HR 2026+: Adapt or be Overtaken

Navigating the Seismic Shift in Legislation and AI

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Shannon Chamber HR Forum **Conference**

Wednesday, 25 March 2026

Venue: Dromoland Castle Hotel

The Future of HR: Leading Transformation in an AI-Driven Era

The human resources landscape is currently undergoing a seismic shift. HR professionals now face a dual challenge: they must manage immediate pressures, such as workforce capability, organisational culture and pay transparency, while simultaneously designing the organisation of the future. The pace of technological advancement, particularly in Artificial Intelligence (AI), is accelerating rapidly. For HR practitioners, the choice is no longer whether to adapt, but how quickly they can lead this change.

About the Conference

This conference serves as a critical roadmap for the future of HR. It will explore how HR must evolve to remain the strategic engine of business growth, demonstrating that, through fostering change and integrating AI effectively, practitioners can shift from reactive support to proactive leadership.

It will feature presentations and dynamic panel discussions with CEOs, leading HR practitioners, subject matter experts and a keynote speaker of global renown. Attendees will gain exclusive access to real-world case studies of organisations successfully deploying AI, all while maintaining the strong governance and trust required in the modern workplace.

Join us as we explore how to embrace these technological advances as a catalyst for human potential and organisational excellence.

The future belongs to those who lead the change.

Conference Programme

08:30	Registration, Networking and Breakfast
08:50	**Welcome and Opening Remarks** *Helen Downes, CEO, Shannon Chamber*
09:00	**The Evolving Business Landscape** *Daragh Mc Greal, Director, KPMG Strategy*
09:20	**CEO Panel Discussion**, *facilitated by Daragh Mc Greal* Panellists *Leo Clancy, CEO, Ei Electronics* *Vicky Howard, Country Manager Ireland, Reagecon, a Calibre Scientific company*
10:00	**The HR Landscape – the NOW** • ***The requirements, the risk, the need and the opportunity.*** • ***The future of pay and benefits, skills, roles and how to equip the business for change.*** *Derek Mc Kay, CEO & Founder, Senovis* *Jack Clarke, Head of Reward, Irish Life*
10:30	**Coffee/Tea Break**
10:50	**The HR Landscape – the NEXT** • ***The (UN)Imaginable Future of HR*** *James Ryan, CEO, WorkMatters*
11:30	**Keynote Speaker: Professor David Collings**
12:15	***Q&A with Presenters***
12:25	**Closing Remarks**
12:30	**Lunch & Networking**

About the Presenters/Panellists

Daragh McGreal
KPMG STRATEGY

Daragh is KPMG's Chief Economist and a Director in the firm's Strategy & Economics team. Daragh is PhD-trained with experience in consulting, the Oireachtas and with international organisations. At KPMG, Daragh leads a range of economic modelling projects, provides strategic and commercial advice to both public and private sector organisations, and publishes and speaks on the Irish economy and geopolitics.

Leo Clancy
EI ELECTRONICS

Leo is CEO of Ei Electronics, a leading global company focused on Home Life Safety, shipping 15 million fire protection devices annually from Shannon. Prior to taking up his role at Ei, Leo was CEO of Enterprise Ireland, the Irish Government Trade and Development Agency, supporting global growth of Irish companies. Leo served as Head of Technology Sector at IDA for 8 years, working on the development of inward investment. His early career was in the telecommunications industry, having held various engineering and management roles, first at Ericsson and then at e|net, an Irish provider of broadband communication services. Leo is an electronic engineer.

Vicky Howard
REAGECON

Vicky Howard, Country Manager Ireland, Reagecon, a Calibre Scientific company, is a senior business and operations leader with over 20 years' experience in regulated manufacturing and distribution environments. She has led large teams through organisational change, lean transformation, and digital adoption, with a strong focus on people, culture and performance. She has held country-level leadership roles spanning operations, people strategy, quality, and commercial performance, with a strong focus on aligning culture, capability and technology to business outcomes. She holds an MSc in HRM along with coaching and leadership qualifications and brings a practical leadership perspective to AI in HR - exploring how it can support better decisions, build trust and enhance, not replace, human judgement at work.

Derek McKay
SENOVIS

Derek McKay is the CEO and Founder of Senovis (**www.senovis.com**), an exclusive community he's proud to have established for global Chief Human Resources Officers (CHROs). Senovis enables CHROs to influence and impact organisational performance and is focused on leading the way globally in this space. Through Senovis, an evidence-based, data-driven platform, Derek brings together CHROs, in person and virtually, to share, discuss, and drive forward the Strategic HR and People Agenda. With over 25 years of professional experience in the sector - prior to Senovis, Derek also founded Adare Human Resource Management in 2003, and since then, he has been overseeing the growth of the business to become one of Ireland's leading HR, employment law and industrial relations consultancies (**www.adarehrm.ie**). In 2021, Derek changed roles from Managing Director to joining the Board of Directors. Additionally, Derek has also successfully launched a HR SaaS resource, Linea, within the Irish market (**www.linea.ie**) which continues to grow exponentially. Besides all his professional experience, Derek is a Member of the Chartered Institute of Personnel and Development (MCIPD), holds a Diploma in Personnel Management from the National College of Ireland as well as a Bachelor of Business Studies Degree from Trinity College Dublin. Additionally, in his spare time, Derek contributes by volunteering as Chairperson to the Marie Keating Foundation, a charity whose mission is to make cancer less frightening by enlightening, and whose aim is to live in a world free from the fear of cancer.

