

CONFERENCE
Language: ENG

9 April 2015
09:30-17:00
InterContinental Moscow
Tverskaya Hotel
Ul. Tverskaya 22
Moscow

12th AEB HR Conference
organized by the AEB HR Committee

HR FITNESS: DOING MORE WITH LESS

PROGRAMME

- 08:45 – 09:30** **REGISTRATION**
- 09:30 - 09:40** **WELCOME SPEECH**
Frank Schauff, CEO, Association of European Businesses
- 09:40 – 10:00** **OVERVIEW OF HR IN RUSSIA**
Michael Germershausen, Chair of the AEB HR Committee, General Manager, Antal Russia
- 10:00 – 10:45** **KEY-NOTE SPEECH “MANAGING ORGANISATION IN TURBULENT TIMES”**
Vladimir Khimanych, HR Director, Raiffeisenbank ZAO
- 10:45 – 11:15** **COFFEE BREAK**
- 11:15 – 12:45** **PARALLEL SESSIONS**

SESSION I (HALL ‘RODCHENKO’): COMPENSATION & BENEFITS: REMUNERATION STRATEGY IN CRISIS

Moderator: Ekaterina Ukhova, Partner, EY

REMUNERATION STRATEGY IN CRISIS: TO RETAIN TALENTS WHILE OPTIMIZING COST MANAGEMENT

Natalia Volodina, HR Director, Otto Group Russia
Ekaterina Ukhova, Partner, EY

VALUE FOR MONEY: TO REDUCE OR TO DRIVE EFFICIENCY

Anastasia Antonova, HR Director, Delonghi
Alexander Melnikov, General Manager, Foodcard

ECONOMY OF HAPPYNESS. INCREASING EMPLOYEES’ SATISFACTION BY DOING NOTHING

Denis Chalov, General Manager, AGroup Russia

SESSION II (HALL ‘TATLIN’): NO PAIN-NO GAIN. CREATING BETTER TALENT MANAGEMENT DURING ECONOMIC CRISIS

Moderator: Dennis Kaminsky, Chair of the AEB Recruitment Sub-Committee, Partner, FutureToday

BUILDING A SUCCESSFUL TALENT STRATEGY THROUGH EMPOWERING

YOUR EMPLOYER BRAND

Anna Alexandrova, Talent Acquisition Manager, Home Credit Bank
Natalia Scherbakova, Sales Director, ANCOR

TALENT MANAGEMENT & BIG DATA: ABOUT EARLY BIRDIES AND OLD SCHOOL STARS

Lilia Bekmuhametova, HR Director, Lotte Hotel Moscow
Felix Heinicke, General Manager, Heinicke Consulting

THE NEW ROLE OF HR: FROM "PARENT" TO "ADULT"

Vladimir Martynov, Head of Capability Building Division, METRO Cash & Carry

SANOFI HEALTH GUARDIANS. INTERNSHIP PROGRAM

Natalia Cheprasova, Head of Recruitment, Sanofi

12:45 - 13:45

LUNCH

13:45 - 15:15

PARALLEL SESSIONS

SESSION I (HALL 'RODCHENKO'): KEY IMPERATIVES FOR HR IN ASSESSMENT, TRAINING AND DEVELOPMENT. CHANGING NATURE OF WORK.

Moderator: Irina Zarina, Chair of the AEB Assessment, Training and Development Sub-Committee, Managing Director, CEB SHL Talent Measurement Solutions

DOING MORE WITH LESS: CUSTOM MADE HR SOLUTIONS - HOW TO RELY LESS ON PROVIDERS ON A DAILY BASIS AND BE MORE EFFECTIVE IN THE LONG RUN

Zinaida Staroukhina, Senior Talent Acquisition Advisor, Mars
Katerina Rodyunina, Business Development Director, Talent Q Russia

RETAINING HIGH PERFORMING TEAMS IN DIFFICULT ENVIRONMENT

Svetlana Gurevich, Head of Human Resources in EEMEA region, Linklaters

TALENT MANAGEMENT IN INDUSTRIAL COMPANIES: HI-PO'S FROM KINDERGARTEN

Tatiana Kozhevnikova, Director of organizational development, ChelPipe Group (Chelyabinsk Pipe-Rolling Plant)

MANAGING TALENT IN UNCERTAIN TIME

Anna Muromtseva, Talent Manager, Amway

SESSION II (HALL 'TATLIN'): EXPERTS' ROUNDTABLE "STATUTORY REGULATION IN RUSSIAN LABOUR AND MIGRATION: NEW DEVELOPMENTS IN 2014-2015 AND EXPECTATIONS FOR THE FUTURE"

(session is conducted in Russian with simultaneous interpretation into English)

Participating experts:

Julia Borozdna, Chair of the AEB Labour Law Sub-Committee, Partner, Pepeliaev Group

Evgeny Reyzman, Deputy Chair of the AEB Labour Law Sub-Committee,
Counsel, Baker & McKenzie
Sergei Kuksa, Partner, Personnel Law Bureau (PLB)

15:15 – 15:30

COFFEE BREAK

15:30 – 16:45

**PANEL DISCUSSION BY CEOs: HR UNDER UNCERTAINTY - A CEO'S
STANDPOINT**

Moderator: Olga Bantsekina, First Deputy Chair of the AEB Board, Chief
Representative, Coleman Services UK

Participants:

Philippe Pegorier, President, Alstom Russia, Chairman of the AEB Board, Chair
of the AEB Machine Building & Engineering Committee

Antonio Linares, General Manager, ROCA Russia & CIS, Member of the AEB
Board, Chair of the AEB Construction & Building Materials Committee

Dmitry Eremeev, General Manager, Richemont Russia

Maxim Shirokov, General Manager, E.ON Russia

16:45 - 17:00

CLOSING OF THE CONFERENCE

Michael Germershausen, Chair of the AEB HR Committee, General Manager,
Antal Russia

Working language:

English. Interpretation will not be provided.

Contact person:

Tatiana Morozova, AEB HR Committee Coordinator, tel. (495) 234-27-64, ext.
120; Tatiana.Morozova@aebrus.ru