



London Conference: Accelerating Performance Leadership in Modern Rail Systems

PIK-1225 UK-LDN-1



WESTMINSTER
BUSINESS COUNCIL

Place: London **Venue:** London Marriott Hotel Marble Arch (TBC)
Start Date: 22-12-2025 **End Date:** 28-12-2025 **PPP:** £900



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**If you can't train them,
you can't blame them!**

Short Description:

Accelerating Performance: Leadership, Culture, and Capability Building in Modern Rail Systems is a comprehensive six-day conference designed to explore the evolving demands, leadership strategies, and workforce transformation required in today's railway industry. This event brings together senior executives, HR specialists, technical leaders, operational managers, and organisational development experts to examine how human capital contributes to excellence in safety, service quality, innovation, and operational performance. Through expert presentations, collaborative dialogue, and experiential learning, participants will uncover how to cultivate resilient, high-performing teams capable of delivering exceptional outcomes in rapidly changing rail environments. Over the six days, delegates will gain practical insights on developing leadership mindsets, embedding a performance-driven culture, building capability pipelines, and leveraging data, technology, and strategic workforce planning to shape future-ready rail organisations. Interactive sessions, case studies, and facilitated workshops will provide actionable tools, enabling attendees to return to their organisations with new frameworks, implementation techniques, and a stronger understanding of how people systems contribute to long-term railway success.

Course Overview:

Target Audience

- Human Capital and HR Directors/Managers.
- Railway Executive Leaders, and Department Heads.
- Operations, Safety, and Service Delivery Managers.
- Training, Learning, and Organisational Development Professionals.
- Workforce Strategy, Talent, and Culture Specialists.
- Government, Regulators, and Industry Partners engaged in rail workforce transformation.

Conference Objectives

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- Strengthen leadership capability to drive culture, transformation, and high performance.
- Explore people-centric approaches for operational excellence and organisational resilience.
- Establish frameworks for capability development, workforce planning, and talent pipelines.
- Promote innovation, technology adoption, and digital competency development in rail workforces.
- Foster collaboration between HR, operations, and executive functions to deliver value.
- Equip participants with actionable strategies and best practices from global rail industry insights.

Program Outline:

DAY 1 – 22/12/25: Strategic Leadership in Modern Rail Systems

- The evolving role of leaders in the railway future.
- Aligning people strategy with organisational ambition.
- Leadership behaviours that shift performance culture.

DAY 2 – 23/12/25: Building Performance-Driven Cultures

- Embedding values, accountability, and business ethics.
- Culture change and transformation management.
- Measuring and sustaining cultural excellence.

DAY 3 – 24/12/25: Workforce Capability and Talent Pipeline Development

- Strategic workforce planning and future skills.
- Learning systems and competency frameworks.
- Career pathways and succession planning.

25/12/25: CHRISTMAS DAY – DAY OFF

DAY 4 – 26/12/25: Digitalisation, Technology, and Human Capital Innovation

- The impact of automation, AI, and digital rail technologies.
- Re-skilling and capability transformation for digital rail.
- Human-tech interfaces and change adoption.

DAY 5 – 27/12/28: Employee Engagement, Wellbeing, and Operational Performance

- Psychological safety and wellbeing in high-risk environments.
- Engagement strategies for frontline workforce.
- Employee voice, inclusion, and performance improvement.

DAY 6 – 28/12/25: Integrating People Systems for Long-Term Rail Excellence

- Cross-functional collaboration and governance.
- Data-driven HR and continuous improvement.
- Designing execution plans and workforce transformation roadmaps.

