



## ANNUAL CONFERENCE

# Challenges in the Reimagined World of Work 4 - 5 March, 2021



### Thursday, 4 March 2021

10:00 am EST/  
4:00 pm CET

Welcome by Baba Zipkin (*Millrace Consulting*) - Chair of XBHR; Ulrich Bormann (*Evonik Industries AG*), Gerlind Wisskirchen (*CMS Germany*) - Co-Chairs. Brief individual introductions.

10:15 am EST/  
4:15 CET

### **Considerations and Outcomes of the New World of Work**

- Parentheses or permanent: will employees ever return to the workplace? If not, how will employers manage “working from everywhere”?
- What are employee expectations and needs going

forward: considerations for millennials and long-term workers (networking and career progression, company culture, longer term learning, contingency vs. permanent workers)? Are these in conflict?

- How will employers cope with remote work patterns under government regulations?
- Will matrixed organizations manage and lead teams differently? If so, what will the impact be on employees and business?
- Will cross-border work still be needed? If so, how will global mobility programs change (permanent transfers vs. short term business travelers)? Will immigration regulations drive or respond to altered business policies?

*Discussion leader: Gunda Niehaus, Procter & Gamble*

11:30 am EST/

5:30 pm CET **Annual General Meeting of XBHR**

12:00 pm EST/

6:00 pm CET **Break**

12:15 pm EST/

6:15 pm CET

### **The New Challenges of Employee Organizing**

- Has organizing changed as a result of the altered workplace (unions, works councils, employee representative bodies, special interest groups, individuals)?
- What is driving organizing now: social issues (climate change, diversity, gender equality, political activity) vs. wages and benefits? How should employers respond (company mission, internal/external corporate strategies, messaging/communication)?
- Is there a legal framework for dealing with the changing organizing landscape? What are applicable theories (freedom of association, privacy, right to organize)?

*Discussion leader: Mercedes Balado Bevilaqua, MBB  
Abogados*

1:30 pm EST/  
7:30 pm CET **Closing Remarks**

## **Friday, 5 March 2021**

9:00 am EST/  
3:00 pm CET **Informal (Virtual) Networking Breakfast** – coffee  
and food individually

9:30 am EST/  
3:30 pm CET **Digitization and the Changing Work  
Environment: The Impact on the  
Employer/Employee Relationship**

- HR Management: who is in control – AI or HR as decision maker?
- Monitoring of Employees: what has changed (background checks, oversight of the remote workplace, political activity/affiliation)? Do existing legal and HR structures adequately define boundaries? Are companies addressing or avoiding difficult scenarios?
- How are data privacy and information security issues dealt with when workers are in remote environments? Is the existing technology sufficient to protect confidentiality of company information and meet regulatory requirements?

*Discussion leader: Gerlind Wisskirchen, C/M/S  
Germany*

10:45 am EST/  
4:45 pm CET **Break**

11:00 am EST/  
5:00pm CET **Considerations and Outcomes of the New World  
of Work (continued)**

*Discussion Leader: Uli Bormann, Evonik Industries AG*

12:00 pm EST/

6:00 pm CET **Closing Remarks**

12:15 pm EST/6:15 pm CET

**Business Meeting of XBHR Management  
Committee**