

**Welcome to Your
Definitive Guide to...**

 **hownow**+FRIENDS

What's Up L&D

Wednesday, 19 February 2025

ONE DAY. ENDLESS INSPIRATION. LET'S DO IT!

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 **hownow**

It's your turn to learn!

You spend every day empowering others to learn, grow, and succeed - but how often do you invest in your own development?

HowNow + Friends: What's Up L&D is a day of bite-sized, thought-provoking sessions designed to inspire, inform, and equip you with the tools to tackle 2025 with confidence, clarity and a fresh perspective.

From building team resilience and having transformational coaching conversations to leveraging AI for better training, every session is crafted with you in mind.

We've brought together thought leaders, disruptive thinkers, and bestselling authors to share their insights - all in a format that works for busy professionals like you.

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10am - 10.30am

The Safe Space Advantage: How Great Leaders Foster Psychological Safety

Great leadership doesn't just drive results - it creates environments where people feel safe, heard, and empowered to do their best work.

In this session, Adam Lacey will unpack the concept of psychological safety and its critical role in high-performing teams. Drawing from conversations with leadership experts Ruth Farenga, Liggy Webb, and Ket Patel (featured in the Assemble You Expert Series), Adam will share actionable strategies to foster trust, openness, and collaboration in your workplace.

Expect a mix of real-world examples, practical advice, and tools to help you build a culture where innovation thrives, and your team feels confident sharing ideas and tackling challenges head-on.

Key Takeaways:

- Understand why psychological safety is a foundation for high-performing, innovative teams.
- Learn actionable strategies to foster trust, openness, and collaboration.
- Gain insights from leadership experts on how to create a culture of shared ideas and continuous growth

Why should you attend this session?

To learn how to create a team culture that drives innovation and trust.

Who should attend this session?

Leaders, managers, and anyone invested in creating safe, high-performing teams.



Adam Lacey, Co-Founder, Assemble You

Adam Lacey is the Co-Founder of Assemble You, a podcast-style audio-learning business that he launched with his cousin, Rich, in 2022. Assemble You is the home of podcast-style audio lessons that help enable learning on the go. AY lessons complement (rather than compete with) a busy life and help people become better leaders and communicators, improving productivity, well-being, behavioural skills, and more. He's also the host of the L&D Challenges Podcast and the Assemble You Expert Series.



10.40am - 11.10am

Context is Key: The AI-Powered Future of Skills Training

Artificial Intelligence is rewriting the rules of corporate learning, shifting focus from knowledge acquisition to building real-world skills.

Kasper will introduce the Contextual Learning Model, a groundbreaking approach that blends skills-based learning with hands-on experiences - both in structured training and on the job.

This session will explore how AI is enabling organisations to make learning more targeted, impactful, and scalable. You'll gain insights into why a skills-first approach is the key to staying competitive in the future of work and leave with a toolkit for applying the Contextual Learning Model to your own organisation.

Key Takeaways:

- Understand why AI is driving corporate learning toward skills-based approaches.
- Discover how contextual learning empowers teams to develop real-world skills.
- Learn how to apply the Contextual Learning Model to design impactful learning experiences.

Why should you attend this session?

To stay ahead of the curve in AI-driven corporate learning strategies.

Who should attend this session?

L&D professionals, HR leaders, and anyone navigating AI in workplace training.



Kasper Spiro, Co-Founder and Chief Learning Strategist, Easygenerator

Kasper Spiro is the Co-founder and Chief Learning Strategist at [Easygenerator](#), previously holding the CEO position for 11 years. He has been involved in knowledge sharing, performance support, and e-learning for over three decades. Since pioneering the Employee-generated Learning approach in 2013, he has led thousands of companies to transform their learning content creation process using this innovative method. Kasper is an international speaker, podcast host, and author for various L&D magazines.



11.20am - 11.50am

From Small Talk to Big Impact: Coaching Conversations that Inspire Growth

Leadership is about more than managing tasks; it's about transforming people's lives and unlocking their potential.

This session dives into the powerful difference between transactional conversations that focus on 'getting things done' and transformational conversations that inspire trust, growth, and innovation.

Learn how adopting a coach mindset can elevate your leadership style and foster meaningful connections that ripple outwards to improve culture and performance. Whether you're leading a team or mentoring individuals, you'll leave with actionable techniques to shift from task-focused exchanges to conversations that build trust, mental wellbeing, and long-term success.



Jo Wright, Co-Founder, Coaching Culture Ltd

Jo Wright is the Co-founder of Coaching Culture Ltd, founder of Jo Wright Speaker & Coach Ltd, and bestselling author of "No More Sh*t Managers: Seven Steps to a Coaching Culture." With over 30 years experience in a breadth of leadership and management roles in blue-chip organisations, Jo is a cultural change champion and a professionally accredited Coach, who firmly believes that being coached changed her life. She is now a passionate advocate of the impact of coaching, and is on a mission to help as many organisations, teams and individuals to think differently through the power of coaching.

