



Ministry
of Defence

Welcome

Defence Military Networks

Mark Richards Senior Account Manager
Defence Relationship Management

@DRM_Support
#PwD2017



Ministry
of Defence

David Andrews BSc, MSc
VP Projects, Supply Chain
DHL

@DRM_Support
#PwD2017

LEVERAGING COMPANY MILITARY NETWORKS

David Andrews DHL

14 March 2017

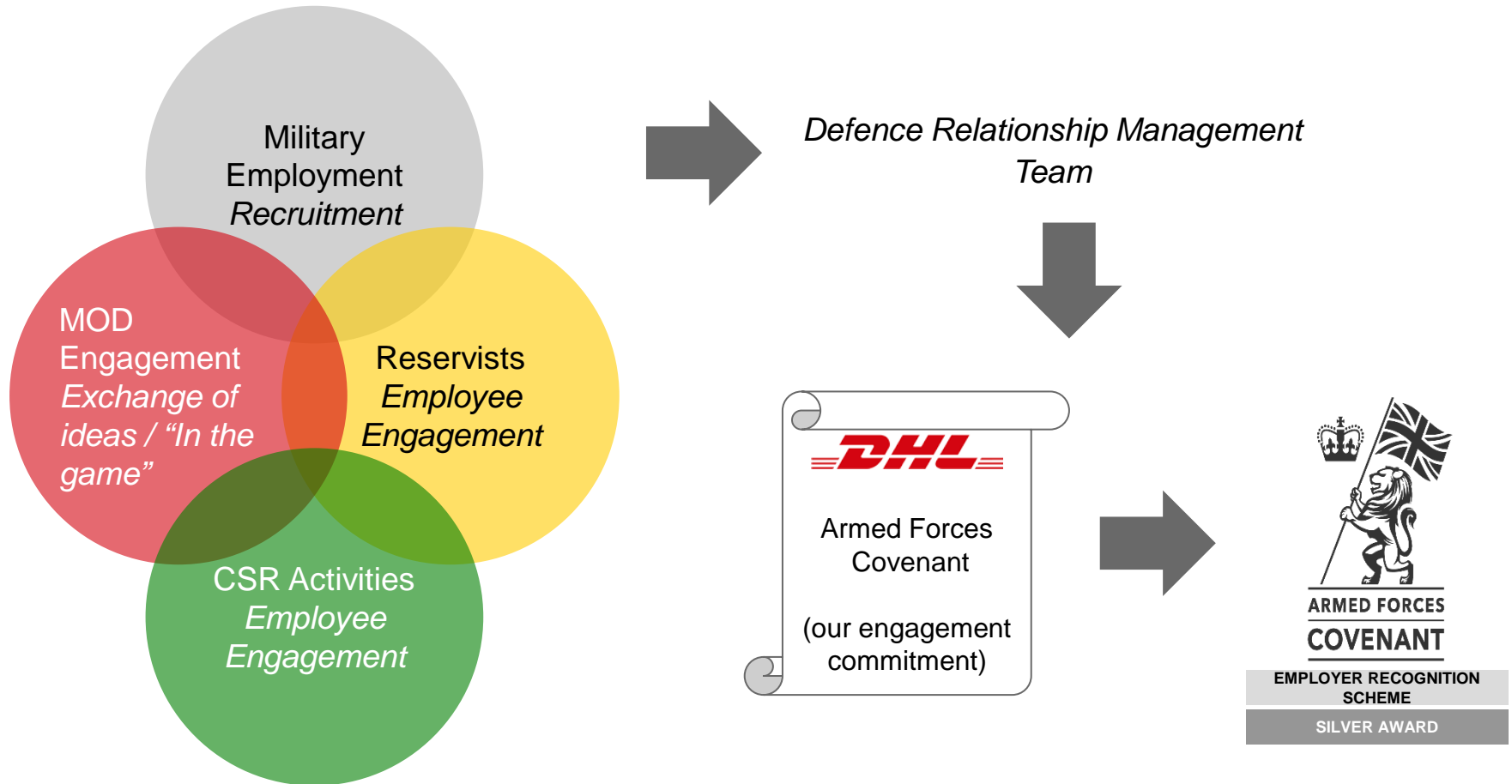


Introduction

- David Andrews BSc MSc
- Royal Marines officer 1988 – 1996
- 21 years 3rd Party Logistics experience
- DHL VP projects
- Chair DHL Armed Forces Covenant Steering team



Why DHL signed the Armed Forces Covenant



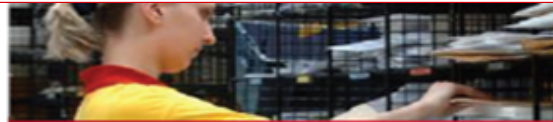
Challenges



DHL EXPRESS UK

- Express Parcel courier services using ground and air transport for companies and private customers.
- Widest reach in the industry, with own network covering more than 220 countries and territories worldwide.

