

ANNUAL CONFERENCE

Shifting Trends in the World of Work:
Observations and Strategies for
Managing Change

6 - 8 March, 2019

Hotel Condes de Barcelona

Passeig de Gràcia, 73, 08008 Barcelona, Spain

Wednesday, 6 March 2019

6:30 pm - 9:00 pm **Welcome Drinks and Networking** at
Hotel Condes de Barcelona

Thursday, 7 March 2019

8:00 am **Registration Opens: Informal Networking
Breakfast**

9:00 am Welcome by Johan Lubbe (Littler Mendelson P.C.) -
Chair of XBHR; Gerlind Wisskirchen (CMS
Germany); Baba Zipkin (Millrace Consulting) -
Co-Chairs of XBHR and 2019 Conference Co-
Chairs;
Gunda Niehaus (P&G); Roselyn Sands (EY
Société d'Avocats) - 2019 Conference Co-
Chairs

9:10am Brief individual introductions

9:35 am **International Talent Management in
Changing Times**

Filip Saelens (Loyens & Loeff Advocaten-Avocats CVBA);

Allen Powley (GlaxoSmithKline PLC)

- change is constant: is it now
management's, and HR's, primary job?
- are country or regional attitudes creating
increasing conflict within a diverse global
workforce?

- what legal issues are keeping
management/HR awake when faced with
ever-accelerating change in the race to
compete?

complete.

- how are companies responding to continuous change: for example, issues of workplace stress, job uncertainty, lessening employee morale, multiple cross-border assignments.

10:45 am Break

11:00 am **Labor Relations**

Johan Lubbe (Littler Mendelson P.C.); Mercedes Balado Bevilaqua (MBB Abogados)

- what is the future of unions?
- are unions truly regionalizing/globalizing? If so, what does this mean for MNE's?
- what are the trends in labor relations, particularly re: remuneration, working time and IT-systems/digitization?
- do new forms of workers (e.g. crowdworkers) need representation?

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

1:00 pm **Lunch**

1:45 pm **Workplace Flexibility: Who, What, and Why?**

Jane Greenman (National Executive Service Corps); Swarnima (Trilegal); Anders Etgen Reitz (IUNO)

- millennials... and others?

employment vs. work - types of work

- employment vs. work – types of work relationships
- flexible work outcomes: job satisfaction, health, job choice ...
- what are companies doing?
- what does working time mean in the age of mobile devices?

3:15 pm **Break**

3:30 pm **Mavericks vs. Silverbacks: Generational Differences in the Workplace**

Clare Murray (CM Murray LLP); Alison Young (LeadersInChange); Rosamund Browne (Infosys)

- changing demographics: what are companies seeing?
- what is the impact of (loss of) aging workers?
- what is the level of company awareness: lip service or real recognition of value of a heritage workforce?
- discrimination considerations – do legal requirements drive company actions?
- company responses (retention vs downsizing, job changes, education programs) and results

5:00 pm **Closing Remarks**

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6:30 pm **Drinks Reception and Gala Dinner** at [El Principal del Eixample](#)

Friday, 8 March 2019

8:00 am **Informal Networking Breakfast**

9:00 am **Planning for the Future Workforce:
Education/Adult Training as a Critical
Consideration**

Roselyn Sands (Ernst & Young Société d'Avocats);

Blandine Thibault Biacabe (L'Oréal)

- business prediction determines skill needs
 - are companies doing this?
- continuing education vs skills retraining:
what is needed in a changing labor
landscape?

- the value of adult learning: how to
determine and how to maximize?
- what are best practices in this area?

10:30 am **Break**

10:45 am **Protection of Know-How/IP: Considerations
for Retaining Competitive Information**

*Gerlind Wisskirchen (CMS Hasche Sigle); Gunda Niehaus
(P&G)*

- how can MNE's effectively protect their
know-how/IP?
- what are best practices?
- does the existing legal framework re: trade
secret know-how patents non-compete

secret, know how, patents, non compete
etc. help?

- what are appropriate organizational, technical and contractual measures?
- how to protect IP rights while avoiding co-employment liability in the world of BEPS (Base erosion profit shifting tax rules) ?

12:15 pm **Lunch**

1:15pm **Decision-Making and Artificial Intelligence: Issues Facing Companies with a Global Workforce**

Simon McMenemy (Ogletree Deakins International LLP);

Ulrich Bormann (Evonik Industries AG);

Ramona Bauer (Arla Foods)

- is AI influencing decision-making? If so, in what areas (e.g. recruiting, hiring,

performance reviews, work assignments)?

- what is a manager's role now in the decision-making process?
- how does legal counsel's role change in light of AI?
- are machines developing biases that human managers are trying to eradicate?
- is the use of AI in HR processes driving workforce change?

2:45 pm **Advice for Entry-Level Professionals in the Global Work Arena: Learning from the Conference Discussions**

Baba Zipkin (Millrace Consulting)

3:30pm **Closing Remarks**

4:00 pm **Business Meeting of XBHR Management
Committee** 