Key Takeaways:

- Understand the difference between transactional and transformational conversations.
- Learn how leaders and managers can positively impact mental health and workplace culture.
- Discover why coaching conversations are essential for long-term success.

Why should you attend this session?

To discover how transformational conversations can enhance leadership impact and employee wellbeing.

Who should attend this session?

Leaders, mentors, and anyone looking to create meaningful workplace connections.



12.00pm - 12.30pm

Regen YOU - How to Become More Resilient in the Face of Constant Changes

Resilience isn't a fixed trait - it's a skill that can be built and nurtured.

In this interactive session, you'll explore your "Human Operating System"—the core elements that keep us balanced, energised, and connected amidst change.

By examining the four key areas of Body, Mind, Emotions, and Relationships, you'll uncover simple yet powerful steps to boost your energy, focus, and ability to thrive in both work and life.

Through guided self-reflection and practical exercises, this session will help you leave with a renewed sense of balance and actionable strategies to face any challenge with confidence.

Key Takeaways:

- Gain a deeper understanding of your "Human Operating System."
- Learn practical steps to renew energy and maintain balance during times of change.
- Explore guided self-reflections to build resilience in work and life.

Why should you attend this session?

To gain practical tools for navigating change while staying balanced and energised.

Who should attend this session?

Leaders, professionals, and anyone seeking to improve resilience and wellbeing.



Philip Horváth, Partner, Luman

In a time when resilience and adaptability are crucial, [Philip Horvath \(Luman\)](#) brings a transformative approach that empowers leaders to cultivate strength from within. Drawing on extensive corporate experience, creative exploration, and insights gained from studying with wisdom teachers worldwide, Philip offers a unique perspective that bridges ancient practices with modern strategies. His practical understanding of the Human Operating System - our body, mind, emotions, and relationships - helps leaders renew their energy, support their teams, and navigate change with confidence, fostering a culture that thrives amidst the challenges of today's business landscape.



12.40pm - 1:10pm

No Fluff, Just Facts: Data-Driven Insights to Transform Your 2025 L&D Strategy

With endless opinions on L&D, it's easy to get lost in the noise. But in this session, Nelson will cut through the fluff and focus on what truly matters: the data.

Discover the key insights shaping the future of L&D and how you can apply them to drive real impact in your organisation.

This session will give you actionable strategies backed by hard-hitting data, empowering you to prioritise what works and ditch what doesn't. Whether you're planning budgets, setting goals, or redefining learning programmes, this session will arm you with the clarity and confidence to shape a strategy that delivers results in 2025.

Key Takeaways:

- Identify the trends and insights that will define L&D success in 2025.
- Learn how to cut through noise and focus on data-driven decision-making.
- Gain practical tools to design impactful strategies that meet real business needs.

Why should you attend this session?

To understand what's shaping the future of L&D and create a strategy rooted in results, not guesswork.

Who should attend this session?

L&D leaders, strategists, and anyone shaping organisational learning plans for the year ahead.



Nelson Sivalingam, Co-Founder and CEO, HowNow

Nelson Sivalingam is the CEO and Co-Founder of HowNow, an award-winning learning experience platform powering over 100 companies - including Trainline, Checkout.com, the UK Government and Investec - to supercharge learning and skills in one smart hub. Recognised by Forbes as an Edtech company to watch, Nelson is also the author of Learning at Speed and Co-Host of the L&D Disrupt podcast. Named a top Asian Star in Tech by KPMG, he's a sought-after speaker, thought leader, and contributor to outlets like The Guardian and The Telegraph. Passionate about innovation, he's featured in Bloomberg's Entrepreneurial Mindset documentary and inspires audiences globally with his fresh ideas.



1.20pm - 1.50pm

Conversational Learning - The New Era of Compliance Training

What if compliance training didn't feel like a chore but an engaging, dynamic experience?

In this interactive session, we'll explore how AI is reshaping compliance training through Conversational Learning. Learn about VinciWorks' innovative approach to making compliance smarter, faster, and more engaging by blending technology with meaningful interactions.

Whether you're a tech enthusiast, compliance leader, or just curious about the possibilities of AI, this session will provide a fresh perspective on how learning can be both compliant and captivating.

Key Takeaways:

- Understand how AI is currently applied in compliance training.
- Explore the evolving role of AI in shaping the future of compliance learning.
- Discover VinciWorks' innovative AI-powered Conversational Learning

Why should you attend this session?

