



Conference
Language: **RUS**

Annual HR Conference

March 25, 2025
09:30-16:30

Venue:
Lesnaya st., 7, 12th fl.,
Moscow, Russia, 125196
ALRUD

30 YEARS IN SEARCH OF BETTER WAYS

DRAFT PROGRAM

- 08:45 – 09:30** **REGISTRATION**
- 09:30 – 09:35** **WELCOME WORDS**
Tadzio **SCHILLING**, CEO, AEB
- 09:35 – 09:50** **LABOUR MARKET OVERVIEW**
Irina **AKSENOVA**, AEB HR Committee Chairperson, Deputy General Manager, Key Accounts, Coleman Group
- 09:50 – 10:15** **METAMORPHOSIS OF THE RUSSIAN LABOR MARKET**
Olga **BANTSEKINA**, Honorary Member of the AEB Board, Chairman of the HR Committee 2010-2014
- 10:15 – 10:45** **STUDENT RANKING OF EMPLOYERS**
Konstantin **ABRAMOV**, Director General, VCIOM Foundation; Chairman of the Public Council, Ministry of Labor
- 10:45 – 11:15** **COFFEE-BREAK**
- 11:15 – 13:00** **PARRALEL SESSIONS**

SESSION I "30 YEARS OF WORK. INTERGENERATIONAL INTERACTION: TRENDS AND PROSPECTS" (organised by Recruitment Sub-Committee and Assessment, Training & Development Sub-Committee)

Moderators:

Yulia MASLOVA, Chairperson of the Recruitment & Relocation Sub-Committee, Recruitment & RPO Director, Manpower

Ekaterina STRIZHOVA, Chairperson of Assessment, Training & Development Sub-Committee, Director, Academy, KEPT RUSSIA

SUCCESSION SYSTEM: A HUMAN-CENTERED APPROACH

Daria **RUDENKO**, Head of Personnel Training and Development, Lactalis Vostok

TALENT RETENTION AT THE SILENT MODE: HOW TO SUSTAIN THE TEAM WHEN YOU CAN'T PROMISE ANYTHING

Ekaterina **MYAGI**, Managing Director, Signify Eurasia

TOPIC IS TBD

Speaker is TBD

SESSION II "TOOLS FOR STAFF ATTRACTION AND RETENTION IN THE CONTEXT OF STAFF STARVATION" (organised by Compensation & Benefits Sub-Committee)

Moderator: **Olga DUDNICHENKO**, Chairperson of the Compensation & Benefits Sub-Committee, Communications Director, Ponimau

TALENT MAGNET: EFFECTIVE TOTAL REMUNERATION IN THE CONTEXT OF STAFF SHORTAGES

Natalia DMITRIEVA, Senior Manager, People Advisory Services Department, B1
Yulia REPRYNITSEVA, HR Director, OFS Technologies

TOGETHER AGAINST SERIOUS RISKS: HOW CRITICAL ILLNESS PROGRAMS BUILD A STRONG HR BRAND

Alexey VIGDORCHIK, Deputy Head of Personal Insurance in the area of Products Development, Head of the Department for Products Development of Health and Life Insurance, Zetta
Natalia SUMAROKOVA, Benefits Manager, Philip Morris

'QUIET HIRING': AN EFFECTIVE STRATEGY TO COMBAT STAFF SHORTAGES

Andrey SKRYABIKOV, Director, Employee Wellbeing Department, Lemana PRO

13:00 – 14:00

LUNCH

14:00 – 15:45

SESSION "2024-2025 SEASON: THE MOST DISCUSSED LABOR RELATIONS ISSUES" (organized by Labour Law Sub-Committee)

Moderator: **Evgeny REYZMAN**, Chairperson of the Labour Law Sub-Committee, Counsel, Melling, Voitishkin & Partners

14:00 – 14:05

WELCOME REMARKS BY MODERATOR

Evgeny REYZMAN, Chairperson of the Labour Law Sub-Committee, Counsel, Melling, Voitishkin & Partners

14:05 – 14:30

SUPREME COURT PRACTICE AND CONSTITUTIONAL COURT PRACTICE IN 2024: WHAT DID THE HIGHER COURTS PAY ATTENTION TO?

Vitalia KUZNETSOVA, Head of Group, Employment and Migration Law Practice, PhD in Law, Pepeliaev Group

14:30 – 14:55

MASS LAYOFFS AND BUSINESS RESTRUCTURING: HOW TO AVOID MISTAKES

Margarita EGIJAROVA, Partner, PhD in Law, ALRUD Law Firm

14:55 – 15:20

BEST PRACTICES FOR RETENTION AND PROTECTION OF EMPLOYEES IN CASE OF SALE OF BUSINESS: PRACTICAL AND LEGAL ISSUES

Andrey SLEPOV, Partner, ADVANT Beiten

15:20 – 15:45

DISMISSAL BY MUTUAL AGREEMENT AND BY RESIGNATION - THE SAFEST OPTIONS?

Elena PITIRIMOVA, Partner, Melling, Voitishkin & Partners

Georgy MZHAVANADZE, Partner, Melling, Voitishkin & Partners

15:45 – 16:15

Q & A

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Association of European Businesses
Russia, 127055 Moscow,
Butyrsky Val St. 68/70, bld. 1

Tel.: +7 (495) 234 27 64
E-mail: info@aebrus.ru
www.aebrus.ru

16:15 – 16.30

CLOSING OF THE CONFERENCE

Irina AKSENOVA, AEB HR Committee Chairperson, Deputy General Manager, Key Accounts, Coleman Group

Working language:

Russian. Interpretation will not be provided

Contacts:

Program: Ksenia Larina, AEB Coordinator Committee,
+7 906 057 30 92, e-mail: ksenia.larina@aebrus.ru

Registration: Polina Skorovarova, AEB Event Coordinator,
+7 (495) 234 27 64, ext. 128, polina.skorovarova@aebrus.ru

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