

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

Facilitated by: Ariel D. Weindling (#NotMe), Filip Saelens (Loyens & Loeff)

- Defining the concepts
- The use of AI in practice
- Impact on the labor market
- Reflection

10:45 am Break

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

Facilitated by: Swarnima (Trilegal), Paula Wernecke and Döne Yalçın (

- 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 Wernecke (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),
Beth Hale (CM Murray)*

- 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), Mercedes Balado Bevilacqua (MBB Lawyers)

- - Evolving “end of work”:
 - What’s new around the world?
 - Directionally - how are things moving?
 - Are companies doing a good job at performance-managing older workers?
 - What do older workers want?
 - What do younger workers think about older workers?
- Retirement practices and pension reform and its impact on older workers?
- What can we learn from the French pension reform in progress?

- Are older workers really facing discrimination? If so, what are they doing about it? For ex - Discrimination claims - what are we seeing around the world? What to the EU Directives provide? Litigation? Does anyone care?
- Has the impact of covid in the workplace impacted how employers think about older workers and/or how older think about work?
 - 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?
- Focus on law firm practices
 - What are we seeing?
 - What do we think?
 - Is this different from senior execs in companies in general?

10:30 am

Break

10:45 am

Union’s and LR’s Response to Global Challenges

Facilitated by: Gerlind Wisskirchen (CMS), Gunda Niehaus (P & G)

- Current (Economic) challenges and their impact on unions and LR
 - Demographic Change / Shortage of Qualified Workers
 - Inflation
 - Energy Transition
 - Supply Chain Due Diligence Act / ESG
- Union response to Working Models & Digitization
 - Flexibilisation and LR (working time: 80%; Sabbatical; place: remote)
 - Recording of Working Time / Trust Working Time: ECJ Ruling
 - Pay Transparency California --> EU
- Trends & Changes in Labor Relations
 - Structure of LR/ER Team Roles and Responsibilities
 - Segmentation Employee Representatives
 - De-Industrialization & Trends in Offshoring Activities in EU

12:30 pm

Lunch

1:30 pm

Global Mobility and Immigration: Critical Issues for

**Companies with
Cross-Border Employees**

*Facilitated by: Anders Etgen Reitz (Iuno), Vittorio Torazzi
(Pavesio e Associati)*

- 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