

AEB JUBILEE CONFERENCE

10 YEARS OF HR IN RUSSIA: ACHIEVEMENTS AND PROSPECTS

Thursday, May 16th, 2013
 Marriott Grand Hotel, Grand Ballroom, ul. Tverskaya 26/1, Moscow

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8.45 – 09.30	- REGISTRATION -	
09.30 – 09.40	Welcome speech – Dr. Frank Schauff, CEO, Association of European Businesses	
09.40 – 10.00	Overview of HR in Russia – Olga Bantsekina, Chair of the AEB HR Committee, Member of the AEB Board, Chief representative, Coleman Services UK	
10.00 – 10.45	Keynote speech by - Tim Carty, Partner, Ernst & Young, Former Chair of the AEB HR Committee	
10.45-11.15	- COFFEE BREAK -	
11.15 – 12.45	<p style="text-align: center;">TEN YEARS OF PAY PILGRIMAGE (HALL I)</p> <p><i>Chaired by</i> Ekaterina Ukhova, Partner, Ernst & Young, Chair of the Compensation & Benefits Sub-Committee</p> <p>Rewards of Tomorrow: Intrinsic –Focused Pay Philosophy Daria Kiseleva, C&B Manager, Sberbank Ekaterina Ukhova, Partner, Ernst & Young</p> <p>Evolution of attraction and retention elements in last decade in Russia Elena Loginova, Senior Vice President, HR Director Renaissance Credit Alexandra Ivanova, Director, Talent & Rewards for Russia & CIS, Towers Watson</p> <p>Employee Value Proposition Florin Petrescu, Vice-President HR, Citibank Nikolai Romanov, Human Resource Consulting, PwC</p> <p>Changing perception of how people can add value to business (within last 10 years in Russia) Violetta Abramova, Deputy HR Director, Kaspersky Lab Yury Levichev, Senior consultant, Head of reward practice, Hay Group Eastern Europe</p>	<p style="text-align: center;">HR BEST PRACTICE (HALL II)</p> <p><i>Chaired by</i> Michael Germershausen, Antal Russia, General Director, Chair of the Recruitment Sub-Committee</p> <p>Launching the IKEA Leadership Program Thomas Spjuth-Eriksson, Deputy HR Director IKEA Retail Russia; Dennis Kaminsky, Partner, FutureToday</p> <p>Recruiting as A Business Strategy Natalia Beketova, HRD of Procter & Gamble Felix Kugel, Vice-President & Managing Director of Manpower Group Russia & CIS</p> <p>Internal HR brand – how to engage and retain great employees Yana Khaldi, People and Organisation Director - Mars Chocolate Russia and CIS</p> <p>People, Performance, Potential (Why people come to work at Amway) Marina Rudkovskaya, HRD, Amway</p>
12.45 – 13.45	- LUNCH -	
13.45 – 15.15	<p style="text-align: center;">HOW HR PROVIDES BUSINESS SUSTAINABILITY FOR VUCA ENVIRONMENT (VUCA: volatility, uncertainty, complexity and ambiguity) (HALL I)</p> <p><i>Chaired by</i> Tatiana Khvatina, Managing Director, SHL Russia & CIS, Chair of the Assessment, Training & Development Sub-Committee</p> <p>The CEO perspective: Driving business performance through engagement Ian Strickland, CEO of OBI Russia Pete Sanborn, Co-President Performance, Reward & Talent Aon Hewitt</p> <p>Succession planning for business sustainability Philip Rybakov, VP HR JTI Irina Zarina, Head of Consulting, SHL Russia & CIS</p> <p>Role of Blended Learning in Assuring Business Sustainability Irina Kolbukova, HRD Orange Business Services Evgeny Boychuk, Country Manager Russia & CIS, goFLUENT</p>	<p style="text-align: center;">RUSSIAN LABOUR LAW AND MAJOR MULTINATIONAL COMPANIES: PER ASPERA AD ASTRA! (HALL II)</p> <p><i>Chaired by</i> Evgeny Reyzman, Counsel, Baker & McKenzie –CIS , Limited, Chair of the Labour Law Sub-Committee; Julia Borozdna, Head of Employment and Migration Law Practice, Pepeliaev Group, Deputy Chair of the Labour Law Sub-Committee</p> <p>Practice of the courts on labour disputes and dismissals Marina Ryzhkova, Partner, Dentons</p> <p>Lessons learnt from “terminator” employees: how companies can defend their rights in open conflict situation Sergei Kouksa, Executive Director, Personnel Law Bureau</p> <p style="text-align: center;"><i>Panel discussion by practicing labour law experts</i></p>
15.15 – 15.30	- COFFEE BREAK -	
15.30 -16.45	Panel discussion by HR Directors – moderator Olga Gadetskaya, HR Director, Sanofi Natalia Stepina, HR Director, LVMH; Anne Ramsay, HR Director, Kellogg’s / United Bakers Russia; Olga Novikova, HR VP Suninbev; Tatyana Semenova, Head of HR, Russia and CIS, Thomson Reuters; Tatiana Kozhevnikova, OD Director, ARKLEY CAPITAL (ChelPipe Group)	
16.45 – 16.50	- Closing of the conference –	
16.50 – 17.30	Olga Bantsekina, Chair of the AEB HR Committee, Member of the AEB Board, Chief representative, Coleman Services UK FOURCHETTE	