



THE EUROPEAN HRD CIRCLE'S 5TH ANNUAL CONVENTION

Slow growth shaking up HR policies and vision?

Time for disruption?

A forum of 70 experienced European HRDs with guest speakers and representatives from the European Commission, ETUC and other partners, a key event to expand a European HRD network to share good practices, be the voice of HR in Europe and publish concrete proposals.

The point is to assess the new European context and learn about the impact on HR policies.

Thursday, June 4, 2015

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

12:00 *Welcome lunch*

13:15 -13:30 Keynote speech
• Cornelia HULLA
• Yves BAROU

13:30-16:30 **General introduction with two conferences**

Growth and productivity growth trends

- Gilbert CETTE, economist: Are we at a U-turn in the growth system?
- Lionel ZINSOU (PAI Partners): Growth trends, a divorce between Europe and emerging countries?

16:30-17:00 *Break*

17:00-19:15 **Session 1 – A new paradigm for compensation policies?**

Chaired by Claude MATHIEU (Safran) and Dirk SCHNEEMANN

How to make global HR policies and processes work with short-term constraints and long-term vision in a context of reduced inflation and slow growth in Europe and sustainable growth in the rest of the world? Can our management systems with annual activity discussions, ratings and individual increases survive to slow growth? How do we adjust ourselves as HR professionals? Does it make sense to refer to the slowdown of productivity? What about competitiveness?

- Steve JEFFERYS: Growing pay differentials and inequality: a societal and human resource challenge
- Philippe BURGER, comp & ben director (Deloitte): How do companies manage C&B on the inside but also at global level?
- X, comp & ben director (Danone):
- Carl AZAR (Kienbaum): “HR Climate Index 2015” – report

19:30 **Dinner**

Friday, June 5 2015

09:00-11:30 **Session 2 – New challenges for employment, towards a competitive European industry**

Chaired by Philippe VIVIEN (Alixio), Paul MAYER (Tetra Pak) and Cornelia HULLA

How to avoid durably high unemployment rates? How to maintain social and professional mobility with shrinking employment flows? What are the key success factors to transition from the 20th century economy to the 21st?

- Christopher PRINCE (OECD): What is the role of the education system? What does it mean in terms of vocational training?
- Jérôme JULIA (Kea & Partners): “Invisible labour and hidden productivity; new glasses for HR managers.
- Philippe VIVIEN (Alixio): Global growth, productivity and inflation are more and more disconnected. Energetic transition is paving a new way for the next generations
- Cornelia HULLA: How to transition in a responsible manner and align with ‘Industry 4.0’ – a “new deal” for European countries and companies?
- Axel POHN-WEIDINGER: The new world comes up now: A new balance between regions speeds up

12:00-13:45 **Lunch**

14:00-16:30 **Session 3 – Businesses and their changing ecosystems**

Chaired by Xavier BROSETA (Air France) and Bernard PERRY

How do businesses adapt to a changing environment? How to deal with ‘insiders’ and ‘outsiders’? What is the role of peripheral workers (outsourcing non core business or low-cost offers; relations with subcontractors and customers; relations with the territories where businesses operate)? How to manage both in the same company?

- Stephen BEVAN (The Work Foundation): The Flexible Firm: Managing the Employment ‘Deal’ With Core & Peripheral Workers
- Jérôme NANTY: Always more/always less?
- Fernando VASQUEZ (lawyer and former EC officer): Cooperation along the value chain
- Marcel GRIGNARD: the trade unions’ perspective on the subject
- Introduction to the Mittlestand by Randolf JESSL (Haufe Lexware)

16:00-16:30 **Break**



- 16:30-18:00** Jean JOUZEL (GIEC): The energetic transition and its consequences on job's transformation on the economy, migrations, labour market, transformation of jobs and education? A dynamic view of expected changes
- 18:00-18:30** Wrap-up with Philippe VIVIEN, Cornelia HULLA and Bernard PERRY
- 19:00** Porto tasting
- 20:00** Dinner



Saturday, June 6, 2015

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| 10:00-12:00 | Christian MONJOU: Art and crisis times |
| 13:00-15:00 | Lunch at the hotel |
| 15:00-17:30 | Visiting the National Azulejo Museum with Christian MONJOU |
| 19:00-22:30 | Cocktail and dinner at The Oitavos Club House |



Onyria Marinha Hotel, Cascais

FLIGHTS FROM THE MAJOR CITIES TO LISBON, Thursday, June 4, 2015

From Paris:

Air France, No. AF1024, 09:40 Paris CDG – 11:10 Lisbon
TAP Portugal, No. TP0443, 07:50 Paris ORY – 09:15 Lisbon

From Berlin:

Lufthansa, No. LH173/LH1166 Berlin TXL 06:45 – 11:15 Lisbon
TAP Portugal, No. TP0539 Berlin SXF 06:00 – 08:40 Lisbon

From London

British Airways, No. BA500 London LHR 07:40 – 10:15 Lisbon
TAP Portugal, No. TP0353 London LHR 08:10 – 10:50 Lisbon

From Brussels

Brussels Airlines, No. SN3815 Brussels BRU 10:00 – 11:45 Lisbon
TAP Portugal, No. TP611 Brussels BRU 06:15 – 08:00 Lisbon

From Geneva

SWISS, No. 2092, Geneva GVA 11:10 – 12:45 Lisbon
TAP Portugal, No. 949 Geneva GVA 6:25 – 7:55 Lisbon

FLIGHTS TO THE MAJOR CITIES FROM LISBON, Saturday, June 6, 2015

To Paris

Air France, No. AF1025 Lisbon 11:55 – 15:25 Paris CDG
TAP Portugal, No. TP0432 Lisbon 13:55 – 17:20 Paris ORY

To Berlin

Lufthansa, No. LH1167 Lisbon 12:05 – 18:25 Berlin TXL
TAP Portugal, No. TP0534 Lisbon 19:10 – 23:40 Berlin SXF

To London

British Airways, No. BA0503 Lisbon 18:50 – 21:25 London LHR
TAP Portugal, No. TP0344 Lisbon 12:50 – 15:20 London LGW

To Brussels

Brussels Airlines, No. SN3816 Lisbon 13:25 – 17:00 Brussels BRU
TAP Portugal, No. TP0614 Lisbon 16:15 – 19:55 Brussels BRU

To Geneva

TAP Portugal, No. 954 Lisbon 20:15 – 23:40 Geneva GVA