

15th HR Minds TalentON Forum

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3990€!

KEY TAKEAWAYS

- Creating positive candidate experience
- AI powered search
- Importance of diversity
- Rethinking employer branding
- Talent acquisition and analytics
- Succession Planning Strategies
- Implementing Agility in HR

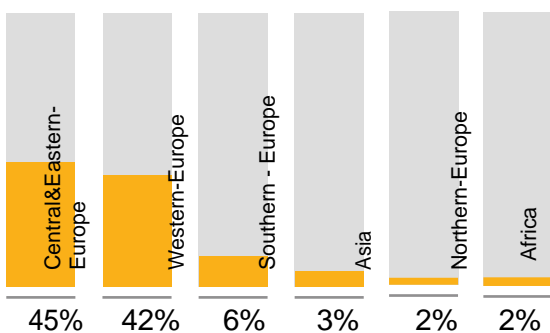
Overview of the past HR Minds



Representation of Attendees by Job Title*



Representation of Attendees by region*



Feedback from previous events

95%
95 % said that they would **recommend** GLC Europe to their colleagues

91%
91% said that they would **attend** future GLC Europe events

„ A fantastic inspiring way to hear and learn about what’s happening in the other organizations-generating new ideas, understanding challenges.”

„ Great variety of speakers! ”

„ Thank you! I enjoyed the inspirational two days.”

* These are the statistics of the surveys conducted with the past participants of our events.

Valued Speakers

In the Chair



Glenn Martin
Director
Glenn Networks Ltd
United Kingdom



Sergei Polianski
Agile Operations Lead.
People & Culture
JTI (Japan Tobacco International)
Switzerland



DR. SANJEEV DIXIT
General Manager - Human Resources
The Himalaya Drug Company
United Arab Emirates



Vera Gramkow
Global Head Talent, Engagement
and Inclusion
DHL
Germany



Tiina Aavamaa
Head of Performance and Talent
Finnair
Finland



Caroline Fischer
Talent Acquisition Program Manager
Nokia
Germany



Lewis Milford
Senior Talent Acquisition Lead
Microsoft
Germany



Theo Smith
Leading recruitment
NICE
United Kingdom



Laura González
Senior Tech Recruiter and
Events Coordinator
BESTSELLER
The Netherlands



Marlieke Pols
Talent Intelligence Analyst
Philips
The Netherlands



Dave Vinton
Global Talent Pipeline
Manager Engineering & EPC
Ørsted
United Kingdom



Sophie Then
Chief People Officer
Oakam Ltd
United Kingdom



Eva Glanzer
Former Chief People Officer
GetYourGuide
Germany



Michel Guye-Bergeret
Head of Global Talent
Attraction & Employer Branding
**International Committee of
the Red Cross (ICRC)**
Switzerland



Gustavo Araujo
Chief of Recruitment
osce
Austria



Anna Giertz Skablova
HR Director
Humana
Sweden

HR Minds TalentON Forum



Gerard Penning
Executive Vice President
HR Downstream
Shell
United Kingdom



Pierre Noël
Manager, Career Development
& Employee Experience
UNDP
Denmark



Antonio Arias Lopez
Head of Talent Acquisition
NATO
Belgium



Marcel Winkelmann
Lead HR Marketing
Deutsche Telekom
Germany

Brave chat performance



Anne Morrison
Creative Director, Factual
Programmes
Nevision
United Kingdom



Virginia Galdeano
HR Director
SEPHORA
Co-founder
Rock&Talks
Spain



Mar Romero
Chief People Officer
Grupo Telepizza
Founder
Rock&Talks
Spain



Dina Alvarez
Head of Culture and Talent
everis UK
United Kingdom



Gorana Sandric
Group Talent Development Head
Coca-Cola Hellenic Bottling Company
Austria

Media Partners



Day 1 Program

08:50 Greeting from the Project Lead

08:55 Opening Remarks from the Chair

09:00 Neurodiversity - Eliminating Kryptonite; Enabling Superheroes

- How to attract neurologically diverse people to create high performing teams

Q & A Session

Theo Smith

Leading recruitment

NICE - [United Kingdom](#)

09:30 Career Pathing in a World of Disruption

- There are 4 key principles in getting the career you want but it comes with first by disrupting the old habits we use in searching for the dream job. Ambitious and achievable paths aren't traditional and it requires; Targeting a need that can be met more effectively (faster & smarter), Shift your weaknesses to strengths, Always have a strategy & Step back to allow a growth mindset.