LOCATIONS:	51
VEHICLES:	1,631
EMPLOYEES:	4,011



DHL GLOBAL MAIL

- Mailroom output for SMEs,
- Worldwide B to C package services for e-Commerce.
- Environmentally friendly Hybrid Mail options.
- A unique range of B2B & B2C mail and parcel solutions to Germany.

LOCATIONS:	2
VEHICLES:	n/a
EMPLOYEES:	71



DHL SUPPLY CHAIN

- End-to-end supply chain services spanning all industries including most of the UK's best known brands.
- Manages NHS Supply Chain contract – 600,000 products for 1000 healthcare organisations.

LOCATIONS:	323
VEHICLES:	9,235
EMPLOYEES:	c.48,000



DHL GLOBAL FORWARDING

- Intercontinental transportation by air & sea.
- Tailored solutions for a wide range of sectors including life sciences, perishables, aerospace, motorsport, fashion, & publishing.

LOCATIONS:	30
VEHICLES:	98
EMPLOYEES:	1,400



DHL FREIGHT

- Domestic and European transport of goods via road, with next-day delivery of pallets and freight to mainland UK and daily departures to Europe.

LOCATIONS:	20
VEHICLES:	314
EMPLOYEES:	860



LOCATION:	426
VEHICLES (excl trailers):	11,278
VEHICLES (incl trailers):	22,015
EMPLOYEES:	c.55,000

How

1. Armed Forces Covenant Steering Team

- 4 workstreams with achievable objectives
- CTP careers events
- Service leaver web site
- Educating line managers
- Fund raising co-ordination
- Reservists policy,
- Facilitating dual career
- RLC Foundation,

Rufus McNeil
VP C4 Life
Professional Engagement



David Andrews
VP Projects
Programme
Lead



Amanda Dudley
Head of Resourcing
Recruitment

Gary Bilsbarrow
Project Manager
DHL Reservist



Tanya Cotter
DHL UK Corporate Responsibility
CSR

How

2. Military Liaison Officer

- Sean Reilly acts as a conduit between service leavers and hiring managers



How

3. Internal Comms team

- Regular messaging
- Enable the recruitment of enthusiastic volunteers

The screenshot displays the DHL myNet internal communication portal. The top navigation bar includes the DHL logo, 'SUPPLY CHAIN United Kingdom & Ireland', and 'myNet'. Below this, there are links for 'Group & Divisions', 'HR & Career', 'Workplace Services', 'Ops & Commercial', and 'Share & Discuss'. The main content area is divided into several sections:

- Weekly Wrap Up - Week Commencing 27 February 2017:** This section is highlighted with a red circle. It features a yellow header with the DHL logo and the text 'WEEKLY WRAP UP DSC UK & IRELAND'. Below the header, there is a welcome message and a list of related content links.
- Corporate News:** This section contains a large article titled 'Economic growth trumps protectionism in DPDHL'. The article is also highlighted with a red circle. It features a video player and a text summary.
- Internal Communication Team:** This section lists team members and their roles.
- Latest News:** This section contains several news items, including 'Fueling our customer relationships', 'UKI CEO enjoys airline on Radio 4's Bottom Line', 'Personally Paula: Cybercrime. Can't happen to me! Think so?', 'Group commits to UN goals', 'Surjit Klare wins Wrap Up prize draw', and 'International Women's Day'.

The bottom of the page features a yellow banner with the DHL logo and the text 'Think the 3rd of December? It's National Appreciation Week'.

How

4. DHL Forces network

- Site based Armed Forces Covenant scheme
- Site based mentors for new employees
- Yammer group



How

5. Friendly forces

- Lt Col Mark Comer & 159 Regiment Partnership in Industry Award
- Mark Richards & Defence Relationship Management team



Ministry
of Defence



How

5. Your Commercial Network

- Mentoring opportunities



**Hewlett Packard
Enterprise**

Nottingham University Hospitals 
NHS Trust



DHL Journey



Armed Forces
Covenant Steering
team

Military Liaison
Officer

Internal
Comms

Forces network

Friendly Forces

Lessons

- **Start slowly and build momentum** - It takes time
- **Identify internal allies** – You will be surprised who you have within your organisation
- **Set achievable goals** – Build on successes

