

# 4<sup>th</sup> Human Resources Management for Energy Sector 2019



Synchronise HR transformation business benefits,  
opportunities & goals with your strategy, processes and culture

13<sup>th</sup>-15<sup>th</sup> of March 2019

Berlin, Germany



EUROSTARS  
HOTELS

## SPEAKER PANEL

Peter Nünning  
Vice President Human Resources,  
Communication & Information  
Systems  
Framatome  
Germany

Dr. Guangya Su  
Strategy and Communication  
Manager  
Siemens AG  
Germany

Balázs Fertig  
Group Recruitment Manager  
MOL Group  
Hungary

Mérim Chebre  
R&D Competence Manager  
Total  
France

Ahmed Maher  
HR Manager North Gulf  
Shell E&P  
Egypt

Lynn Schäfer  
Head of Talent  
Management Institute  
ESCP Europe  
Germany

Anat Ben Raphael  
Human Capital  
Development Manager  
Israel Electric Corporation  
Israel

Gerard Penning  
Executive Vice President HR  
Downstream  
Shell International Petroleum  
The UK

Manuel Bougeard  
HR Transformation Director  
Engie  
France

Steffen Kartenbender  
Head of iForce  
innogy SE - iSWITCH Force  
Germany

Ronnie Vindbjerg Pedersen  
Head of Training &  
Development  
MHI Vestas Offshore Wind  
Denmark

Steve Evison  
Chairman  
Federation of International  
Employers  
The UK

Franziska Reiners  
University Relations  
Manager DACH  
Schneider Electric  
Germany

## Workshop Leader

Johannes Brinkkötter &  
Dr. Stephan Schmid  
Partners  
hkp///group  
Germany

## Topics to be addressed

- Talent acquisition through the lenses of **Diversity & Inclusion** (Women in O&G)
- **HR Digitalisation** - insights and prospects
- Ramp up of a **flexible workforce**
- Establishing more **flexible forms of employment** and organizations
- **Talent Management & Agility: Research findings & implications**
- **Disrupters & game-changers** in HR
- **Leading self** before you lead others - an introspective look at a **leadership development**
- **Skills mapping** for strategic anticipation
- Successful **university marketing** as an **unknown global player** in **B2B sector**
- **Performance system & rewarding**

## Benefits of attending

- Meeting selected senior decision makers from different **HR management** divisions of leading Energy companies
- Learning from the selected examples of **practical approaches**
- Knowledge and expertise **exchange**
- Direct **networking** with industry decision makers in a **business - friendly** environment

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Berlin, Germany

## INTERACTIVE WORKSHOP

Led by [hkp///group](http://hkp///group)




## GROUP DISCUSSIONS & BRAINSTORMING

- 15:30 Registration & Welcome Coffee  
- 16:00 Opening Address by the Workshop Leaders & Introduction

Johannes Brinkkötter  
Partner  
[hkp///group](http://hkp///group)  
Germany

Dr. Stephan Schmid  
Partner  
[hkp///group](http://hkp///group)  
Germany

### EVERGREEN OR HISTORIC RELIC? 20 YEARS DAVE ULRICH MODEL

- 16:15 **HR organizational set-up: One size fits all. Really?**
- Market trends and challenges in HR transformation
  - One HR: How to keep the HR team together in times of constant disruption?
- 17:00 **Group work: Digital, agile and new work challenge HR organizations**
- Reconciling efficiency and employee experience
  - How to position HR and measuring success?
- 17:50 Closing Remarks by the Workshop Leaders
- 18:00 Coffee & Networking 

The [hkp///group](http://hkp///group) is a partner-led, international consulting firm. As recognized innovation and transformation leaders in HR, we advise companies – from start-ups to global corporations – on developing tailored, practical solutions. We offer unique expertise combining a profound understanding of corporate strategy, HR and financial know-how with outstanding industry insights. The [hkp///group](http://hkp///group) consultants are recognized experts for HR strategy & transformation, executive compensation, board services and performance & talent management. Our ambition is to deliver sustainable success for our clients in an increasingly dynamic world.

