

CONFERENCE
Language: **ENG**

22 March 2016
09:30-17:00
InterContinental Moscow
Tverskaya Hotel
Ul. Tverskaya 22
Moscow

13th AEB HR Conference
organized by the AEB HR Committee

RUSSIA AND THE NEW REALITY FOR HR

PROGRAMME

08:45 – 09:30 **REGISTRATION**

09:30 - 09:40 **WELCOME SPEECH**
Ruslan Kokarev, COO, Association of European Businesses

09:40 – 10:00 **OVERVIEW OF HR IN RUSSIA**
Michael Germershausen, Chair of the AEB HR Committee, General Manager,
Antal Russia

10:00 – 10:45 **HOW TO BE FLEXIBLE IN THE NEW REALITY**
Juergen Haase, HR Director, Volkswagen Group Russia

10:45 – 11:15 **COFFEE BREAK**

11:15 – 12:45 **PARALLEL SESSIONS**

SESSION I (HALL 'RODCHENKO'): EFFECTIVENESS AND EFFICIENCY –
HOW TO ACHIEVE BOTH UNDER THE NEW REALITY
(prepared by AEB Compensation & Benefits Sub-Committee)

Moderator: Olga Gracheva, Chair of the AEB Compensation & Benefits
Sub-Committee, Senior Manager, People Advisory Services, EY

DELICATE ADJUSTMENT OF HR TOOLS UNDER THE SHIFT OF THE
ECONOMY

Ksenia Kamenskaya, HR Director, Philip Morris Sales & Marketing
Olga Gracheva, Chair of the AEB Compensation & Benefits Sub-Committee,
Senior Manager, People Advisory Services, EY

EMPLOYEE BENEFITS. VMI AND CO-PAYMENTS AS AN EFFICIENT TOOL
OF PREVENTING EXCESSIVE PRESCRIPTIONS AND COSTS
CONTAINMENT

Ivan Komandny, Director, Employee Benefits, Underwriting & Products, Allianz
IC OJSC

MATERIAL AND NON-MATERIAL WAYS TO REWARD AND SUPPORT
EMPLOYEES IN A DIFFICULT ECONOMIC SITUATION

Tatiana Romanova, C&B and HR Admin Manager, Groupe SEB-VOSTOK ZAO

SMART WAY TO MAKE IT SIMPLE. CO-FINANCING EMPLOYEE BENEFITS

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Alexander Snurnitsyn, BENEFACTORY founder, AGroup CEO

DISCUSSION, QUESTIONS & ANSWERS SESSION

SESSION II (HALL 'TATLIN'): FOCUSED RECRUITMENT

(prepared by the AEB Recruitment Sub-Committee)

Moderator: Dennis Kaminsky, Chair of the AEB Recruitment Sub-Committee, Partner, FutureToday

TOPIC TBC

Maria Alekseeva, Manager of Recruitment & Employer Branding Department, McKinsey & Company

FUNCTIONALLY TARGETED TALENT SOURCING

Irina Gerikhanova, Employer Brand and Talent Sourcing Manager, Unilever Russia, Ukraine, Belarus

ON DEMAND MEDICAL SERVICE: TALENT ACQUISITION CHALLENGE

Elena Kozlovskaya, Head of HR, DOC

DISCUSSION, QUESTIONS & ANSWERS SESSION

LUNCH

12:45 - 13:45

PARALLEL SESSIONS

13:45 - 15:15

SESSION I (HALL 'RODCHENKO'): DEVELOPING TALENTS—INVESTING IN ASSETS UNDER THE NEW REALITY

(prepared by the AEB Assessment, Training & Development Sub-Committee)

Moderator: Irina Zarina, Chair of the AEB Assessment, Training and Development Sub-Committee, Managing Director, CEB SHL Talent Measurement Solutions

NEW APPROACH TO PERFORMANCE: DEVELOPMENT...MAKES SENSE

Yulia Kuznetsova, HR Director Russia & CIS, General Electric

LEARNING AND TEACHING ORGANISATION...HOW ALFA-BANK USES THE EXPERIENCE OF EMPLOYEES IN L&D ACTIVITIES

Alexey Borisov, Head of "Alfa-Experience" project, Human Capital Direction, Alfa-Bank

LOCAL TALENT POOL

Elena Tsukanova, HR Leader, BSH Bytowaja Technika LLC

Irina Bazhenova, Training & Development Manager, BSH Bytowaja Technika LLC

DISCUSSION, QUESTIONS & ANSWERS SESSION

SESSION II (HALL 'TATLIN'): EXPERTS' PANEL DISCUSSION "THE MOST TOPICAL LABOUR LAW ISSUES UNDER THE NEW REALITY"

(prepared by the AEB Labour Law Sub-Committee)

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Session is conducted in Russian with simultaneous interpretation into English

Topics for discussion: salary indexation, personnel leasing, distant employment, professional standards, legislative changes

Participating experts:

Moderator: Julia Borozdna, Chair of the AEB Labour Law Sub-Committee, Partner, Pepeliaev Group

Evgeny Reyzman, Deputy Chair of the AEB Labour Law Sub-Committee, Counsel, Baker & McKenzie

Marina Ryzhkova, Partner, Dentons

Sergei Kuksa, Partner, Personnel Law Bureau (PLB)

15:15 – 15:30

COFFEE BREAK

15:30 – 16:50

CEOs PANEL DISCUSSION: STRATEGIC BUSINESS/ HR PARTNERING UNDER THE NEW REALITY

Moderator: Olga Bantsekina, First Deputy Chair of the AEB Board, Chief Representative, Coleman Services UK

Participants:

Teemu Helpolainen, Member of the AEB Board, Head of Segment, Housing Russia, YIT

Juergen Koenig, President and General Director, Merck LLC Russia

Martin Schierer, CEO, Otto Group Russia

16:50 - 17:00

CLOSING OF THE CONFERENCE

Michael Germershausen, Chair of the AEB HR Committee, General Manager, Antal Russia

Working language:

English. Interpretation **will not be** provided.

Contact person:

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