

## SMARTER HR FOR THE RECOVERY

Wednesday, May 19<sup>th</sup>, 2010  
Marriott Grand Hotel,  
26/1, Tverskaya str.

## SPONSORS


**monster**russia.ru


|               | <b>COMPENSATION &amp; BENEFITS<br/>(Hall I)</b>   | <b>RECRUITMENT<br/>(Hall II)</b>  | <b>ASSESSMENT, TRAINING &amp; DEVELOPMENT<br/>(Hall III)</b>  |
|---------------|---|---|---|
| 9.15 – 10.00  | - REGISTRATION -  |   |   |
| 10.00 – 10.10 | <b>Welcome speech – Frank Schauff, CEO, Association of European Businesses</b>  |   |   |
| 10.10 – 10.25 | <b>Overview of HR in Russia – Olga Bantsekina, Chief representative, Coleman Services</b>   |   |   |
| 10.25 – 11.25 | <b>IS IT ALL ABOUT MONEY OR DOING HR PROPERLY – debate (Chaired by Tim Carty, E&amp;Y, participants - Derk Jan Koole, Hay Group, Anna Slavnova, PwC, Claudio Fernandez-Araoz, Egon Zehnder, David Souperbiet, HR Director, BAT)</b>   |   |   |
| 11.25 – 11.55 | - COFFEE -  |   |   |
| 11.55 – 13.10 | <p><i>Chaired by Ksenia Kamenskaya, Ernst and Young</i></p> <p><b>HR budget 2010: Key tendencies</b><br/>Veronica Onishenko, Kelly OCG, Director HR Consulting</p> <p><b>Linking pay and performance</b><br/>Natalia Akhmina, Human Resource Consulting, PwC</p> <p><b>Linking pay and performance: implementing one set of KPIs</b><br/>Julia Sosnovskaya, HR Head of ING Bank</p> <p><b>Expatriate compensations and benefits, latest trends</b>–Ksenia Kamenskaya, Ernst and Young</p> | <p><i>Chaired by Michael Germershausen, Antal Russia, General Director</i></p> <p><b>Smarter HR Solutions</b></p> <p><b>Recruitment tools of the future</b><br/>Michael Germershausen, Antal Russia</p> <p><b>Why IT will be important in the next decade?</b><br/>Vladimir Gabriel, Head of Expert Group, Microsoft</p> <p><b>Labour Wheel,</b><br/>Felix Kugel, Vice President Manpower Inc (USA) and Managing Director of Russia and CIS</p> | <p><i>Chaired by Derk Jan Koole, General Director, Hay Group</i></p> <p><b>HR management: Recession trends and recovery ideas. Research of HR technological equipment used in the companies operating in Russia and CIS</b><br/>Pavel Ivakhnenko, senior consultant, SHL</p> <p><b>Topic tbc</b><br/>Tripti Jha, HR director, Novartis Pharma</p> <p><b>Talent management in PwC – lessons we are learning</b><br/>Anna Kozlova, L&amp;D Senior Manager, PricewaterhouseCoopers</p> |
| 13.10 – 14.10 | - LUNCH -   |   |   |

|                          |   |  |  |
|--------------------------|---|--|--|
| <p>14.10 –<br/>15.40</p> | <p><b>HR Manager’s role: Is it about process or strategy</b><br/>Ruzanna Grigoryan, Bristol-Myers Squibb, HR Director</p> <p><b>Building external and internal employer branding</b><br/>Olga Novikova, VP People CEE SunInBev, part if Anheuser-Busch Inbev</p> <p><b>Measuring HR efficiency by benchmarking</b><br/>Alevtina Borisova, Partner, People Services, KPMG</p> <p><b>Measuring HR efficiency – best practices</b><br/>Raisa Polyakova, HR Director Janssen- Cilag</p> | <p><b>Doing HR properly</b></p> <p><b>Crisis is over: does HR need Outsourcing?</b><br/>Irina Shurukhnova, Sanofi Aventis, HR Administration, Reporting and Planning manager Russia and Ilya Ilin, Kelly OCG, Director, Business Process Outsourcing Group</p> <p><b>Real partnership as the key to success</b><br/>Olga Balandinskaya, Head of temporary staffing department Coleman Services</p> <p><b>Leading the people through the recovery</b> Olga Gadetskaya, HR Director, Henkel</p> <p><b>Talent acquisition and employer brand excellence through corporate career website,</b> Alexandra Popova, Head of recruitment, Rusfinance, Societe Generale Group</p> | <p><b>Making training closer to business</b><br/>Pavel Bezruchko, General Director, Ecopsy Consulting and Olga Jaroshenko, Deputy GD, HR director, Elopak</p> <p><b>Learning and development: global trends and approaches</b><br/>Anastasya Mizitova, Senior trainer, CBSD</p> <p><b>JTI internal T&amp;D system, strong points and ideas for the future</b><br/>Elena Fayzulina, Training programmes manager, JTI Marketing and Sales</p> <p><b>Corporate training system: results and effectiveness estimation</b> Olga Serdyukova, Partner readiness, SMB, Microsoft</p> |
| <p>15.40 –<br/>16.10</p> | <p>- COFFEE -</p>   |  |  |
| <p>16.10 –<br/>17.50</p> | <p><b>Strategy and people in the Recovery</b><br/><b>Keynote speaker</b> - Dominique Fache, General Director Russia and CIS, Enel</p>   |  |  |