Q & A Session

Sophie Theen

Chief People Officer

Oakam Ltd - [United Kingdom](#)

10:00 Let's have a coffee

Session A

10:20 Talent Acquisition in times of Crisis

Talent Acquisition in the time of a global health pandemic has brought unprecedented challenges to all companies. From simply keeping a team delivering impact in a remote environment to running entirely virtual group assessment days. What are we still learning from the 'new normal' of digital working and what will be take forward in our new approach to Talent Acquisition.

Q & A Session

Lewis Milford

Senior Talent Acquisition Lead

Microsoft - [Germany](#)

10:50 ▶▶▶ Open for sponsorS

Session B

10:20 Linking growth-based careers & the continuous learning culture: a case study from UNDP

- UNDP, a global international organisation
- The Virtual Career Labs initiative
- The Virtual Development Assignment Project
- Talent Development Managers Network

Q & A Session

Pierre Noël

Manager, Career Development & Employee Experience

United Nations Development Programme (UNDP) - [Denmark](#)

10:50 ▶▶▶ Open for sponsorS

11:20 Stretch your arms and legs

11:40 Building a TECH community - retention/ employee branding/recruitment

- How to start building a TECH community and how organizing internal and external events helps when it comes to recruitment, retention of employees and employee branding

Q & A Session

Laura González

Senior Tech Recruiter and Events Coordinator

BESTSELLER - [The Netherlands](#)

11:40 Talentphase Management after a heavy growth

- Finnair short facts & Finnair story 2012-2020
- High growth phase&talent management (2017-2018)
- Recruiting thousands
- Talent management step change to accommodate high growth
- Talent management after heavy growth phase (2019)
- How to keep talent engaged after "the high"

Q & A Session

Tiina Aavamaa

Head of Performance and Talent

Finnair - [Finland](#)

12:10 OPEN PANEL DISCUSSION

Career ladders - Is it still relevant?

12:40 Lunch Break

13:30 **When Values Matter: organisational values as a key driver for attracting candidates**

- Short company and personal introduction
- Values: organisational hygiene factor or differentiator in employer branding?
- Value-based recruitment and example of tools used for that: e-learning, app, card game
- Impact of values on customer, employee and candidate experience
- Summary: tips for success

Q & A Session

Anna Giertz Skablova

HR Director
Humana - Sweden

14:00 **Working towards a First-Rate Candidate Experience**

- Challenges and Opportunities at International Organizations
- Moving from Recruitment to Talent Acquisition
- Upskilling and Re-skilling Recruiters
- Differentiating the OSCE from competitors

Q & A Session

Gustavo Araujo

Chief of Recruitment
Organization for Security and Co-operation in Europe - Austria

13:30 **Succession planning at Ørsted**

Q & A Session

Dave Vinton

Global Talent Pipeline Manager Engineering & EPC *Ørsted – United Kingdom*

14:00 **Revamp of Employer Brand in 10 months**

- Rollout of new employer brand in 5 countries across Europe with clear IT focus
- Studies and workshop with IT target group gave differentiation towards competitors
- Collaboration with 2 agencies for production of various material including local adaption
- Small and big bang events with internal launch events as well as external campaign
- Results and findings of campaign
- Working with agile methods

Q & A Session

Marcel Winkelmann

Lead HR Marketing
Deutsche Telekom - Germany

14:30 Let's get some fresh air

14:50 **Methods and Metrics to measure candidate experience**

- Why measure Candidate Experience
- P&L impact of Candidate Experience
- How to measure Candidate Experience
- ROI on tools to measure Candidate Experience