WE ARE HERE TO HELP

David Andrews DHL
d.andrews@dhl.com
Mobile: 07879662322





Ministry
of Defence

David Eccles CBE
Head of Hinkley Point C
Stakeholder Engagement
EDF Energy

@DRM_Support
#PwD2017

WITH YOU EVERY STEP OF THE WAY



If you would like to join the network or are interesting in participating in the Buddy-Buddy scheme please email ForcesSupportNetwork@edf-energy.com



FORCES SUPPORT NETWORK



WITH YOU EVERY STEP OF THE WAY

ARE YOU:

- **Currently a member or former member of the Armed Forces making the transition to civilian working?**
- **An Armed Forces Reservist?**
- **A family member / partner of someone in the Armed Forces**

If you would like to join the network or are interested in participating in the Buddy-Buddy scheme please email ForcesSupportNetwork@edf-energy.com



Ministry
of Defence

Brendan Sleight BEM CEng FCIHT MIET

**Chief Engineer
Transport for London**

@DRM_Support
#PwD2017

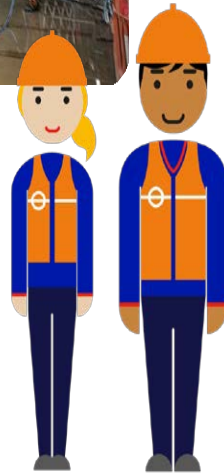
14/03/2
017

Partnering with Defence Conference

Brendan Sleight BEM CEng
FCIHT MIET Chief Engineer
Asset Management
Directorate,
Surface Transport , Transport
for London



Transport for London



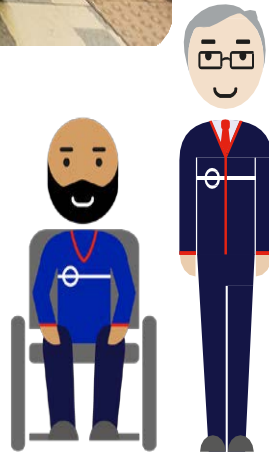
- Rail networks, London Underground, London Overground, Docklands Light Railway and TfL Rail
- Tram Network
- Buses, Taxis, cycling and walking.
- Principal road routes; and
- All Traffic Lights



Every Journey Matters



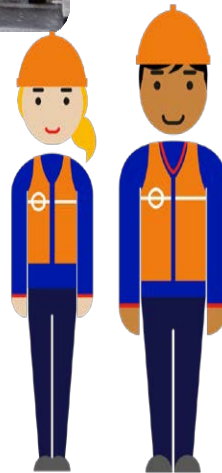
- Operationally fun [Annual passenger numbers 1.34 billion]
- Logistically fun [Over 6,000 Sets of traffic lights]
- Lots of Engineering Challenges [10.1m cycle hires in 2014]
- Every Community is touched. [The tram network has 28km of track, 34 trams in the fleet and 39 stops]



28,000 Employees



- Employees to reflect the make-up of London
- Skills shortage
- Supply Chain is more extensive





Who I am ?

Brendan M Sleight, BEM

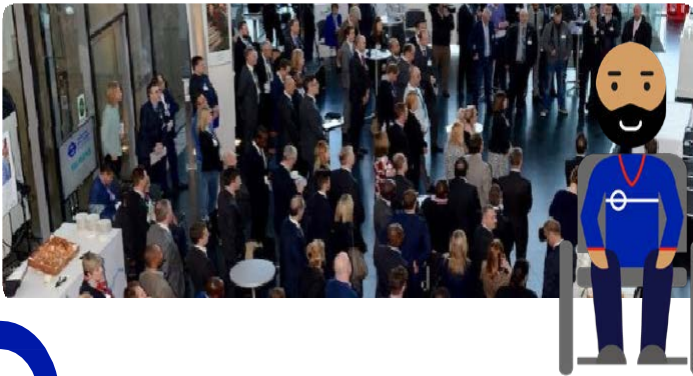
- Photo is not me!
- My Background, No Military
- Was Vice-Chair Staff Network Group for Disability
- Arrange work-placements for Disabled, back into employment



Industry Days

27 ex-military
personnel who
have joined
TfL through
Smart Sourcing

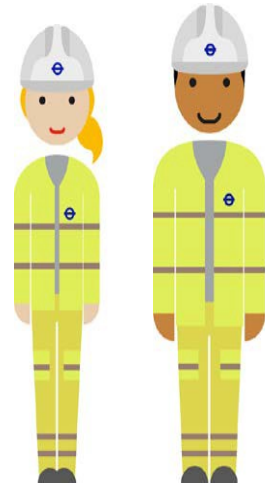
- Started with Industry Days and work placements.
- Locally
- Understand more about Reservists – sometimes can be isolated.
- But TfL is large, this is local thinking,



Staff Network Group

As an opportunity not as a
defence

- Subject Matter Experts for the Business to use
- Advocate, Stonewall example
- Recruit, retain and reflect.