Jack Clarke
IRISH LIFE

Jack is Head of Reward with Irish Life. She has spent more than 25 years in Reward and is known as an authentic, solutions focused Reward leader with a strong track record across HR, Reward and Governance. She has led and implemented reward strategies in key organisations including Standard Life, Bord Gáis Energy, Permanent TSB and, most recently, the Irish Life & Canada Life Groups. In both her Board and corporate roles, Jack's priority is creating high-performance cultures built on fair, consistent and competitive total reward. Her hands-on experience in total reward management, financial services regulation, data analytics, project management and employee engagement means she approaches the EU Pay Transparency Directive not as a theoretical exercise, but as a practical change programme – helping to turn regulatory requirements into transparent, trusted and sustainable pay practices.

James Ryan
WORKMATTERS

CEO of WorkMatters, Ireland's market leader in AI enablement for HR, team ways of working, and agility diagnostics. James combines 20+years of operational and people leadership with deep technical fluency to help organisations navigate the future of work. With a background in electronics engineering and software development, James had led people operations across software, pharma, media, and insurance - always at the intersection of people, process and technology. WorkMatters has become Ireland's recognised Future of Work leader with several industry firsts: AI for HR Pioneer - establishing Ireland's first Applied AI for HR programme with Trinity Business School (2024) and delivering AI enablement and automation strategies for HR functions since 2023. James is a programme partner with Trinity and IMI; a speaker and facilitator at international conferences including HR Congress 2023 and 2024; he has trained over 500 HR professionals trained in Agile HR since 2018; and designed the Hybrid Working evaluation model adopted across Ireland's Civil and Public Service…and much more.

KEYNOTE SPEAKER

Prof. David Collings
TRINITY COLLEGE DUBLIN

David Collings holds the Chair of Sustainable Business at Trinity Business School, Trinity College Dublin. He previously held faculty positions at Dublin City University, University of Sheffield and National University of Ireland, Galway and visiting positions at King's College London, Nanyang Business School in Singapore and Cornell University as a Fulbright Scholar. David is an elected Member of the Royal Irish Academy and Fellow of the Academy of Social Sciences and Chartered Institute of Personnel and Development. He is a former Chair of the HR Division of the Academy of Management. He is a leading international expert on talent management, global mobility and sustainable work. His work has been published in leading international outlets including Academy of Management Journal, Organization Science, Journal of Management and Personnel Psychology, practitioner outlets such as Harvard Business Review and MIT Sloan Management Review and he has edited 12 books. A recent Stanford-led study ranked him in the top 2% of scholars globally based on citations impact. David has been named as one of the most influential thinkers in the field of HR as named by HR Magazine on five occasions. His work has been cited in media outlets including the BBC, Forbes, Financial Times, and the Wall Street Journal. He is an Associate Editor at the Journal of Management and Academy of Management Perspectives and former Editor-in-Chief of the Journal of World Business, Human Resource Management Journal, and the Irish Journal of Management. He sits or has sat on the editorial boards of multiple journals including Academy of Management Review, Journal of International Business Studies, Journal of Management and Journal of Management Studies.

Key topics on the Agenda

- ***The Evolving Business Landscape*** – how the rapidly shifting economic environment, geopolitical landscape and technological advances are driving the need for constant change.

- ***Transparency in Reward*** – insights on how to build pay confidence, fairness and trust as a competitive advantage, beyond the Pay Transparency legislation.

- ***How HR departments are using AI*** – as the function with the deepest understanding of people, capability, and change, HR is uniquely positioned to lead AI adoption across the business. This practical session will highlight how HR Teams have driven value by shaping their AI enabled future.

- ***AI, the role and the opportunity, for HR*** – join **Professor David Collings**, as he shares not just where AI is going but what organisations and HR need to do.

Designed for HR practitioners, this conference will impart forward-looking insights, evidence-based perspectives, and practical strategies to connect today's people priorities with long-term organisational value.

Attendance fee (which includes complimentary parking, refreshments and lunch):

- Member Fee €195 (excl. VAT)
- Non-Member Fee €245 (excl. VAT)

BOOK YOUR PLACE

To book your place as this insights-driven conference, log onto:

www.shannonchamber.ie/events/hr-conference-2026-adapt-or-be-overtaken

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