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**ANNUAL CONFERENCE**

**to discuss the key cross-border challenges   
and opportunities currently facing the HR profession**

**Vienna: 25 – 27 February 2015**



**Wednesday, 25 February 2015**

6:30 pm - 9:00 pm **Welcome Drinks and Networking**

*Hosted by CMS Reich-Rohrwig Hainz, Gauermanngasse 2, 1010 Vienna*

**Thursday, 26 February 2015**

8:00 am Registration Opens

**Hilton Vienna, Am Stadtpark 1, 1030 Vienna, Austria**

Informal Networking Breakfast

9:00 am Welcome by **Allen Powley,** GlaxoSmithKline - Chair of XBHR,

**Gerlind Wisskirchen,** CMS Hasche Sigle, **Gunda Niehaus,** Procter & Gamble, **Ulrich Bormann,** Evonik Industries and **Günther Frei,** Avaya  
- 2015 Conference Co-Chairs

9:15 am  **Post-Merger/-Acquisition Integration**

Moderated by Ulrich Bormann, Evonik Industries, Gunda Niehaus, Procter & Gamble, Gerlind Wisskirchen, CMS Hasche Sigle

10:45 am Break

11:00 am **Retaining/Maintaining Talent - Finding the Right People and Keeping Them**

* Skill Shortage
* Elderly Employees
* Health Management
* Best Practices in Hiring and Firing Employees
* X and Y Generation

Moderated by Richard Devereux, Intel, Filip Saelens, Loyens & Loeff, Michael Burd, Lewis Silkin, Jorge Aranaz, Cuatrecasas, Marie Waugh, United Water

12:30pm **Annual General Meeting of XBHR**

12:45 pm Lunch

1:45 pm **Compensation & Benefits in a Global Organisation**

* Alignment
* Pensions
* Global Risk Assessment
* Benefits, Equity and Severance Pay Plans

Moderated by Ulrich Bormann, Evonik Industries, Lisa Salas, Aon Hewitt

3:15 pm Break

3:30 pm **Role of HR in Terms of Change, Adversity and Uncertainty**

* Strategic/Operational Approaches to Localization and Operating in Insecure Environments/Crisis Planning
* HR Budgets
* Project Management in Reorganisation

Moderated by Sandro Garofalo, Target Corporation, Roselyn S. Sands, Ernst & Young Société d’Avocats, Beatrice von Brauchitsch, Avaya

5 pm Closing Remarks

6:30pm **Drinks Reception and Gala Dinner**

Restaurant Plachutta Wollzeile, Wollzeile 38, 1010 Wien, Austria

Sponsored by Epstein Becker, Evonik Industries, Sherrard Kuzz, Thouvenin Rechtsanwälte, Littler, Loyens & Loeff and Procter & Gamble

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**Friday, 27 February 2014**

8:00 am Informal Networking Breakfast

9:00 am **Global LR Strategy**

* Global Mobility/Immigration
* Restructuring/Rebalancing
* Competitive Restrictions
* Establishing Business Interests in Africa
* Cross-Border Expansion/TUPE rights
* CBAs for Multinational Companies

Moderated by Pat Burke, Malabar Consulting, Baba M. Zipkin, IBM, Erin Kuzz, Sherrard Kuzz, Gunda Niehaus, Procter & Gamble

10:30 am Break

10:45 am **Impact of IT on HR**

* Key Performance Indicators for HR
* Mobile Office
* Cross-border Project Teams
* Recruiting Process
* Digital Change Management
* Privacy Issues Including with Respect to Electronic Communications and Social Media

Moderated by Günther Frei, Past-Senior Director HR EMEA, Avaya, Suzanne Horne, Paul Hastings

12:15 pm Lunch

1:15 pm **Voluntary Leave Programs**

* Enforceability/Reasonability of Restrictive Covenants
* Post-employment obligations and restrictions including confidential information

Moderated by Johan Lubbe, Littler, Clare Murray, CM Murray

2:45 pm **Insourcing and Outsourcing of Employee Services**

* Success Models?
* Joint employer
* Independent contractors
* World of Mobility, Matrix Organisations, and Outsourcing, do you know who your "employees" are?

Moderated by Roselyn S. Sands, Ernst & Young Société d’Avocats, Andrea Schwartz, Western Union

4:15 pm **Closing Remarks**

4:30 pm **Business Meeting of XBHR Management Committee**

**Accommodation Options**

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| **Examples of Hotels near Conference Hotel** | | | | |
| **Name of the Hotel** | **Address** | **Room Type** | **Guideline**  **Rate in EUR (per night)** | **Approx.**  **Distance from Hilton Vienna** |
| **Conference Hotel Hilton Vienna** | | | | |
| **Hilton Vienna**  <http://www.hilton.com/en/hi/groups/personalized/V/VIEHITW-GCMSA-20150224/index.jhtml> | Am Stadtpark 1  1010 Vienna  Austria  T: +43 (0) 1 717 00 13404 | Single Room  Double Room | €155 room only (incl. of VAT)  €175 room only (incl. of VAT) | Conference Hotel |
| **The following hotels do not offer a discount**  ***(Please note rates shown are the early bird rates on the website. Early bird bookings require payment in full at the time of reservation and are non-refundable)*** | | | | |
| **Marriott** | Parkring 12a  1010 Vienna  Austria  T: +43 (0) 1 515 499 7000 | Classic bedroom  Superior bedroom | From  €169 room only (incl. of VAT)  From  €189 room only (incl. of VAT) | 7 minute walk |
| **InterContinental** | Johannesgasse 28  1010 Vienna  Austria  T: +43 (0) 1 711220 | Classic Room  Deluxe Room | From €199 room only (incl. of VAT)  From € 249 room only (incl. of VAT) | 9 minute walk |

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| **Le Méridien Vienna** | Opernring 13-15  1010 Vienna  Austria  T: +44 (0) 207 629 7522 | Superior room  Deluxe room  Executive room | From  €169 (incl. of VAT)  From  €194 (incl. of VAT)  From  €219 (incl. of VAT) | 13 minute walk |