# 4<sup>th</sup> Human Resources Management for Energy Sector 2019



14<sup>th</sup> of March

13<sup>th</sup>-15<sup>th</sup> of March 2019

Berlin, Germany

Conference Day One



EUROSTARS  
HOTELS

8:30 Registration & Welcome Coffee  

9:00 Opening Address from the Chairman

## LEADERSHIP, HR DIGITALISATION & TRANSFORMATION INSIGHTS

09:10 **KEYNOTE SPEECH**

### Leadership for the digital age - back to the future

- Fundamentals of leadership that can create competitive differentiation in the digital age
- Four key attributes of great leaders: growth, performance, authenticity, collaboration
- Practical lessons learned around these attributes and the important force of HR

Gerard Penning

Executive Vice President HR Downstream

Shell International Petroleum, The UK

09:50 **HR Digitalisation - insights and prospects**

- Critical dispute about risks and chances, enriched by some practical examples
- Role of HR to support digitalisation & agile HR approach
- How to build simple, scalable & continuous improvement HR innovative models
- Strengthening state-of-the-art technology providing flexibility & mobility
- Integrating & aligning internal HR systems with external consumer technology applications (e.g. LinkedIn)

Peter Nünning

Vice President Human Resources, Communication & Information Systems

Framatome, Germany

10:30 Coffee & Networking Break 

11:00 **HR and Transformation: the "HR-Transformambition" of Engie**

- What is the purpose of HR transformation in a global company of the energy sector like Engie?
- Has Engie chosen its own method to lead the HR-transformation?
- What is the part of HR transformation in the whole transformation's strategy of the company?
- Which results can be expected of this HR transformation?

Manuel Bougeard

HR Transformation Director

Engie, France

## DIVERSITY, INCLUSION & TALENT MANAGEMENT ISSUES



11:40 **Talent acquisition through the lenses of Diversity & Inclusion (Women in O&G)**

- When you have almost no inflow from young talents who are the potential niche groups to reach out for
- Driving the agenda with synergies to build the business case
- Facing bumps on the road means you are on the right way
- 'So far so good' – what's next?

Balázs Fertig

Group Recruitment Manager

MOL Group, Hungary

12:20 Lunch Break, Coffee and Networking  

14:00 **Talent Management & Agility: Research findings & implications**

- Companies are facing a VUCA world and the war for talent is increasing
- What is agility and an agile organization?
- How can talent management contribute to an organization's agility?
- Research insights and best practice examples will be presented on agile talent attraction and retention

Lynn Schäfer

Head of Talent Management Institute

ESCP Europe, Germany

## FLEXIBLE ORGANISATION & HR GAME CHANGERS

14:40 **Ramp up of a flexible workforce**

- Key learnings in implementing a flexible working unit
- Benefits for the organization
- Major hurdles
- Business case
- Limited scalability and reasons for it
- Future outlook

Steffen Kartenbender

Head of iForce

innogy SE - iSWITCH Force, Germany

15:20 Coffee and Networking Break 

16:00 **Establishing more flexible forms of employment and organizations**

- Analysing benefits and barriers of flexible working regime
- How companies can create & implement Flexible Work Arrangements (FWA) for better work-life balance
- How to choose which FWA to offer according to organisation needs
- Working on unconventional contractual arrangements
- Examining whether the job/s and employee/s are suited for remote or offsite work

Steve Evison

Chairman

Federation of International Employers, The UK

16:40 **Performance system & rewarding habits**

- Importance of performance management
- Consequence management
- Performance management impact on organizational behavior

Ahmed Maher

HR Manager North Gulf

Shell E&P, Egypt

17:20 Closing Remarks from the Chair & Wrap up of Day 1

17:30 **Cocktail Reception** 

# 4<sup>th</sup> Human Resources Management for Energy Sector 2019



15<sup>th</sup> of March

Conference Day Two

13<sup>th</sup>-15<sup>th</sup> of March 2019

Berlin, Germany



EUROSTARS  
HOTELS

08:30 Registration & Welcome Coffee  

09:00 Opening Address from the Chairman


## SKILLS MAPPING & LEADERSHIP DEVELOPMENT

- 09:10 **Skills mapping for strategic anticipation**
- How to manage skills portfolio and mapping from intelligence based prospective to mid/short term anticipation
  - Why combining HR referential and program/project operations toward agile strategic alignment
  - Develop HR talent pools from young R&D profiles to expert collaborative knowledge communities

