



Lisbon May 15-16-17, 2014

Human globalization: Will European companies win or lose?

Les entreprises européennes, gagnantes ou perdantes dans le jeu de la mondialisation humaine?

Thursday, May 15, 2014

10:30-12:00 – Check-in and registration
11:00-12:00 – Board meeting

12:00 – Welcome lunch

13:30-14:00 – Keynotes: Cornelia Hulla, Yves Barou, Jozef Niemiec (ETUC),
and Fernando Vasquez(EC)
(Translation from German, French and English into English)

14:00-16:15 – **Session 1**- Presentation by Catherine de Wenden, Carine Pina-Guerassimoff and Anne de Tangy (Sciences Po) and introduction of the discussion by Yves Barou (AFPA) and Elisabetta Caldera (Vodafone)

“The challenges of human globalization”

- The map of migrations within, from or towards Europe
- Human globalization seen from China, Africa, Eastern Europe...
- Who will take advantage of this global melting pot, and how?

16:15-16:45 – Break

16:45-18:45 – **Session 2** : Xavier Broseta (Air France), Christian Werner (DDN-Allianz) Mike Kooijman (KLM), X (OECD), Bernard Gazier (Paris) and Elena Ambrosetti (Sapienza):

“Will the European labor market provide the necessary human resources for the economy?”

- The trends of the worldwide labor market
- Professional transitions and paths
- Risks of manpower shortages, shifts in competencies and reactivity of education and training systems
- Investment in human heritage
- Will migrations fill the gap?
- A greater need of strategic workforce planning and job prospective?

20:00 – Dinner

Friday, May 16, 2014

08:00-10:00 – **Session 3** Alain Oumedour (Thales), Wendy Cartwright (ODA), Bruno Mettling (France Telecom), Steve Jefferies, Hervé Borenstejn, and Lionel Zinsou (PAI):

***“How to blend cultures in an effective manner?
How to build effective organizations in a global world?
Is there a nationality of an international company?”***

- What is the value added of diversity, cross-fertilization and corporate melting pot in international companies?
- Globalization and corporate organizations
- How to adjust to a more diverse workforce?
- How to build a competitive advantage from the European working culture and social model?
- What can we learn from emerging countries' cultures?

10:00-10:30 – Break

10:30-12:30 00 – **Session 4** Stephan Bevan (Work foundation), Jean-luc Corniglion (Sanofi) Véronique Rouzaud (Areva), Bernard Perry (Wickland&Westcott), and Claire Hughes (PWC)

“Corporate policies to increase professional, national and international mobility within European companies?”

- New trends for expatriation policies
- How to take into account work-life balance and new life style
- Perceptions and barriers to mobility

- 12:30 – Lunch

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14:30-16:30– **Session 5 -Sharing experiences about diversity and management** – Cornelia Hulla (GEA) Paul Mayer (Tetra Pak), Marie-Françoise Damesin (Renault), Jerome Nanty (Veolia Transdev), Jean-Jacques Cara (Dassault), David Tournade (Thales), Bénédicte Richard (Chanel), Francois Noguet (SNCF), José Antonio Perez (Alstom) and Peter Pirkner (ÖBB)

***“How to promote teamwork in a global and diverse company taking advantage of new technologies?
Could Europe lead the way for a more modern and global management?
How to take advantage of a greater diversity?” ”***

- Virtual teams and proximity management
 - Professional networks and management
 - Remote management and teamwork
 - New technologies reshaping the way to work?
 - How to foster the potential European assets: social dialogue and corporate engagement
- 16:00-16:30 – Break

16:30-18:30 – **Session 6 –New initiatives for mobility in Europe** :Introduction by Peter Hartz (Foundation SHS) with Jackie Morin (EC), Claude Mathieu (Safran), Dirk Schneemann, Philippe Vivien (Alixio) and Bart Samyn/Isabelle Barthes (Industriall):

- Europatriates initiative between countries and regions
- Program MOVE
- Pensions, healthcare, immigration regulations and education
- How can this framework support corporate mobility policies?
- French VIE and a new Erasmus



- Towards a unified European framework?

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19:00 – Cocktail

20:00 – Dinner and cabaret

Saturday, May 17, 2014

09:30-10:00 – Wrap up with Philippe Vivien, Connie and Bernard Perry

10:00-12:00 – Human Globalization and Art, Christian Monjou

12:15-14:00 – Lunch at the Monte Mar