

# KHR | 5<sup>TH</sup> SEG LISTED

HUMAN RESOURCES CONGRESS

2016



REDEFINING HR  
ROLE IN LISTED  
COMPANIES

April 19-20, 2016  
OSSA HOTEL IN OSSA





Ladies and Gentlemen,

On behalf of the Polish Association of Listed Companies (SEG), I would like to invite you to the 5th Human Resource Congress which will take place on April 19-20, 2016 at the OSSA Hotel in Ossa near Rawa Mazowiecka.

The subject matter of this year's Congress is 'Redefining HR role in listed companies'. This issue will be covered in panel discussions with prominent HR experts and practitioners.

On the first day of the Congress, we will try to define business requirements for HR. We will also discuss new HR challenges that listed companies will face due to changes in CSR reporting. The new regulations, which will be effective since 2017, may significantly impact the position of HR policy in the company's development strategy. Additionally, we will also try to discuss how demographical changes shape HR departments. We will also deal with the issue of motivation of key employees.

On the second day of the Congress, we will organise topical workshops during which you will gain practical skills that will help you to take on everyday challenges much easier.

I warmly encourage you to take part in this event which does not only present a high professional level but is also important for integration of the capital market environment in Poland.

I look forward to seeing you at the  
5th HR Congress organised by SEG!

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



## TOPICS OF THE CONGRESS:

- › HR then and now – desired evolution vs. actual development
- › Management of the most important asset of the company
- › How to choose the most essential actions in the context of budget and competence restrictions?
- › CSR reporting requirements linked to employment rate
- › Notion of 'employee' in the Polish and UE law – similarities and differences
- › Entities subject to the reporting requirement
  - how to understand the criterion of the average number of 500 employees
- › Issue of cooperation based on civil law agreements
- › Labour market and retirement provisions in the future
  - risks, opportunities and challenges for employers
- › How to optimise HR strategy to benefit from the upcoming changes?
- › Economic education as a CSR and HR tool
- › Redefining the notion of 'key employees'
- › Non-financial incentive schemes
- › Health prevention benefits as a factor increasing motivation and efficiency among employees

**April 19-20, 2016**  
OSSA HOTEL IN OSSA







# CONGRESS AGENDA

## APRIL 19 \ DAY 1

10:00 – 11:15

### Guest registration and welcoming coffee

11:15 – 11:30

### Congress opening

**Mirosław Kachniewski**, PhD, President of the Management Board, Polish Association of Listed Companies (SEG)

11:30 – 12:30

### Business requirements for HR

- › HR then and now – desired evolution vs. actual development
- › Management of the most important asset of the company
- › How to choose the most essential actions in the context of budget and competence restrictions?

#### Moderator:

**Krzysztof Ogonowski**, President of the Management Board, BPI Polska Sp. z o.o.

#### Panellists:

**Jarosław Adamkiewicz**, President of the Management Board, Stowarzyszenie Agencji Zatrudnienia (Association of Employment Agencies)

**Anna Gnoińska**, Head of Human Resources Department, Tauron Ciepło, TAURON Ciepło Sp. z o.o.

**Paweł Markowski**, Management Board member responsible for development of new products, Benefit Systems S.A.

**Agnieszka Węglarz**, Programme Director of ICAN Total Marketing B2B, Harvard Business Review Polska

12:30 – 13:00

### Coffee break

13:00 – 14:00

### New HR challenges listed companies will face since 2017

- › CSR reporting requirements linked to employment rate
- › Notion of 'employee' in the Polish and UE law – similarities and differences
- › Entities subject to the reporting requirement – how to understand the criterion of the average number of 500 employees
- › Issue of cooperation based on civil law agreements

#### Moderator:

**Czesław Sadkowski**, Licensed Legal Advisor, Managing Partner at the law firm Sadkowski i Wspólnicy S.K.A.

#### Panellists:

**Krzysztof Wojciech Baran**, PhD, Habilitated, University Professor, Head of the Labour Law and Social Policy Department, the Jagiellonian University

**Jacek Kowalski**, Management Board member responsible for HR, Orange Polska S.A.

**Marzena Łabędź**, Licensed Legal Advisor, Head of Labour Law Department, Partner at the law firm Sadkowski i Wspólnicy S.K.A.

**Elżbieta Rosiak**, Head of Employee Relations Department, Bank Pekao S.A.

14:00 – 15:00

### Lunch

15:00 – 16:00

### Demographic changes – new role and challenges for HR

- › Labour market and retirement provisions in the future
- › Risks, opportunities and challenges for employers
- › How to optimise HR strategy to benefit from the upcoming changes?
- › Economic education as a CSR and HR tool

#### Moderator:

**Paweł Oksanowicz**, Editor at MUZO.FM, Host of the audition BIZON, Biznes Odpowiedzialny i Nowoczesny (Responsible and Modern Business)

#### Panellists:

**Jacek Jaczyński**, Head of Personnel and Administration, Lotte Wedel Sp. z o.o.

**Anna Karaszewska**, President of the Management Board, INGEUS Sp. z o.o.

**Jacek Męcina**, PhD, Habilitated, University Professor at the Warsaw University, Advisor to the Management Board of the Polish Confederation of Private Employers Lewiatan

**Małgorzata Rusewicz**, President of the Economic Chamber of Pension Funds (IGTE)



### 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 31, 2016**, by clicking "submit form".

16:00 – 16:30

**Coffee break**

16:30 – 17:30

**Motivation of key employees**

- › Redefining the notion of 'key employees'
- › Non-financial incentive schemes
- › Health prevention benefits as a factor increasing motivation and efficiency among employees

**Moderator:**

**dr Mirosław Kachniewski**, Prezes Zarządu, Stowarzyszenie Emitentów Giełdowych

**Panellists:**

**Agnieszka Lechman-Filipiak**, Licensed Legal Advisor, Partner, Head of Labour and Employment Law Practice, DLA Piper

**Piotr Madej**, Vice-President of the Management Board, Head of Telemedicine Solutions Research and Development Department, Comarch Healthcare

**Wojciech Sularz**, owner of Tatra Holding

**Dariusz Witkowski**, Vice-President of the Management Board, Polish Association of Listed Companies (SEG)

18:00 – 19:30

**Mini movie olympics**

20:00

**Evening Gala**



During the first and the second day of the Congress, the participants will have an opportunity to undergo preventive cardiology examinations. The medical examinations will be conducted by internists and paramedics who work at the Remote Healthcare Centre at the Medical Centre iMed24 in Cracow.

## APRIL 20 \ DAY 2

7:30 – 8:30

**Breakfast** (only for those who booked a room at the hotel)

9.00 – 10:30

**Topical workshops** – round I

10.30 – 11.00

**Coffee break**

11:00 – 12:30

**Topical workshops** – round II

12:30 – 13:30

**Lunch**



**THE REGISTRATION FORM IS AVAILABLE ON THE FOLLOWING WEBSITE**

[www.seg.org.pl/pl/v-kongres-hr-spolek-gieldowych-seg](http://www.seg.org.pl/pl/v-kongres-hr-spolek-gieldowych-seg)

\* \* Pending confirmation

### IN CASE OF QUESTIONS ABOUT THE CONGRESS

please contact Marta Radek  
by phone, tel. (22) 826 26 89  
or e-mail: [hr@seg.org.pl](mailto:hr@seg.org.pl)

### IN CASE OF QUESTIONS ABOUT SEG MEMBERSHIP

please contact Julia Baranowska  
by phone, tel. (22) 826 26 89  
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2016

INSTITUTIONAL PARTNER



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TECHNOLOGICAL PARTNER



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