Mérim Chebre  
R&D Competence Manager  
Total, France

- 09:50 **Leading self before you lead others - an introspective look at a leadership development**
- When the process of developing others begins with yourself
  - 2200 years of leadership development condensed to a 40 min insight
  - An invitation into the mind of me
  - What happens when you combine Sinek, Covey, Drath, Disney and Ronnie?
  - How can this insight help build stronger leaders?

Ronnie Vindbjerg Pedersen  
Head of Training & Development  
MHI Vestas Offshore Wind, Denmark

- 10:30 **Business Card Exchange and Coffee Break**   
Opportunity for the participants to share their contact information with each other dedicated specifically to strengthen business connections with the industry peers.



## DIGITAL COMMUNICATION & UNIVERSITY MARKETING CHALLENGES

- 11:00 **KEYNOTE SPEECH**
- Digital communication: communicate to engage**
- Actions to make desired future
  - New challenge and trends due to VUCA business environment, but also highly diverse workforce in large companies
  - Communications, creative concept & consistent action matter
- Dr. Guangya Su  
Strategy and Communication Manager  
Siemens AG, Germany

- 11:40 **Successful university marketing as an unknown global player in B2B sector**

- Describing DACH market with its challenges
- Our strategy: build personal relation, spread our story, engage our employees
- Examples for student events
- How to stay in touch: our talent pool
- Build alliances between recruitment, employer branding, talent management, marketing and university relations

Franziska Reiners  
University Relations Manager DACH  
Schneider Electric, Germany

- 12:20 Lunch Break, Coffee and Networking  

## CULTURE & STRATEGIC WORKFORCE PLANNING

- 13:30 **Corporate culture during organizational change**



- Embracing change & organization's culture
- Culture's critical role in change management
- Challenges when culture is shifted
- Sharing first-hand experience

Anat Ben Raphael  
Human Capital Development Manager  
Israel Electric Corporation, Israel

- 14:10 **PANEL DISCUSSION**
- Strategic workforce planning**
- Proactive approaches to workforce planning by anticipating organizational gaps
  - Business capability and recruitment goals
  - Ageing workforce best HR practices

Panelists: Steffen Kartenbender, Head of iForce,  
innogy SE - iSWITCH Force, Germany

- 14:50 Closing Remarks from the Chair & Wrap up of Day 2

- 15:00 Afternoon Coffee and Networking  

# 4<sup>th</sup> Human Resources Management for Energy Sector 2019

Prospero Events Group: PEG Europe s.r.o  
Sales Contract

## REGISTRATION FORM

PLEASE COMPLETE THIS FORM, SCAN AND SEND TO:

Booking contact  
David Schkade

tel: +420 255 709 517  
fax: +420 255 709 599  
email: [davids@prosperoevents.com](mailto:davids@prosperoevents.com)



13<sup>th</sup>-15<sup>th</sup> of March 2019

Berlin, Germany



CONFERENCE: 4th Annual HR Management for Energy Sector 2019

DATES, VENUE: 13th - 15th March 2019, Berlin, Germany

### 4th Annual HR Management for Energy Sector 2019

is a unique event gathering HR professionals specifically from Power & Utilities and Oil & Gas contractor and operator companies. It creates an excellent & interactive platform for Energy HR leaders to share and brainstorm on common challenges, exchange their ideas and to network in an exclusive business friendly environment.

### Conference Venue

Hotel Name: Eurostars Hotel Berlin

Address: Friedrichstraße 99, 10117 Berlin, Germany

Telephone: +49 30 7017360

For more info: Our Operations team will be in touch with yourself for discounted accommodation rates reserved for Prospero attendees.

