

# **XBHR ANNUAL CONFERENCE**

**ISTANBUL**

**FEBRUARY 27 - MARCH 1, 2013**

**FRIDAY, MARCH 1, 2013**

**"RIGHT-SIZING ORGANIZATIONS"**

## **PANELISTS**

### **Gerhard du Plessis - Invensys**

Invensys Controls is a leading global provider of components, systems and services used in appliance, heating, air conditioning, commercial cooking/refrigeration, and residential thermostat systems. Invensys Controls has more than 6,800 employees and 15 manufacturing locations worldwide.

Gerhard du Plessis has been Senior Vice President and General Counsel of Invensys Controls since 2010. He is based in Carol Stream, Illinois, USA. As head of the Legal and Compliance function, Mr. du Plessis participates in the executive management of Invensys Controls and advises the business on legal matters arising in over 65 countries in which Invensys Controls does business. He has more than 17 years of experience working in both private practice and in-house roles in Africa, Europe and North America. He has extensive experience in cross border HR issues and restructurings and most recently handled a plant closure in Italy in 2012. Mr. du Plessis is professionally qualified in the United Kingdom and South Africa and was educated at the University of Oxford, United Kingdom.

### **Tim Wells - Britvic**

Britvic was formed in the mid-19<sup>th</sup> century when a local chemist started to make homemade soft drinks. The company grew as a result of medical thinking at the time that carbonated drinks aided digestion and were a good way of getting vitamins in to the general population. By the 1980s, Britvic was one of the leading producers of concentrated fruit drinks, natural fruit juices and carbonated soft drinks. In 1987, Britvic signed the first 20 year deal with Pepsi agreeing to be the sole bottler and distributor of their brands in the UK. Britvic has since acquired several drinks brands, was listed on the London Stock Exchange in 2005 and in the last couple of years acquired subsidiaries in Ireland and France to expand the company's footprint outside the UK.

Britvic opened its first office in the USA in 2012 (in franchise with Pepsi) and in January 2013, opened an office in Singapore. Both of these new entities came about as a result of the Company's focus on expansion internationally. Britvic has annual group revenues of £1.29bn, and 2.1bn litres of products being made annually. Britvic has 3,300 employees globally and is headquartered in the United Kingdom.

Tim Wells has been working in the global mobility industry for more than 12 years in a variety of roles both in-house and as an external consultant, and across a variety of industries. In his current role, he heads up the global mobility and international compensation and benefits programmes for Britvic. He is also responsible for setting up HR operations in new locations. This includes relocating employees to new locations to facilitate the establishment of a Britvic presence in that location, designing and implementing international compensation and benefits programmes, the development of employment documentation, and creating local HR processes and policies. In 2012, Mr. Wells was shortlisted for the 'Global Mobility Professional of the Year' award at the Expatriate Management and Mobility Awards in Europe. He regularly speaks at industry conferences and is an active member of several global mobility forums and steering groups.

### **Craig Pattison - Lloyd's**

With over 300 years of underwriting experience, Lloyd's is the world's specialist insurance provider. Unlike other insurance brands, Lloyd's is not a company; it's a market where members join together as syndicates to insure risks. Lloyd's accepts business from over 200 countries and territories worldwide and has 40 offices around the world – from third party legal representatives who maintain licences, to the larger offices of country managers who also help develop regional markets.

Apparently 41% of Lloyd's business comes from North America, which includes Canada, 18% from the UK and 16% from the rest of Europe. The final 25% comes from business from Central Asia and Asia-Pacific, other Americas and the rest of the world. Lloyd's issues insurance for 94% of FTSE 100 and 97% of Dow Jones industrial average companies through the Lloyd's market.

Mr. Pattison joined Lloyd's in May 2009. He leads the HR Business Partner, Employee Relations and Talent and Learning teams, supporting nearly 1000 staff employees based in Lloyd's London HQ, two other UK sites and internationally across 20 countries.

Mr. Pattison previously held senior HR roles within BP and Tesco. Prior to his role in HR, he spent 10 years in general management roles in Retail. This diversity of experience in roles and sectors is instrumental in helping Mr. Pattison act as a strategic business partner with his senior stakeholders. Mr. Pattison is a fellow of the Chartered Institute of Personnel and Development.