

HR IN A DIFFICULT ENVIRONMENT

Wednesday, May 16, 2007
 Baltshug Kempinski Hotel, Vladimir Hall
 1 Baltshug Street, Moscow

	COMPENSATION & BENEFITS (Vladimir I Hall)	RECRUITMENT (Yaroslavl Hall)	ASSESSMENT, TRAINING & DEVELOPMENT (Vladimir II Hall)
9.15 – 10.00	- REGISTRATION -		
10.00 – 10.40	Overview of HR in Russia – Tim Carty, Partner, Ernst & Young		
10.40 – 11.10	- COFFEE -		
11.10 – 12.40	<p><i>Chaired by Will Schofield, Partner, PricewaterhouseCoopers</i></p> <p>Benefits programmes Paddy Wright, People Development Director, KPMG</p> <p>Long term incentive programmes Dawid Louw, HR Director, BAT</p> <p>Regional policies (name and topic to be specified)</p>	<p><i>Chaired by Olga Bantsekina, Chief Representative, Coleman Services</i></p> <p>Recruitment market today and tomorrow Olga Bantsekina, Chief Representative, Coleman Services</p> <p>Career planning, global mobility and internal recruitment Vladimir Khimanych, HR Director, Microsoft Russia</p> <p>Top managers’ disqualification – a HR problem? Sergei Kouksa, Executive Director, Personnel Law Bureau</p>	<p><i>Chaired by Mirka Straathof, Consultant, Hay Group</i></p> <p>Dealing with today’s challenges in developing your staff Speakers: Mirka Straathof, Senior Consultant, Hay Group and Marina Kolchina, Deputy General Manager, Akzo Nobel</p> <p>Keeping your rising stars - Tremayne Elson, managing partner, Antal International</p> <p>Use of Training for Knowledge Transfer and Retention Phil Lynch, HR Director, Oilfield Services, TNK-BP</p> <p>Topic tbc – Elena Salikhova, HR Director, Morgan Stanley</p>
12.40 – 13.40	- LUNCH -		
	BRIDGING THE GAP – DEALING WITH EMPLOYEES OF 2-5 YEARS EXPERIENCE		
13.40 – 15.20	<p>Retention of people with 3-5 years of experience Svetlana Kruglova, HR Senior Manager, PricewaterhouseCoopers</p> <p>Legal handcuffs binding in your staff Anna-Stefania Chepek, Head of Corporate Practice, Pepeliaev, Goltshat and Partners</p>	<p>Technical staffing – effective resources and successful decision making Anna Katkova, HR manager, Danfoss</p> <p>Bridging the gap (recruiting and retaining employees of 2-5 years of experience) Olga Molina, Talent and Learning Manager, BAT</p> <p>Outsourcing and outstaffing – differences and advantages Yuri Efrosinin, Operations Director, Central Russia, Kelly Services</p>	<p>Company strategy for young specialists – integration and development</p> <p>- Pavel Bezruchko, Deputy General Manager, Senior Partner of Ecopsy Consulting</p> <p>- Sokolova Ludmila, HR Director, Knauf</p> <p>- Svetlana Ilyina, Head of RC &CD, HR Dept, Siemens OOO</p> <p>Closing remarks (10 min) Mirka Straathof, Senior Consultant, Hay Group</p>
15.20 – 15.50	- COFFEE -		
	Employee Engagement Strategy - How to Develop a Motivated and Engaged Workforce		