Staff Network Group

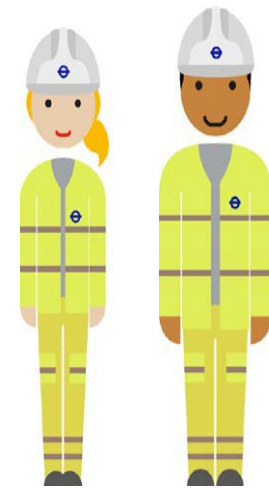
As an opportunity not as a defence

- Five Year Goals

- 5.1 TfL to be the Transport Employer of choice for Reservists and Ex-Forces personnel.
- 5.2 Transport to be an Industry of choice for Reservists and Ex-Forces personnel.

- Two Year Goals

- 2.1 Support networks for reservists on pre-deployment, reservists on post-deployment and when transitioning from the forces full time.
- 2.2 Articulate example career pathways for Reservists and Ex-Forces personnel.
- 2.3 Increase the number of work-placements for people leaving the Armed Forces
- 2.4 Clear understanding of the roles, responsibilities and processes for deployment –for Line manager and Reservists.



- 2.5 Buy-in from TfL senior leaders that TfL aims to be the Transport Employer of choice for Reservists and Ex-Forces personnel

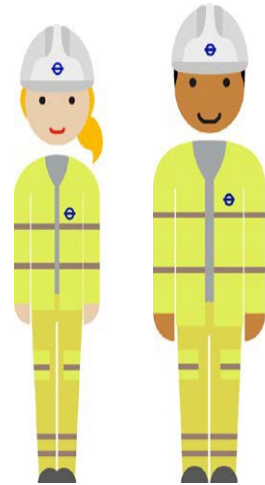
EVERY JOURNEY MATTERS



Staff Network Group

Tasks

- T1- Identify a survey, similar to the stonewall employers index, to rank where TfL is in terms of employer of choice.
- T2 - Hold 4th Industry Day in February 2017
- T3 - Expand and market the SNG to a wider audience, increasing attendance and participation.
- T4 – Present the success so far of the work-placements to senior leaders within the business, who have the authority to set-up placements.
- T5 - Produce guidance note covering the TfL policies used for reservist deployment
- T6 - Record the number of reservists and ex-forces people in the business
- T7 – Capture the career pathways of people who have progressed within TfL
- T8 - Succession planning



HR Defence

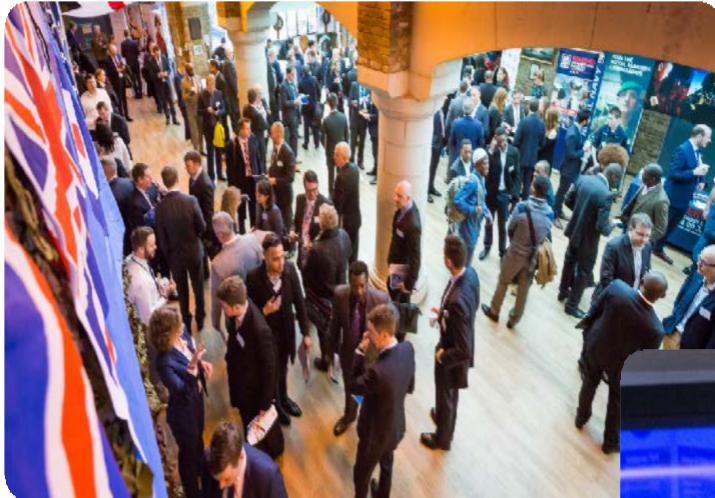
- We focus on the Protected characteristics
- Not because of the Equality Act 2010; But we want to attract the top talent
- Staff Network Groups: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation



The Reserve Forces (Safeguard of Employment) Act 1985

- <https://www.gov.uk/government/publications/reservist-employers-toolkit/reservist-employer-toolkit#rights-and-responsibilities>
- The Reserve Forces (Safeguard of Employment) Act 1985 (SOE 85) provides reservists who have a liability to be mobilised with 2 types of protection:
 - protection of employment: the Act provides protection from unfair dismissal and makes it a criminal offence for an employer to terminate a reservist's job without their consent solely or mainly because he or she has a liability to be mobilised
 - rights to reinstatement: the Act provides a legal right to reinstate the reservist to their former job, subject to certain conditions





Questions ?

BrendanSleight@tfl.gov.uk





Ministry
of Defence

Any Questions for our Panel?

David Andrews – DHL

David Eccles - EDF Energy

Brendan Sleight – TFL

@DRM_Support
#PwD2017