

Purpose over Pay

12:00 to 13:00 | 06/10/2026 | Online

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Join IoD Jersey to explore the next generation's demands from an Employer Value Proposition



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Increasingly, young leaders are prioritising purpose, impact, and alignment with personal values over traditional incentives like salary alone.

Co-hosted by the IoD Jersey Sustainability Sub-Committee and the IoD Jersey People, Leadership & Strategy Sub-Committee, this webinar will explore the emerging shift toward purpose driven careers and what it means for organisations competing to attract and retain top early career talent.

Attendees will gain insight from a range of perspectives into why meaningful work is becoming a defining factor in the career decisions of the next generation of directors, and how forward-

thinking companies are adapting their cultures, leadership models, and employee value propositions in response.

Speakers:

Cam Stables – Director, Park Executive

Cam will look to share his personal views and experiences on the extent to which this premise holds true in the Jersey employment market, drawing on case studies and anecdotes. He will share stories of what the best candidates are looking for when presented with choice, what businesses in Jersey that are successful in the talent market are offering, and what can make young professionals return to the market to seek alternative opportunities.

Hannah Gleave – Chief People and Sustainability Officer, Ports of Jersey

Hannah will provide an employer's perspective on why their purpose is so important to them as a local business, the steps they have taken to embed purpose into their organizational culture, and the benefits they have seen from this approach to date. Ports of Jersey have earned significant recognition for their efforts in this space in the last year, including Airport Carbon Accreditation Level Four "transformation" status and EcoPorts Port Environmental Review System (PERS) certification.

Alexis Ellis – Executive Director of People & Culture, Jersey Financial Services Commission (JFSC)

Alexis will share insights and guidance on how purpose can be successfully embedded within industry, from experience both past and present. Alexis' recent experience includes organisational design, business transformation and designing for growth, across local, UK, European, and global remits.

Objectives:

- Raise awareness of the trend of changing motivations of the next generation of young professionals.
- Equip Jersey's business leaders with evidence-based insights into the organizational performance and long-term sustainability benefits of embedding purpose into business culture.
- Share practical guidance and examples of how best to implement a purpose-driven culture, building and maintaining advantage when seeking to retain and attract the best local talent.

Audience

This event is aimed at:

- Business leaders and board members
- HR leaders, talent managers and recruitment professionals
- Young professionals and future leaders
- IoD members with an interest in sustainability, people strategy, the evolving shape of the workforce, and the benefits of being a purpose-driven organization.

Event Host

Tom Noel – Chair, IoD Jersey Sustainability Sub-Committee

Agenda

12.00 - Webinar launch

12.05 - Welcome remarks (Tom Noel)

12.10 - Speaker 1: Cam Stables

12.20 - Speaker 2: Hannah Gleave

12.30 - Speaker 3: Alexis Ellis

12.40 - Q&A facilitated by Tom Noel

12.55 - Closing remarks (Tom Noel)

13.00 - Webinar close

*The webinar link will be sent to registered attendees one week before the event.