

## CURRENT REALITIES AND OPPORTUNITIES FOR THE FUTURE

Wednesday, May 20<sup>th</sup>, 2009

Marriott Grand Hotel,

26/1, Tverskaya str.

	COMPENSATION & BENEFITS (Hall I)	RECRUITMENT (Hall II)	ASSESSMENT, TRAINING & DEVELOPMENT (Hall III)
9.15 – 10.00	- REGISTRATION -		
10.00 – 10.10	<b>Welcome speech – Frank Schauff, CEO, Association of European Businesses</b>		
10.10 – 10.50	<b>Overview of HR in Russia – Tim Carty, Partner, Ernst &amp; Young</b>		
10.50 – 11.20	- COFFEE -		
11.20 – 12.50	<p><i>Chaired by Anne Ramsay, HR director, Cushman &amp; Wakefield, Stiles &amp; Riabokobylko</i></p> <p><b>Introduction (5-7 min) - Anne Ramsay</b></p> <p><b>Future of incentives</b> Stephen Quick, Director, Human Resource Consulting, PwC</p> <p><b>Restructuring benefits and looking for the future</b> Alevtina Borisova, Partner, People Services, KPMG</p> <p><b>Managing people cost to build a strong and sustainable reward structure for 2009</b> Natalia Karelina, HR Director, American Express</p>	<p><i>Chaired by Olga Bantsekina, Chief Representative, Coleman Services</i></p> <p><b>Market tendencies (20 min)</b> Olga Bantsekina, Chief representative, Coleman Services</p> <p><b>Graduate recruitment</b> Cathy Hackett, Director of Human Capital, Human Resources, PwC</p> <p><b>Hiring graduates as the talent pipeline for your company's future leadership</b> Fiona Hathaway, Talent acquisition lead CEE, Microsoft Russia</p> <p><b>Talent Management</b> Irina Likhova, HR Director, Megafon</p>	<p><i>Chaired by Mirka Straathof, Senior Consultant, Hay Group</i></p> <p><b>Living without a budget - Introduction (10 min)</b> Mirka Straathof, Hay Group</p> <p><b>Training without a budget (20 min)</b> Natalia Turkulets, HR Director, Wimm Bill Dann</p> <p><b>Topic tbc</b> Sergey Nazarov, HR Director, Saint-Gobain CIS</p> <p><b>Budget free teambuilding</b> Ksenia Shmatkova, Admin and HR Director, Diebold Self-Service CIS</p>
12.50 – 13.50	- LUNCH -		
13.50 – 15.30	<p><b>Reward Strategy</b></p> <p><b>Topic tbc</b> Anouk de Blicq, HR Director, Citibank</p> <p><b>Reward strategy planning for the recovery</b> -Anna Dianova, HR Director, Cadbury Russia and CIS</p> <p><b>Topic tbc</b> Anna Laykom, Head of Comp and benefits, HSBC</p> <p><b>Employee motivation. Communication of a difficult message</b> Kelly OCG + Raisa Polyakova, HR Director, Johnson and Johnson</p>	<p><b>Cost optimization through effective management (Panel Discussion, chaired by Tim Carty)</b></p> <p><b>Introduction – Felix Kugel, Vice President, Manpower (15 min)</b></p> <p><b>Claus Peter Sommer, VP Global RPO, Kelly OCG (15 min)+ client (recruitment process outsourcing)</b></p> <p><b>Olga Bantsekina, Coleman Services +client (outsourcing of HR administration)</b></p> <p><b>Olga Knysh, HR Director, Oracle CIS (HR administration and payroll outsourcing)</b></p>	<p><b>Increasing effectiveness</b> <i>Chaired by Tatyana Khvatinina, SHL</i></p> <p><b>Introduction (10 min) – Tatyana Khvatinina, SHL</b></p> <p><b>Sales effectiveness</b> HRD of a leading FMCG (tbc)</p> <p><b>Attraction of the right talent and developing employees' capabilities that drive the JTI business</b> Mark Phillips, HR Director, M&amp;S Russia (JTI)</p> <p><b>Performance management during tough times</b> Andreas Steinborn, Head of Rep Office Euler Hermes Moscow</p> <p><b>HR organization, skills and HR systems . HR score system</b> Marina Furta, expert trainer, CBSD</p>
15.30 – 16.00	- COFFEE -		
16.00 – 16.50	<b>Human factor in current realities and future opportunities</b> <b>Keynote speaker - Jeroen Ketting, General Director, Lighthouse</b>		