### Sponsoring

Our conference is ideal platform to acquire new customers and strengthen relations with existing ones. By sponsoring you get direct access to decision makers and qualified buyers in your target market. We take our time with you to model the type of your sponsorship attendance to maximize measurable return on your advertising, business development, promotion and marketing investments.

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2. Payment Terms: Following completion and return of the registration form, full payment is required within 5 working days from receipt of invoice by email. PLEASE NOTE: payment must be received prior to the conference date. A receipt will be issued on payment. Due to limited conference space, we advise early registration to avoid disappointment. A 50% cancellation fee will be charged under the terms outlined below. We reserve the right to refuse admission if payment is not received on time. Unless otherwise stated on the booking form, payment must be made in Euros.
3. Cancellation/Substitution: Provided the total fee has been paid, substitutions at no extra charge are allowed up to 14 days before the event. Substitutions between 14 days and the date of the event will be allowed subject to an administration fee of equal to 10% of the total fee that is to be transferred. Otherwise all bookings carry a 50% cancellation liability immediately after a signed sales contract has been received by Prospero Events Group, hereinafter Prospero Events Group, (as defined above) Cancellations must be received in writing by email, mail or fax six (6) weeks before the conference is to be held in order to obtain a full credit for any future Prospero Events Group conference. Thereafter, the full conference fee is payable and is non-refundable. Payment terms are five days and payment must be made prior to the start of the conference. Non-payment or non-attendance does not constitute cancellation. By signing this contract, the client agrees that in case of dispute or cancellation of this contract that Prospero Events Group will not be able to mitigate its losses for any less than 50% of the total contract value. If, for any reason, Prospero Events Group decides to cancel or postpone this conference, Prospero Events Group is not responsible for covering hotel or other travel costs incurred by clients. Prospero Events Group shall assume no liability whatsoever in the event this conference is cancelled, rescheduled or postponed due to a fortuitous event, Acts of God, an unforeseen occurrence or any other event that renders performance of this conference impracticable, illegal or impossible. For purposes of this clause, fortuitous events shall include, but not be limited to: war, fire, labour strike, extreme weather or other emergencies. The conference fee will not be refunded, but can be credited to a future conference. Event programme content is subject to change without notice.
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7. Consent to Data Processing – Direct Marketing via Email  
In accordance with the General Data Protection Regulation of the European Parliament and Council of the EU 2016/679 (hereinafter as "GDPR") and in accordance with the act no. 480/2004 Sb. (coll.), on some services of the information company, I consent to:  
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The withdrawal of the consent does not affect the legality of the processing in the ground of a consent given before such withdrawal. The personal data can be processed by processors on behalf of the controller, such as, software providers etc.  
I have been instructed about my rights pursuant to GDPR, which are right to access my personal data, right to demand the correction, update or erasure of the same, right to eventually demand the restriction of my personal data where applicable, and right to object to the processing.  
I have also been instructed about my right to withdraw the consent at any time by sending an email to: [info@prosperoevents.com](mailto:info@prosperoevents.com). The withdrawal of the consent becomes effective upon the receipt by the controller. When in doubt about the legality about my processing, I have also right to address the controller or to submit a complaint at the data protection authority, (The Office for Personal Data Protection) Úřad pro ochranu osobních údajů, ([www.uoou.cz](http://www.uoou.cz)).

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Position

E-mail

Name

Position

E-mail

Name

Position

E-mail

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VAT ID

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**AUTHORISATION** Signatory must be authorised to sign on behalf of contracting organisation.

### Delegate Fees

FULL EVENT (2 DAY CONFERENCE + WORKSHOP) €3695+VAT

2 DAY CONFERENCE €2995+VAT

### Consultant and Solution Provider Fees

FULL EVENT (2 DAY CONFERENCE + WORKSHOP) €3995+VAT

2 DAY CONFERENCE €3395+VAT

DOCUMENTATION PACKAGE €695

Conference venue local VAT applied.

Registration fees are inclusive of conference attendance, programme materials and refreshments.

Hotel accommodation and travel expenses are not included in the registration fee.

Payment is required within 5 working days.

### Notes

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