



Chairs

9:10 am Brief individual introductions

9:35 am **Automation and AI of HR Processes - Experiences and Best Practices**

**Facilitated by:**

- Best tools
- Digital personnel file
- Legal framework
- Data privacy issues

10:45 am Break

11:00 am **ESG and Supply Chains Due Diligence - What is Actually Happening?**

**Facilitated by:**

- Sustainability Efforts: what are companies doing to support sustainability goals?
  - Corporate obligations and liability across the entire Value Chain/compliance issues
  - Changing work patterns (remote work, in-office practices)
  - Office modifications and natural resource use
  - Carbon footprint of work-related travel
- What is HR focus and employee expectation on environmental topics?
  - Transparency,
  - Communication
  - Expected change of working conditions
  - Employee engagement

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

1:00 pm **Lunch**

1:45 pm **Talent's Expectations in the Time of Labor Shortages**

**Facilitated by:** Paula Wernicke (CMS), Franziska Hufnagl (JLL)

- Attraction and Retention Factors:
  - Global/international career opportunities
  - Personal development
  - Double career for couples: change in skill/degree requirements, learning on the job
  - Work/life integration
  - Digital productivity tools (like Ignite etc.)
  - Change in skill/degree requirements, learning on the job
  - Purpose, mission, values

- Job changes vs. retention policy
  - Segmentation depending on job level: employees' expectations vary depending on education and job level
  - Changes due to the pandemic experience
  - LBGQT+ and fluid - do millennials care?
- Global or regional Trends

3:15 pm

### **Break**

3:30 pm

### **New Ways of Working - What is Changing for Companies and HR?**

*Facilitated by:* Andrea Schwartz (Western Union); Gunda Niehaus (P&G)

- What are we seeing and what are the intended and unintended impacts
- New initiatives
  - New company structures
  - Agile work and flexibility in time and place
  - Working time
  - Working from everywhere/workation
  - Self-employed persons
  - Pay trends
  - Monitoring employees (performance)

5:00 pm

### **Closing Remarks**

6:30 pm

**Drinks Reception and Gala Dinner** at Patio Restaurant, Helgoländer Ufer/ Kirchstraße, 10557 Berlin

## **Friday, 3 March 2023**

8:00 am

### **Informal Networking Breakfast**

9:00 am

### **Age and the Workplace**

*Facilitated by:* Roselyn Sands (RoselynSandsLaw)

- Has Covid had an impact on how employers think about older workers?
- Have older workers done well in the ultra-digital working environment required by remote work (despite the stereotypes)?
  - Has corporate history and the traditional loyalty of older workers been important in keeping “the ship” stable during this time?
  - How have younger workers / new workers managed?
- Evolving “end of work” and retirement practices and rules:
- What’s new around the world?
  - Directionally - how are things moving?

- Are companies doing a good job at performance-managing older workers?
- Are we actually seeing age discrimination? Litigation? Does anyone care?

- Focus on law firm practices
  - What are we seeing?
  - What do we think?

10:30 am

### **Break**

10:45 am

### **Union's Response to Global Challenges**

*Facilitated by:* Gerlind Wisskirchen (CMS)

12:30 pm

### **Lunch**

1:30 pm

### **Global Mobility and Immigration: Critical Issues for Companies with Cross-Border Employees**

*Facilitated by:*

- How has the pandemic impacted global mobility, travel and immigration programs?
- Have employee expectations changed?
- Regional immigration standards, and local country immigration regulations often diverge.
  - How are companies dealing with the constant shift in regulations?
  - Is a single mobility program enough for overall compliance?
  - Who delivers these programs: in-house or external suppliers?
- Do tax requirements determine mobility plans?
- Are multi-company arrangements (i.e., reciprocal social security and multilateral mobility treaties) used as planning tools?
- Has the use of short-term business travelers changed? If so, why and how?
- Virtual expats? What a concept!

3:15pm

### **Closing Remarks**

4:00 pm

### **Business Meeting of XBHR Management Committee**