

HR FLEXIBILITY IN THE CHANGING ENVIRONMENT

GOLD SPONSOR



Thursday, May 17th, 2012
Marriott Grand Hotel,
Ul. Tverskaya 26/1, Moscow

SILVER SPONSORS



	FIGHTING FOR EFFICIENCY (Hall I)	MERGERS AND ACQUISITIONS (Hall II)	EXPANSION IN THE REGIONS (Hall III)
8.15 – 09.00	- REGISTRATION -		
09.00 – 09.10	Welcome speech – Dr. Frank Schauff, CEO, Association of European Businesses		
09.10 – 09.30	Overview of HR in Russia – Olga Bantsekina, Chair of the AEB HR committee, Member of the AEB Board, Chief representative, Coleman Services		
09.30 – 10.30	Managing and Retaining Talent in the Changing Environment- Sergio Ezama Meabe, Senior Vice President HR for Eastern Europe, PepsiCo		
10.30-11.00	- COFFEE BREAK -		
11.00 – 12.30	<p><i>Chaired by Ruxandra Stoian, PwC</i></p> <p>Engaging leaders – how to translate employee engagement into outstanding business performance Edward Stanoch, Eastern European Director, Aon Hewitt and Gyuzel Garaeva, HR Director, OBI Russia</p> <p>HR Efficiency –how to use talents efficiently Tatyana Zankovskaya, HR Director, Kuehne&Nagel and Tatyana Golubina, Client Services Manager, Manpower</p>	<p><i>Chaired by Michael Germershausen, Antal Russia, General Director</i></p> <p>Navigating the people aspects of integration Tatyana Semenova, Head of HR, Russia and CIS, Thomson Reuters and Natalia Danina, Human Capital Solutions Director, Adecco</p> <p>Topic to be confirmed Tatiana Tikhonova, HR Director, Partner Troika Dialogue (Sberbank Group)</p> <p>HR in mergers and acquisitions (to be specified) Tamara Petyan, HRD, Oriola-KD Russia</p>	<p><i>Chaired by Olga Gadetskaya, HRD Henkel</i></p> <p>Going to the regions, lessons learnt Derk Jan Koole, General director, Hay Group</p> <p>Lack of regional talents and how to balance with special programme Natalia Turkulets, HR Director, Lafarge</p> <p>Challenges of a multifunctional commercial company in the Russian regions Philip Rybakov, HR VP JTI Marketing and Sales, Russia</p>
12.30 – 13.30	- LUNCH -		
13.30 – 14.30	<p>Change management: efficient employee communication Ekaterina Ukhova, Partner, Ernst & Young and Irina Perelygina, L&O manager, Abbott Laboratories LLC</p> <p>Optimization at factories, HR aspect Karina Strashnenko, Senior HR BP, Unilever</p> <p>Recruitment budgets: saving efficiency Andrey Chulakhvarov, Head of Recruitment Department, Coleman Services</p>	<p>HR in mergers Joe Doering, Nokia Siemens Networks, North and East Europe, Russia, Turkey and Central Asia</p> <p>Practicum. Non-standard methods in standardization of systems of motivation Elena Yudanova, HR Director, Indesit Rus and Elena Sidorenko, Operations Director, Staffwell</p> <p>Pfizer's acquisition of Wyeth – a practical HR case Sofia Kadykova, HRD, Pfizer (to be confirmed)</p>	<p>Specifics of recruitment in the regions Alexey Mironov, Director for strategic development, Ancor</p> <p>Highlights of regional retailer business Natalia Maleeva, HR Director, M-Video</p>
14.30 – 15.00	- COFFEE BREAK -		
15.00 -16.30	<p>Fit for Purpose Leadership – Characteristics, Learning and Watch Outs – moderator Olga Bantsekina, Chief representative, Coleman Services, Chairperson of the HR committee Jeroen de Groot General Manager, Metro Cash&Carry, Jaron Wiedmaier, General Manager, Continental, Joe Doering, Nokia Siemens Networks, North and East Europe, Russia, Turkey and Central Asia, Dominique Fache, Chairman of the Board Enel OIG5, Sergey Rummyantsev, CEO Enter, Milind Sathe, General Manager, Nidan Soki</p>		
16.30 – 16.40	- Closing of the conference - Olga Bantsekina, Chairman of the HR Committee, Chief representative of Coleman Services		