

# KHR | 4<sup>th</sup> CONGRESS HUMAN RESOURCES 2015

**Human  
Resources  
management  
considering  
divergence  
of employee  
expectations**



**April 8-9, 2015 |**  
OSSA Hotel, Ossa |



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*Ladies and Gentlemen,*

*On behalf of the Polish Association of Listed Companies (SEG), I would like to warmly invite you to take part in the 4th Human Resource Congress of SEG Listed Companies which will take place on April 8-9 this year in OSSA Hotel in Ossa near Rawa Mazowiecka.*

*The subject matter of this year's Congress is Human Resources management considering divergence of employee expectations. This up-to-date issue will be covered in panel discussions with prominent HR experts and practitioners.*

*During the Congress, we will try to find out how to unite people from different generations in one workplace. We will discuss the issue of communication with employees and their motivation in an environment of increasing age and mental diversity. We will also think how to manage employee diversity in recruitment, training and dismissals. Finally, we will focus on the aspect of promoting ethical behaviour in diverse generations.*

*Taking into considerations the difficulties faced by HR divisions of listed companies, we are sure that this year's Congress will enable you to solve many complicated issues of everyday work much easier.*

*We look forward to your participation in the 4th HR Congress organised by SEG.*

*I warmly invite you to take part in the event.*

Miroslaw Kachniewski, PhD

*Kachniewski*

President of the Management Board,  
Polish Association of Listed Companies (SEG)

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**Participation in the Congress is free of charge for SEG members. Listed companies which are not members of the Association may participate in the Congress after paying a fee according to the price list included in the Registration Form or by becoming a member of the Association.**

The number of seats is limited and applicants will be handled on a first come first served basis. SEG members have priority in the registration process. Participants are obliged to cover accommodation costs. The Registration Form should be filled in online and send in by **March 18, 2015**, by clicking "**submit form**" in the upper right corner, or via fax: 22 892 90 91 by March 18, 2015.

In case of questions concerning SEG membership, please contact Ms Joanna Bielecka by phone, tel. (22) 826 26 89  
or e-mail: [joanna.bielecka@seg.org.pl](mailto:joanna.bielecka@seg.org.pl)

In case of questions concerning the Congress, please contact Ms Marta Irena Radek by phone, tel. (22) 826 26 89  
or e-mail: [hr@seg.org.pl](mailto:hr@seg.org.pl)

# Human Resources management considering divergence of employee expectations

April 8-9, 2015,  
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## Congress Agenda

### April 8 (Wednesday)

<b>11.30 – 12.20</b>	<b>Guests registration and welcoming coffee</b>
<b>12.20 – 12.30</b>	<b>Congress opening</b> <i>Mirosław Kachniewski, President of the Management Board, Polish Association of Listed Companies (SEG)</i>
<b>12.30 – 13.00</b>	<b>Special Guest's speech: Managing a team of stars</b> <ul style="list-style-type: none"><li>• Team composition factors</li><li>• Rules of cooperation among people with different expectations</li><li>• Team work in an environment of extreme members diversity</li></ul> <i>Andrzej Nejman, Head of Teatr Kwadrat</i>
<b>13.00 – 14.00</b>	<b>Changes in employee expectations versus changes in the company's operations – how to make it work?</b> <ul style="list-style-type: none"><li>• New challenges for HR teams considering job market evolution and new employee expectations</li><li>• Effective communication with many generations in one company</li><li>• Different employee expectations towards the company's change implementation style</li></ul> Moderator: <i>Krzysztof Ogonowski, President of the Management Board, BPI Polska</i> Panellists: <i>Christophe Dubus, President of the Management Board of Leroy Merlin in Poland in 2002-2014, Vice-President of the Management Board of the French Chamber of Commerce and Industry in Poland (CCIFP)</i> <i>Paweł Markowski, Management Board member, Responsible for development of new products, Benefit Systems</i> <i>Joanna Sienkiewicz, Sales Talent Management, Lafarge Polska</i> <i>Renata Żukowska, President of the Management Board, Capital Market Institute – WSE Research SA</i>
<b>14.00 – 15.00</b>	<b>Lunch</b>
<b>15.00 – 16.00</b>	<b>Diversity management</b> <ul style="list-style-type: none"><li>• Innovative benefits to optimise sick absences and support personnel management</li><li>• Personnel optimisation as a pivotal factor in maintaining competitiveness</li><li>• Adjusting employment forms to different employee and employer expectations</li></ul> Moderator: <i>Mirosław Kachniewski, President of the Management Board, Polish Association of Listed Companies (SEG)</i> Panellists: <i>Agnieszka Lechman-Filipiak, Licensed Legal Advisor, Partner, Head of Labour and Employment Law Practice, DLA Piper</i> <i>Ewa Misiak, President of the Management Board, People Care</i> <i>Tomasz Ślęzak, Vice-President of the Management Board, WORK SERVICE</i> <i>Katarzyna Twarowska, President of the Management, Women Leadership in Business Foundation</i>
<b>16.00 – 16.30</b>	<b>Motivation in an environment of increasing diversity of employees' needs</b> <ul style="list-style-type: none"><li>• Role of long and short-term salary systems as part of the strategy of listed companies management</li><li>• How to lower salary costs and increase the motivation factor at the same time</li><li>• Adjusting motivation programmes to individual needs</li></ul> Panellists: <i>Karol Raźniewski, Human Capital Team Head, Tax Advisory Department, EY</i> <i>Tomasz Socha, Senior Manager, Tax Advisory Department, EY</i>
<b>16.30 – 17.30</b>	<b>How to detect and prevent employees' fraud</b> <ul style="list-style-type: none"><li>• Diversity among employees as a factor increasing risks of fraud</li><li>• Fraud investigation and what next?</li><li>• Securing and using evidence against employees</li><li>• Role of ethics in the company - tools, routines, codes</li></ul> Panellists: <i>Marcin Bizoń, Senior Manager, Fraud Investigation and Dispute Department, EY</i> <i>Tomasz Dyrda, Head in Fraud Investigation and Dispute Department, EY</i> <i>Piotr Hans, Consultant, Linia Etyki</i> <i>Jakub Kraszkiewicz, Head in Fraud Investigation and Dispute Department, EY</i>
<b>18.00 – 19.30</b>	<b>Outdoor training game of HR Congress 2015</b>
<b>20.00</b>	<b>"Square" Gala night</b> <ul style="list-style-type: none"><li>• Quiz</li><li>• Dinner and music party</li></ul>

### April 9 (Thursday)

<b>9.00 – 10.30</b>	<b>First round of topical workshops*</b>	* detailed information is included in the Registration Form and on the website <a href="http://www.seg.org.pl">www.seg.org.pl</a>
<b>10.30 – 11.00</b>	<b>Coffee break</b>	
<b>11.00 – 12.30</b>	<b>Second round of topical workshops*</b>	



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