Q & A Session

Antonio Arias Lopez

Head of Talent Acquisition
NATO - Belgium

15:20 **Authentic culture and employer branding**

- Why culture matters
- Making culture part of the candidate journey
- Engaging hiring teams in employer branding

Q & A Session

Eva Glanzer

Former Chief People Officer
GetYourGuide - Germany

14:50 **Transforming HR to become Agile – JTI business case**

- Agile transformation and new agile ways of working
- Implications to HR organizational structure
- Agile pool for project delivery and people partnering
- Strategic project prioritization
- Agile performance management

Q & A Session

Sergei Polianski

Agile Operations Lead. People & Culture
JTI (Japan Tobacco International) – Switzerland

15:20 OPEN PANEL DISCUSSION

Attracting Digital Talent

- Who are they
- Challenges in recruiting
- Developing and retaining

15:50 **Find & be found: Recruiting in the new normal**

- TNN: The new normal
- Business case Telepizza Group: ETalent
- Wow strategies: candidate experience

Q & A Session

Mar Romero

Chief People Officer, Grupo Telepizza
Founder, Rock&Talks - Spain

Virginia Galdeano

Chief People Officer, Grupo Telepizza
HR Director, SEPHORA, Co-founder, Rock&Talks - Spain

16:20 Closing Remarks from the Chair

16:30 End of DAY 1



Day 2 Program

2nd October, 2020

08:55 Opening Remarks from the Chair

09:00 **Hiring And Promoting With Diversity In Mind**

- The benefits to your company of a diverse workforce
- Creating a brand image which attracts the candidates you want and may not get
- Diversity-friendly recruitment methods
- Empowering and supporting your diverse staff
- Talent identification and promotion beyond the “usual suspects”

Q & A Session

Anne Morrison

Creative Director, Factual Programmes
Nevision - United Kingdom

09:30 **How Talent Intelligence helps Philips in Strategic business decisions with regards to locations**

- Introduction into Talent Intelligence
- Case study

Q & A Session

Marlieke Pols

Talent Intelligence Analyst
Philips - The Netherlands

10:00 Let's grab a coffee

Session A

10:20 **Recruiting with AI – benefits and challenges**

- As our “to be” workforce becomes more digital every day companies want to be modern, agile and digital too. The first base candidates and companies commonly touch is the recruitment process. This process leaves the first impression and thus companies aim to make it perfect. But what makes it perfect? AI and machine learning can support the process to free time for recruiters for essential customer service and for informed decision taking. But how much automation and digitalization is needed and makes sense?

Q & A Session

Caroline Fischer

Talent Acquisition Program Manager
Nokia- Germany

10:50 ▶▶▶ Open for sponsorS

Session B

10:20 **Color Brain Mapping for High Performance Talent Management Strategy in Post Covid Era**

- Understanding Color Brain Mapping scientific theory and its implication
- Leveraging Color Brain Mapping for Hiring the right fit talent
- Building Culture of High Trust, Empathy and Performance Organisation
- Linkage of Color Brain Mapping with High Performance Talent Management Strategy and Sustainable Business Growth in Post Covid Era

Q & A Session

DR. SANJEEV DIXIT

General Manager - Human Resources
The Himalaya Drug Company - United Arab Emirates

10:50 ▶▶▶ Open for sponsorS

11:20 Stretch your arms and legs

11:40 **Candidate drive recruitment experience using technology**

- Employer Branding or how to be the queen of the ball
- Candidate Experience or how your candidates felt in love with you
- Technology to enhance the experience

Q & A Session

Dina Alvarez

Head of Culture and Talent
everis UK - United Kingdom

11:40 **Effectively leading through pandemic crisis**

Q & A Session

Gerard Penning

Executive Vice President HR Downstream
Shell - United Kingdom

12:10 Talent management: stepping on the next level

- From focus on process to focus on talent
- Continuous developmental discussions
- Dynamic decision making, empowering leaders
- Talent market place

