

12<sup>th</sup> LISBON  
FORUM

Values

Networks

Shared knowledge

EUROPEAN HRD CIRCLE  
for social responsibility

30/31 MAY 2024 - Lisbon

# RÉINVENTER L'UNIVERSEL ? A UNIVERSAL APPROACH FOR HR?

*Quel doit être l'équilibre entre les politiques de ressources humaines globales et locales ?*

*De même, quel est le cadre approprié pour les politiques de RSE ?*

*Les entreprises doivent-elles viser un style de management commun ?*

*Le dialogue social doit-il se concentrer sur le niveau national  
ou avoir une dimension européenne et mondiale ?*

*Une entreprise qui opère dans le monde entier doit-elle se considérer  
comme globale ou multidomestique ?*

*Pouvons-nous continuer à mener des politiques globales dans un monde plus fragmenté ?*

What should the balance be between global and local HR policies?

Similarly, what is the right framework for CSR policies?

Should companies aim for a common management style?

Should social dialogue focus on the national level or have an European  
and global dimension?

Should a company that operates all over the world think of itself  
as global or multi-domestic?

Can we continue with global policies in a more fragmented world?

## Thursday 30

12h00 Welcome buffet

13h45-14h00

### **Universalising Human Resources? | *Universaliser les Ressources Humaines ?***

Yves Barou, European HRD Circle Chairman.

14h00-16h30 Session 1

Chaired by Yves Barou

### **Concepts and issues | *Concepts et enjeux***

Souleymane Bachir Diagne, Senegalese philosopher, professor at Columbia University and Lionel Zinsou, Former Benin Prime Minister, Founder and managing partner of Southbridge; François Jullien, French philosopher and sinologist.

16h30-17h00 Coffee break

17h00-18h45 Session 2

Chaired by Fabien Siguier, Adisseo:

### **Which governance for an international group?**

### ***Quelle gouvernance pour un groupe international ?***

Business continuity, legal risk for managers, subsidiarity, nationality and management styles of leaders, compliance.

With Hughes Fauville, Arcelor Mittal; Mathieu Geffrier, Général Electric; Baptiste le Sech, PPG; Magnus Tessner, IFP; Clément de Villepin, Thales.

18h45-19h45

**Talking corners including HR New Generation**  
introduced by Philippe Vivien, Alixio.

20h00-22h00 Dinner

## Friday 31

8h30-10h15 Session 3

Chaired by Stephane Dubois, Safran:

### **HR policies and social dialogue: local, regional or global?**

*Les politiques RH et le dialogue social: local, régional ou global?*

Isabelle Barthes, Industriall; Amandine Denis-Deruel and Michel Deboek, Alixio Belgium-Netherlands; Claude Mathieu, Forvia; Marie-Noëlle Lopez, Newbridges; Kostas Papadakis, ILO;

10h15-10h45 Coffee break

10h45-11h00 Comments by François Jullien

11h00-12h45 Session 4

Chaired by Wendy Cartwright:

### **Globalization along the value Chain and Human Rights?**

*Mondialisation le long de la Chaîne de Valeur et Droits Humains ?*

Thymian Bussemer, Volkswagen/German Union of HR Managers and Tobias Söchtig, Academy of Labour-Frankfurt. Jérôme Nanty, Carrefour; Jean-Christophe Sciberras, Newbridges; Frédéric Thorat, BNP Paribas.

12h45-13h45 Lunch

13h45-15h00

### **Talking corners**

15h00-16h45

**Wrap up of the talking corners** by Philippe Vivien, Alixio.

**A union perspective** with Christy Hoffman, UNI Global Union.

**Key learnings with**, Fabien Siguier, Adisseo

and Leigh Lafever-Ayer, Enterprise holdings.

**Conclusions:** Yves Barou.

16h45-17h30 Coffee break

17h30-18h45

Christian Monjou, art teacher: **Art, source of the universal?**

*L'art, source de l'universel ?*

19h30

**Cocktail Porto tasting and dinner at the Pavilion in the hotel.**

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