development (CIPD)

Peter is the Chief Executive of The Chartered Institute of Personnel and Development (CIPD). He is recognised as a consultant, speaker and writer in the field of human capital and organisation, and has worked with many organisations, practitioners and thought leaders in this field.

He is also Chair of the What Works Centre for Wellbeing and of the Engage for Success movement, and sits on the Board of the National College of Policing for England and Wales, as well as a number of Advisory Boards and Forums. He co-chairs with the UK Department of Business and Trade the Flexible Working Taskforce focused on promoting and understanding flexible working in organisations and workplaces.

From 2010 to 2012 he was Chairman of the Institute of Leadership and Management and remained as a member of the Board until July 2013.

Prior to that, Peter was Global Managing Director of Accenture's Talent and Organisation Performance consulting practice. He has extensive international experience gained from many years of working with leading businesses around the world on human capital and organisational strategy, talent management and HR transformation, and the management of change.

In 2021 his book 'The New World of Work' was published by Kogan Page, and he was the lead author for 'The Talent-Powered Organisation', published in October 2007 by Kogan Page. He has written many articles in publications worldwide and is frequently cited. He also makes regular Radio and TV appearances commenting on trends in the world of work. He was voted as the UK's most influential thinker in HR for 2013 by HR Magazine, and 2008 he was named by Consulting Magazine as one of the top 25 consultants worldwide. He holds 3 honorary doctorates and is a Fellow or Companion of 7 professional bodies.

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Sandra Kerr CBE, OBE, FCABS

**Race Equality Director,
Business in the Community (BITC)**

For more than two decades, Sandra has worked with business leaders and government to drive progress on race equality and fairness in the UK.

Sandra is the founder of the BITC Race at Work Charter, which has grown from 85 employer signatories in 2018 to more than 1100 employers in 2026. BITC's *Race Campaign 30th Anniversary: Then, Now, Next* (October 2025) marked a significant milestone in the UK's workplace equality journey. Drawing on a decade of Race at Work insights, the report highlights key trends, persistent disparities, and clear actions for employers and policymakers. Sandra has also led major publications on inclusive supply chains, including *Diverse and Inclusive Supply Chains* and *Building Fairer, More Inclusive Supply Chains*.

She champions the importance of mentorship, sponsorship, and constructive feedback as core elements of skills development, career progression, and supply chain inclusion initiatives.

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Veronica Heaven FRSA

Sustainability Strategist , Author, Corporate Responsibility Leader

Veronica Heaven is one of the UK's most experienced sustainability and corporate responsibility strategists, with a career spanning more than two decades at the forefront of ESG (environmental, social and governance) practice. A recognised thought leader in ethical business, she has designed and led award-winning Corporate Responsibility programmes across multiple sectors, helping organisations navigate the full sustainability agenda — from net-zero strategies and climate action to social value, diversity, equity and inclusion.

Her forthcoming book, *The Sustainability Blueprint*, to be published by Bristol University Press, distils her practical expertise into an accessible framework for boards and business leaders seeking to embed sustainability at the heart of organisational strategy. It reflects her conviction that ESG, done well, is not a compliance burden but a genuine competitive advantage.

Veronica is a Fellow of the Royal Society of Arts (FRSA), Warden at the Worshipful Company of Entrepreneurs and holds the Freedom of the City of London. She serves as a Board Advisor to the Anti-Greenwash Council and as a Senior Advisor to the Board Leadership Lab, providing governance and ESG counsel to boards worldwide.

As founder of Brief Cases — a Business × Education initiative operating since 2012 — Veronica has a long and personal commitment to connecting business with education, co-creating real-world learning opportunities that prepare students for the challenges of a rapidly changing, sustainability-conscious economy. This work gives her a distinctive perspective on how academia and industry can collaborate to drive meaningful change.

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Sophie Hulm

Chief Executive

Progress Together

Sophie joined Progress Together as Chief Executive in September 2022.

Progress Together is a membership body that ensures talent from all socio-economic backgrounds can reach the top in the UK financial services sector. Previously, as Head of Skills Policy at the City of London, Sophie was the founder and architect of a Government-commissioned Socio-Economic Diversity Taskforce.

Sophie sees a clear link between the skills and labour challenges which exist in UK financial services and the need for greater socio-economic diversity at senior levels.

Sophie currently sits on the SteerCo for the 30% Club and has led a number of high-profile initiatives, including the Lord Mayor's Dragon Awards.

Throughout her working life, Sophie has focused on the power of business to bring about change, including working for a welfare-to-work organisation, a Corporate Responsibility membership body, and as a trustee for Governors for Schools.

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Barnaby Wynter

**Brand Creation Specialist, Author,
Founder of The White Allyship Collective**

Barnaby is a UK-based brand creation expert with over 457 brands to his name and the author of: *Become the GO-TO BRAND– Mastering Inbound Marketing Strategy*.

After a fast-track career, he became the youngest MD of a UK Top 200 fully integrated advertising agency in London where he spent 10 years developing and applying the proprietary Brand Bucket Programme to develop customer-centric businesses across almost every field.

Today he enjoys a portfolio career whilst running a boutique business development agency with a portfolio that ranges from the Fortune 500 and FTSE to start-ups. A published Author, Professional Speaker (having spoken globally to over 17,000 businesses), Accredited Mini Executive MBA Trainer, Mentor, NED and is Founder Freeman Liveryman of the Worshipful Company of Entrepreneurs in the City of London.

A part of his philanthropic portfolio and inspired by Two-Tone Music, he founded The White Allyship Collective to contribute to building equality in business, focusing on 10 Habits that white male business leaders can adopt to improve their creativity, innovation and profitability, by leading a more diverse workplace.

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Mark Gettleson

**Interim Director of Campaigns and
Engagement, City of London Corporation**

Mark joined the City of London Corporation in 2021 - and is responsible for the organisation's relationship with those who live and work in the Square Mile.

He oversees the City Belonging Project, the City of London Corporation's worker engagement programme, now involving more than 3,500 people across City workplaces, improving connections between their staff networks and the wider Square Mile.

His background includes leading political campaigns and community engagement programmes, and having served as a local councillor in a Central London Borough.

His passions include history and travel.

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Simon Fanshawe OBE

Diversity by Design, Co-Founder

Simon has been working with organisations on their diversity and inclusion policies and practices in this capacity since 2010. In 2022, HR magazine placed him second in their list of ‘most original thinkers in diversity’. In the same year his book, ‘The Power of Difference’ was published by Kogan Page and won the Chartered Management Institute book of the year.

Alongside his commitment to Diversity by Design, Simon remains a sought-after journalist and broadcaster, writing extensively on equality, social policy, politics, the arts, and culture. He currently writes regularly in Sunday Times Business and also co-hosts the [Fearless Diversity podcast](#).

Simon brings huge personal insight and professional credibility to the table. In 1989, he was one of the six original founders of Stonewall, which transformed the face of gay rights. He also has wide-ranging experience in governance and organisational change across the public and private sectors and currently serves on the Boards of the Hexagon Housing and PowerfulWomen

In 2013, Simon was awarded an OBE for services to Higher Education. He was also made an Honorary Doctor of the University of Sussex for services to diversity and human rights, having previously served as Chair of the Council since 2007.

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