



ANNUAL CONFERENCE

The work of tomorrow

Prague: 28 February – 2 March 2018



Wednesday, 28 February 2018

6:30 pm - 9:00 pm

Welcome Drinks and Networking

Boscolo Prague, Senovazne namesti 13/991, 110 00 Prague
Sponsored by: CMS Hasche Sigle, Littler Mendelson P.C.,
Ogletree Deakins, Rihm Rechtsanwälte, and Sherrard Kuzz
LLP

Thursday, 1 March 2018

8:00 am

Registration Opens

Boscolo Prague, Senovazne namesti 13/991, 110 00 Prague
Informal Networking Breakfast

9:00 am

Welcome by Johan Lubbe (Littler Mendelson P.C.) - Chair of XBHR,
Gerlind Wisskirchen (CMS Hasche Sigle) and Baba Zipkin (Millrace
Consulting) - 2018 Conference Co-Chairs

- 9:10am Brief individual introductions
- 9:35 am **Digital transformation - projects in MNE's**
 Where do companies stand today in terms of digitalization? What kind of digital tools do they use internally and externally? Do they use Big data, strive for talent on demand, (crowdworking) and if yes, where and how?
- Examples of MNE's doing digitalization projects
 - Project management
 - Project team
 - Key stakeholders
 - Tasks
 - Role of HR
- Facilitated by Baba Zipkin (Millrace Consulting), Tish Clyde (Nokia), and Anders Etgen Reitz (IUNO)
- 10:45 am Break
- 11:00 am **Robots, Cobots & Bots**
 In which fields do companies use Robots side by side with employees? What kind of Bots are already used, e.g. Legal Bots?
- Fields of activity
 - Social dimension
 - responsibility of MNE's
 - ER implications
 - PRO's and CON's
 - How to integrate them from an HR point of view?
 - Legal issues, incl. taxation, liability
 - Geographical implications
- Facilitated by Michael Burd (Lewis Silkin) and Filip Saelens (Loyens & Loeff)
- 12:30pm **Annual General Meeting of XBHR**
- 1:00 pm Lunch

- 1:45 pm **“Uberisation” / Crowdfunding / Gig and Platform Economy**
- PRO’s and CON’s / chances and risks
 - Types
 - Legal issues
 - Legislative initiatives
- Facilitated by Claudia Eschinger (Procter & Gamble), Carolyn Knox (Ogletree Deakins), Gunda Niehaus (Procter & Gamble), Thomas Rihm (Rihm Rechtsanwälte - Zurich), and Gerlind Wisskirchen (CMS Germany)
- 3:15 pm Break
- 3:30 pm **“Big brother is watching you” – employer’s surveillance tools**
- E.g.: Keylogger software, Amazon Distribution Centers
 - Biometrical tools
 - Always-on-culture vs. french model
 - Cybersecurity issues vs. employee privacy
 - Big data analysis
- Facilitated by Els de Wind (Van Doorne), Simon McMenemy (Ogletree – London), Clare Murray (CM Murray LLP), and Bill Wright (Fisher Phillips)
- 5 pm Closing Remarks
- 6:30pm **Drinks Reception and Gala Dinner**
Francouzská restaurace Art Nouveau, nám. Republiky 5, 111 21 Prague
(in walking distance)
- Sponsored by CMS Hasche Sigle, Littler Mendelson P.C., Ogletree Deakins, Rihm Rechtsanwälte, and Sherrard Kuzz LLP

Friday, 2 March 2018

8:00 am Informal Networking Breakfast

9:00 am **Labor relations: role of unions/employee reps in the future?**

- A big change: current role vs. future role
- Concerns and demands of unions
- What is their value proposition?
- Role of legislators to protect unions

Facilitated by Mercedes Balado Bevilaqua (MBB Abogados), Ulrich Bormann (Evonik Industries), Richard Devereux (Intel Corporation, Munich), and Mark Schneider (Littler Mendelson)

10:30 am Break

10:45 am **Role of HR in the future**

- Internal structure of HR
- Tasks, responsibilities, interaction with business
- Proactive or reactive?
- Impact of matrix structures on HR
- Use of Big data analysis (bias, pitfalls)

Facilitated by Allen Powley (GSK) and Roselyn Sands (Ernst & Young Société d'Avocats)

12:15 pm Lunch

1:15 pm **Political disruption and its impact on HR:**

- Brexit
- Trump
- Erdogan
- Reforms in France

Facilitated By Sharon Reilly (UnioLex – Stucchi & Partners), Vittorio Torazzi (Pavesio E Associati), and Döne Yalçın (CMS - Yalcin Babalioglu Boso Avukatlik Ortakligi)

2:45 pm **Leading a team effectively in a digitalized world**

- In matrix structures
- Global teams
- Effective communication
- Leadership skills of tomorrow
- Team building methods/tools
- Role of team leader

Facilitated by Jane Greenman (JFG Management LLC) and Andrea Schwartz (Western Union)

4:15 pm **Closing Remarks**

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

With gratitude to our sponsors:



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