

**Conference**  
**Languages: RUS, ENG**

**13 February 2018**  
**09:30-18:30**  
**(registration from 08:45)**

**InterContinental Moscow**  
**Tverskaya Hotel,**  
**Hall "Rodchenko"**  
Tverskaya str. 22, Moscow

**AEB 15<sup>th</sup> Jubilee HR Conference**

**TEAM SPIRIT 2018**

**PROGRAMME**

- 08:45 – 09:30**     **REGISTRATION AND WELCOME COFFEE**
- 09:30 – 09:50**     **OPENING REMARKS**  
**Frank Schauff, AEB CEO**  
**Michael Germershausen**, Chairman of the AEB HR Committee, Managing Director, Antal Russia
- 09:50 – 10:30**     **BUILDING A WINNING TEAM (FROM THE EXPERIENCE OF SPORTS TEAMS)**  
**Vsevolod Kukushkin**, Counselor to the President of the International Ice Hockey Federation (IIHF), Member of the Russian Union of Journalists, Member of the International Sports Press Association (AIPS)
- 10:30 - 12:30**     **SESSION I: A TEAM OF STARS OR A STAR TEAM? HOW DO YOU APPROACH TALENT ATTRACTION AND MANAGEMENT**  
(session prepared by the AEB Recruitment Sub-Committee and the AEB Assessment, Training and Development Sub-Committee)  
**Co-moderators:**  
**Tatiana Baskina**, Chairperson of the Recruitment Sub-Committee, Deputy Director General for Professional Community Affairs, ANCOR  
**Irina Zarina**, Chairperson of the AEB Assessment, Training and Development Sub-Committee, Managing Director, CEB SHL Russia & CIS
- 10:30 -10:50**     **FORMATION OF A GLOBAL PROJECT TEAM AND HOW A POSITIVE CORPORATE CULTURE AFFECTS TEAM PERFORMANCE**  
**Tatiana Kozhevnikova**, HR Director, Organising Committee of the 2018 FIFA World Cup Russia
- 10:50 -11:10**     **BUILDING A HIGH-PERFORMING TEAM FROM SCRATCH. CREATING A CENTER OF EXCELLENCE IN VORONEZH**  
**Hugh Piper**, Country Manager, ManpowerGroup Russia & CIS  
**Daniil Petin**, Customer Experience Manager, Uber

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

Phone: +7 (495) 234 27 64  
Fax: +7 (495) 234 28 07

E-mail: [info@aebrus.ru](mailto:info@aebrus.ru)  
[www.aebrus.ru](http://www.aebrus.ru)

- 11:10-11:30 COFFEE BREAK**
- 11:30-11:50 AGILITY IN TALENT ATTRACTION AND MANAGEMENT**  
Galina Sedykh, HR Director, Henkel Russia  
Natalia Scherbakova, Head of Sales, ANCOR
- 11:50-12:10 AGILITY IN TALENT ASSESSMENT**  
Anna Alexandrova, Head of Talent Acquisition and Assessment,  
HomeCreditBank
- 12:10-12:30 COMPETENCE MODEL IMPLEMENTATION IN A COMMERCIAL DEPARTMENT OF A PHARMACEUTICAL COMPANY**  
Andrei Koryakovsky, Deputy General Director for Commercial Activities,  
Pharmaceutical company
- 12:30-12:40 DISCUSSION, QUESTION & ANSWER SESSION**
- 12:40-13:00 COFFEE BREAK**
- 13:00 14:30 SESSION II: MOTIVATION OF AN EFFECTIVE TEAM: TRENDS AND AUTOMATION PATHS**  
(session prepared by the AEB Compensations & Benefits Sub-Committee)  
**Moderator: Ekaterina Ukhova**, Partner, EY
- 13:00-13:15 EY SALARY SURVEY RESULTS**  
Darina Sokolova, Senior Consultant, People Advisory Services, EY
- 13:15-13:30 COMPENSATION AND BENEFITS TRENDS**  
Margarita Pavlova, Talent & Reward Practice Leader – Russia & CIS,  
Willis Towers Watson
- 13:30-13:45 DIGITAL C&B: WHY AND HOW TO CREATE A USEFUL SALARY REVIEW TOOL**  
Elena Batova, Head of Compensations & Benefits, Orange Business Services  
Russia & CIS
- 13:45-14:00 CORPORATE PENSION PROGRAM AS A TOOL FOR EMPLOYEES MOTIVATION STAFF: RECRUITMENT, RETENTION, DISMISSAL**  
Evgeniy Yakushev, Executive Director, JSC NPF "SAFMAR"
- 14:00-14:20 INNOVATIVE INSURANCE SERVICE AND BENEFITS FOR EMPLOYEES**  
Olga Sorokina, Vice-President, VSK Insurance House  
Anastasia Sycheva, Head of the Bank Insurance Development Project, PJSC  
"Promsvyazbank"
- 14:20-14:30 DISCUSSION, QUESTION & ANSWER SESSION**
- 14:30 - 15:00 COFFEE BREAK / LUNCH**
- 15:00 - 16:30 SESSION III: RULES OF THE GAME FOR THE LAST SEASON: WHO WILL GET THE YELLOW CARD?**  
(prepared by the AEB Labour Law Sub-Committee)  
**Co-moderators:**  
**Evgeny Reyzman**, Chairman of the AEB Labour Law Sub-Committee, Counsel,  
Baker McKenzie  
**Julia Borozdna**, Deputy Chairperson of the AEB Labour Law Sub-Committee  
**Marina Ryzhkova**, Partner, Dentons

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Fax: +7 (495) 234 28 07

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www.aebrus.ru

16:30 - 17:30

**CEO PANEL DISCUSSION: INTERACTION OF CEO AND HR DIRECTOR**

**Moderator: Michael Germershausen**, Chairman of the AEB HR Committee, Managing Director, Antal Russia

**Sergey Bykovskikh**, President, Henkel Russia, General Manager Henkel Beauty Care Russia & CIS

**Pavel Lokshin**, CEO, Perekriostok Express, XS Retail Group

**Denise Roza**, CEO, NGO "Perspektiva"

**Ruslan Malich**, CEO, Benetton Russia & CIS

**Tony Watkins**, General Manager, Electronic Arts Russia

17:30 - 18:30

**COCKTAIL & LOTTERY**

**Working languages:**

**Russian and English.** Simultaneous translation will be provided

**Contact person:**

**Tatiana Morozova**, AEB Committees Coordinator, Tel.: (495) 234- 27-64, ext. 120, [Tatiana.Morozova@aebrus.ru](mailto:Tatiana.Morozova@aebrus.ru)

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