

Social Mobility Matters

How to Lead so Hidden Talent Blooms	This is for leaders who want to unlock hidden talent from low-income or non-traditional backgrounds. It blends real-life stories with actionable tools to help leaders build cultures where potential can thrive regardless of starting point in life.
Inclusive Culture by Design	An inclusive culture is shaped, moment by moment, through what we reward, what we overlook and how we show up for each other. We'll explore the habits and mindset shifts that create psychological safety, purposeful collaboration, and trust that holds under pressure.
From Bystander to Barrier-Breaker	A session for all employees regardless of role or background, to spot the subtle signs of exclusion and take simple, everyday actions to open doors for others. Powerful real-life stories and tools to create a workplace where potential, not polish sets the pace. Because talent is everywhere. But opportunity isn't. Until all of us learn to challenge bias, share power, and widen access.
ERGs Can Champion Class Inclusion	For ERG leaders and members who want to drive deeper, broader impact. Recognise how class barriers show up in your workplace and what your network can do to break them down. Explore how to build intersectional strategies that don't just celebrate difference, but challenge disadvantage and widen access from the inside out.



Speaker Bio Jo

From a low-income background and homeless at 18, Jo built a 20 years career leading high-performing teams and delivering large-scale transformation in Financial Services. Most recently, she led Nationwide Building Society's social mobility strategy, helping the firm become a finalist in multiple national awards. She now helps organisations unlock untapped talent, build inclusive leadership pipelines, and turn equity into performance strategy. Her approach is rooted in lived experience, commercial acumen and deep emotional intelligence. "Missed talent is missed profit. I help leaders find, sponsor, and create opportunities for talent to become extraordinary."

Her work has been recognised with awards including Leader of the Year, Significant Contributions to the Industry, and Social Mobility Employee Network of the Year, as well as finalist honours for Social Mobility Champion of the Year and HR Leader of the Year.