



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 – 09:40**      **WELCOME WORDS BY ALRUD AND SAFETY TRAINING**  
Margarita **EGIAZAROVA**, Partner, PhD in Law, ALRUD Law Firm
- 09:40 – 09:55**      **LABOUR MARKET OVERVIEW**  
Irina **AKSENOVA**, AEB HR Committee Chairperson, Deputy General Manager, Key Accounts, Coleman Group
- 09:55 – 10:20**      **METAMORPHOSIS OF THE RUSSIAN LABOR MARKET**  
Olga **BANTSEKINA**, Honorary Member of the AEB Board, Chairman of the HR Committee 2010-2014
- 10:20 – 10:50**      **STUDENT RANKING OF EMPLOYERS**  
Konstantin **ABRAMOV**, Director General, VCIOM Foundation; Chairman of the Public Council, Ministry of Labor
- 10:50 – 11:15**      **COFFEE-BREAK**
- 11:15 – 13:00**      **PARALLEL SESSIONS**

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

#### **Moderators:**

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

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

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

Ekaterina MYAGI, Managing Director, Signify Eurasia

#### **SUCCESSION SYSTEM: A HUMAN-CENTERED APPROACH**

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

## **MANUFACTURING LEADERSHIP DEVELOPMENT PROGRAM**

Olga NIKOLAENKO, HR Director for Supply Chain, Research and Development and Business Support Functions, Unilever Rus

## **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 LABOUR 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 EGIAZAROVA, 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**

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

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