To discover how AI can make compliance training more effective and engaging.

Who should attend this session?

Compliance professionals, L&D leaders, and anyone exploring AI in training.



Nick Henderson-Mayo, Director of Learning and Content, VinciWorks

Nick Henderson-Mayo is the Director of Learning and Content at VinciWorks where he helps leading law firms and international companies manage a diverse range of business critical compliance areas. He is a CIPD-qualified Learning and Development professional with extensive experience in public policy and regulatory management, having previously worked at the Scottish Government and various NGOs. A qualified facilitator, he has been involved in designing and delivering effective training in the public, private and voluntary sectors across the UK and internationally.



2.00pm - 2.30pm

Selling with Impact: How Goal Setting Can Drive Personal and Business Growth

Sales isn't just about closing deals - it's about setting clear goals that drive focus, performance, and growth.

This session dives into the art and science of goal-setting, showing you how aligning personal and professional ambitions can lead to better results and greater satisfaction.

Whether you're in sales or not, you'll learn how to apply these principles to turn challenges into opportunities, stay motivated under pressure, and build momentum towards success. Walk away with tools to set better goals, measure progress, and achieve meaningful wins in both work and life.

Key Takeaways:

- Master the art of goal-setting to boost focus and performance.
- Align personal and business growth for greater impact.
- Learn how to turn challenges into opportunities with confidence.

Why should you attend this session?

To learn goal-setting techniques that elevate both personal and business outcomes.

Who should attend this session?

Sales professionals, managers, and anyone striving to achieve more through focused goal-setting.



Marta Suarez,
Manager Business Development & International Sales, PINKTUM

Originally from Spain, and having moved to Germany at a young age, Marta Suarez is a purpose-driven professional with strong international experience across global markets. With a background in International Trade and Business Development, Marta's experience and knowledge brings with it a well-rounded perspective on achieving impactful results and strengthening partnerships in an international sales environment. Under the guise of Business Development Manager, Marta is a driving member of PINKTUM's international expansion success.



2.40pm - 3.10pm

Problem Solved: Picking the Right Tools for Any Challenge

When faced with a problem, how do you know which tool to use? With a growing arsenal of problem-solving techniques available, choosing the right one can feel overwhelming.

In this session, Lauren Miles will guide you through the most effective tools and frameworks, helping you identify the best fit for the challenge at hand.

Discover how to create a standardised approach to problem solving, ensuring consistency and clarity across your organisation. This session is packed with practical advice to streamline decision-making and tackle problems more efficiently.

Key Takeaways:

- Explore the range of problem-solving tools available today.
- Learn when and how to select the right tool for each challenge.
- Understand how to create a standardised approach for consistent problem-

Why should you attend this session?

To learn how to select and apply the right tools to solve problems effectively.

Who should attend this session?

Managers, team leads, and anyone seeking to improve problem-solving strategies.



Lauren Miles, Director of Digital & Customer Experience, PMI

Lauren is a seasoned CX Director, speaker, and practitioner with a proven track record of delivering transformative customer experiences. Known for her ability to balance people, process, and data insights, she creates strategies that drive sustainable growth and lasting customer impact. A recognised expert in digital marketing and CX, Lauren has mastered the art of turning creative ideas into tangible results - from generating demand to delighting customers. As a passionate advocate for value-driven content and innovative solutions, she inspires audiences with her practical advice and forward-thinking approach.



3.20pm - 3.50pm

Global Teamwork: Mastering Cross- Cultural Collaboration

In an increasingly interconnected world, working effectively across cultures is no longer optional - it's essential.

This session is designed to help you navigate the challenges of diverse workplaces, giving you tools to build trust, foster inclusivity, and prevent miscommunication with international colleagues.

Through practical examples and expert insights, you'll develop Cultural Intelligence [CQ] and learn how to adapt your communication style to different contexts. Whether you're managing a remote team or collaborating across borders, this session will leave you feeling equipped to build stronger relationships and navigate cultural nuances with confidence.



Kristina Laliberte, Partnership Manager, Talaera

Kristina Laliberte is a Partnership Manager at Talaera, where she helps organisations bridge cultural and linguistic gaps through tailored business English and cross-cultural communication training. Originally from Germany, Kristina brings her own cross-cultural insights and years of experience in building strategic alliances to empower global teams to collaborate effectively.

Key Takeaways:

- Develop Cultural Intelligence [CQ] to navigate diverse workplace environments.
- Master strategies for adapting communication across cultures and contexts.
- Learn how to build trust and create inclusive, collaborative teams.

Why should you attend this session?

To master the skills needed for effective cross-cultural collaboration in today's global workplaces.

Who should attend this session?

Professionals managing international teams or working in culturally diverse environments.



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