




**Speaker Biographies**  
**Business South HR Annual Conference**  
**Wednesday 26<sup>th</sup> May 2021**

<p><b>Jo Phillips</b>  <b>Chief People Officer</b>  <b>Carnival</b></p> 	<p>Our people are at the heart of delivering unforgettable holiday happiness for our Guests. As Chief People Officer, Jo's aim is to create an inclusive work environment and employee experience that makes Carnival UK (and our brands) stand out as an employer of choice, so we continue to attract, motivate and keep brilliant people in the business.</p> <p>Jo joined Carnival in April 2013 as Reward Director, was promoted to VP Reward &amp; Shared Services in 2015 and was appointed VP Talent &amp; Culture in late 2017. Jo joined the Executive Leadership Team in 2019.</p> <p>Prior to CUK, Jo led international reward, HR transformation and HR technology project teams in a number of blue-chip businesses including Novartis Pharmaceuticals, BAE Systems and Virgin Media.</p> <p>Jo is passionate about horses, Pilates and healthy living. Jo is married to Ed and they have a horse, 3 dogs and a cat.</p>
<p><b>Becky Lawton</b>  <b>Senior Associate</b>  <b>Charles Russell Speechlys LLP</b></p> 	<p>Becky advises on all aspects of employment law, both contentious and non-contentious. On the contentious side, Becky has expertise in dealing with a broad range of employment tribunal claims, including unfair dismissal, discrimination, part-time working and unlawful deductions of wages. Her non-contentious experience includes drafting and advising on a wide range of employment and consultancy arrangements, company policies and procedures. She also regularly advises on settlement negotiations and severance terms. Becky has a particular interest in employment status issues and post-termination disputes with former senior executives. Becky also advises on the employment aspects of corporate acquisitions and also has detailed knowledge of regulatory issues affecting clients in the Financial Services and Healthcare sectors.</p>
<p><b>Rachel Bell</b>  <b>Divisional Director</b>  <b>Stride Treglown</b></p> 	<p>Stride Treglown is an employee-owned architectural practice and a Certified B Corporation®</p> <p>We stand for Better Places, Empowered People and Resilient Partnerships.</p> <p>Over 300 of us work in a collective of studios formed of architects, designers and specialists.</p> <p>Our expertise spans the sectors of Civic, Commercial, Education, Healthcare, Infrastructure and Residential.</p> <p>With people at the heart of everything Stride Treglown do, Rachel will illustrate how trust and openness across the years and becoming employee owned helped Stride Treglown to be in a good position to support the workforce throughout the pandemic.</p>

**Zoe Huggins**  
**Chair of Workforce South &**  
**Head of Saints Learning**  
**Southampton Football Club**



Zoe has a strong track record of empowering people in the public, private and third sectors to raise their performance. With 20 years' experience in the further education sector, she is dedicated and passionate about raising standards in education and the green agenda. Taking her experience beyond the classroom into her role as a Mayor of Gosport, a local Councillor and as Governor.

Zoe has accomplished two degrees, one in Teaching and the other in Management, however originally qualifying as a Sports Therapist and started working in the sports and fitness industry. Then in 2000 she started her career in education, teaching at a local College and later moved into education management at a Hampshire College acting as Deputy Head of Faculty. Leaving a career in formal education in 2006 for a short period, Zoe worked for a well-established environmental charity for 3 years, founding skills in the third sector and supporting local communities with their green spaces and sustainability agenda. In December 2017 Zoe became a local Governor and chair at St Vincent College and trustee and Vice Chair to the Lighthouse Learning Trust.

More recently Zoe has worked as Head of Saints Learning, she has been pivotal in bringing elite athlete development principles and psychology into meaningful learning programmes and apprenticeships. Supporting a real impact to commercial business cultures, mental health, wellbeing and performance.

In June 2020 Zoe was elected as Mayor of Gosport for the Municipal year 2020-21, taking on the role of first citizen of the town as the nation was facing unprecedented uncertainty due to the Covid-19 pandemic.

Zoe is motivated to realise the challenges we face in today's society and economy, with a belief in localism and building communities to enable change and challenge the norm, she shows great character and commitment. She is passionate about developing a workforce's entrepreneurial capability and mental health & wellbeing by inspiring individuals, building learning communities and creating a culture of connectivity, innovation and true equality.

**Paul Cox**  
**Chief Executive and Principal**  
**Eastleigh College**



Paul studied Sports and Exercise Science at the University of Chichester after which he completed a 11-18 PGCE in Physical Education. Paul started his teaching careers at St Andrews Boys School in Worthing where upon successful completion of his NQT year he was promoted to Head of Department with responsibility for all curriculum and extra curriculum activity. During his time at St Andrews Paul trialled for London Welsh RFC who offered a contract, at the same time Worthing College had a vacancy for a Sport and Sports Science lecturer.

At Worthing College Paul established the Academy of Sport which saw the College and the sports provision grow exponentially and was judged outstanding by Ofsted in 2014.

During this time Paul was also a first team regular at London Welsh during which time he was honoured to be awarded the Supporters, and Players Player of the year. At Worthing College Paul progressed to an SMT role and contributed to the College's improvement and campus relocation.

Since 2015 Paul has held Vice Principal roles at Lambeth and Eastleigh College's with responsibility for curriculum, development and delivery, quality and improvement, teaching and learning, and digital. In November 2019 Paul was appointed as Chief Executive Designate of Eastleigh College, and Chief Executive from August 2020. Paul serves on the Board of the Eastleigh College Corporation and is a member of all Corporation Committees, except the Audit Committee.

Paul also serves on a wide range of external educational and employer bodies, including the Hampshire Principals' Group, and the Eastleigh Consortium Heads and Principals. Paul is also a co-opted governor at Solent University. During the Coronavirus pandemic Paul also chaired the JISC and Association of Colleges national 'Shaping the Digital Future of FE and Skills' research that was published in September 2020.