Q & A Session

Gorana Sandric

Group Talent Development Head
Coca-Cola Hellenic Bottling Company- *Austria*

12:10 Inclusion and Diversity : Accelerating female talent visibility and development - Mentoring program at DHL

- How mentors and mentees are enabled
- Tracking KPIs on female talent visibility and development
- How D&I is part of DHL culture

Q & A Session

Vera Gramkow

Global Head Talent, Engagement and Inclusion
DHL - *Germany*

12:40 Lunch Break

13:30 The rise of digital supremacy: why and how Homo Sapiens got lost in translation

- Over the past decades, workplace has fundamentally changed. And yet, we strive to revive a dying professional paradigm. Between genetic heritage, socio-cultural pressure and irrational psychological processes, join us to get inspired and understand why we have missed our unique opportunity to get the best out of the digital transformation

Q & A Session

Michel Guye-Bergeret

Head of Talent Attraction & Employer Branding
International Committee of the Red Cross (ICRC) - *Switzerland*

14:00 Closing Remarks from the Chair

14:10 End of DAY 2

Contact Us

To attend the event please contact:

Daniela Matei - SENIOR CONFERENCE MANAGER
+36 1848 0716
daniela.matei@glceurope.com

If you intend to sponsor the event please contact:

Randel Peters - Business Development Manager on +36
1 848 07 39
or randel.peters@glceurope.com



Meet the producers

DÓRI VARGA
EVENT Producer
Tel: +36 1 848 05 95
E-mail: dori.varga@glceurope.com

● Upcoming Events

FINANCIAL EVENTS

- Advanced RBA MasterClass **September 2020**
- IFRS9 MasterClass **September 2020**
- Initial Margin Regulation MasterClass **October 2020**
- Digitalization in Banking **October 2020**
- PSD2 MasterClass **October 2020**
- Internal Audit Summit 2021 **March 2021**
- 7th Annual Credit Risk Management Forum **May 2021**
- 9th Annual Retail and Corporate Payments Forum (BizzPay 9.0) **September 2021**

PHARMACEUTICAL EVENTS

- CMC Biopharma 2.0 MasterClass **July 2020**
- Development of generics: From R&D to GMP MasterClass **July 2020**
- Risk and Pharmacovigilance MasterClass **July 2020**
- LifeScience Micro MBA MasterClass **August 2020**
- Signal and Risk Management in Pharmacovigilance MasterClass **November 2020**
- Digitalization in Pharma 2021 **March 2021**

HEALTH AND SAFETY EVENTS

- Advanced Human Error MasterClass **August 2020**
- European HSE Management Forum 5.0 **October 2020**
- MBA for HSE Practitioners MasterClass **November 2020**
- HSE360 Summit 2021 **February 2021**
- European HSE Management Forum 6.0 **September 2021**

HUMAN RESOURCES EVENTS

- Sales Incentive Plans MasterClass **August 2020**
- Advanced Compensation and Benefit MasterClass **September 2020**
- Personal Effectiveness Tools MasterClass **September 2020**
- Agility in HR **October 2020**
- 15th HR Minds TalentON Forum **October 2020**
- Advanced Organization Design MasterClass **November 2021**
- HR Minds Forum **September 2021**

CROSS INDUSTRY EVENTS

- Women in Leadership Summit **September 2020**
- Machine Learning MasterClass **September 2020**
- Climate Risk Financing MasterClass **September 2020**
- Coaching MasterClass **October 2020**
- Situational Leadership MasterClass **November 2020**
- Audit Summit 2020 **March 2021**
- Agile Workplace Design Forum **May 2021**
- Supply Chain Management Forum **May 2021**

●● About GLC

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Registration Form

15th HR Minds TalentOn Forum

01-02 October, 2020, Online Forum

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Online Attendance Fee - € 998 for 1 or 2 delegates*

22 EUR administration charge will be applied

Get the recording of the event for an additional 200 €



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