Program 2016

World Talent Forum
MUNICH | SEPT 29TH 2016

International Focus
Outstanding Speakers
Networking & Oktoberfest

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INTRAWORLDS
STRONGER RELATIONS

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WHU
Otto Beisheim School of Management

www.world-talent-forum.com/en
### Agenda

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<th>Time</th>
<th>Event</th>
<th>Speaker(s)</th>
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<tr>
<td>09:00 AM</td>
<td>Registration &amp; Breakfast</td>
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<tr>
<td>10:00 AM</td>
<td>Keynote Presentation</td>
<td><strong>Prof. Justus Frantz</strong>&lt;br&gt;Internationally successful conductor and pianist</td>
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<td>10:45 AM</td>
<td>Introduction &amp; Trends</td>
<td><strong>Jens Bender</strong>&lt;br&gt;Managing Director&lt;br&gt;IntraWorlds GmbH</td>
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<tr>
<td>11:15 AM</td>
<td>Break &amp; Networking</td>
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<td>11:45 AM</td>
<td>Session 1</td>
<td><strong>Katrin Sünderhauf</strong>&lt;br&gt;Head of Talent Acquisition&lt;br&gt;Region East&lt;br&gt;Deutsche Bahn AG</td>
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<td><strong>Tabea Nagel</strong>&lt;br&gt;Specialist Talent Relationship Management / HR IT&lt;br&gt;Deutsche Bahn AG</td>
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<td><strong>Roger Wilkes</strong>&lt;br&gt;Chief of Operations&lt;br&gt;PwC US</td>
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<td><strong>Ursula Soritsch-Renier</strong>&lt;br&gt;CIO and Group Digital Leader, Member of extended Executive Committee&lt;br&gt;Sulzer</td>
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<td><strong>Chris Chesterman</strong>&lt;br&gt;Sales Leader - Talent Acquisition Europe, IBM Analytics</td>
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<td><strong>Moderator: Stephan Herrlich</strong>&lt;br&gt;Co-Founder and Head of IntraWorlds North America, IntraWorlds Inc.</td>
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**Topic:** A Talent Management Perspective - Conducting an Orchestra of Individual Masterminds

**Topic:** Impact of Technology Trends Like Big Data and Analytics on Organizations - Panel

**Topic:** Alumni Engagement Activities & Metrics
12:30 PM  Lunch & Networking

1:45 PM  Session 2

**Topic: Talent Attraction and Engagement Strategy at BP**

*Francois Durand*

HRIS Director

BP

**Topic: How Digital Is Your HR?**

*Kai Anderson*

Co-Founder, Member of the Board

Promerit

**Topic: Alumni Engagement – a Case Study**

*Angela Doolan*

Alumni Relations Manager

Davis Polk & Wardwell LLP

2:30 PM  Session 3

**Topic: Demonstrating Alumni Program Value to Internal Shareholders - a Workshop**

*Fred Zimowski*

Alumni & Career Transitions Leader

PwC US

**Topic: Talent Acquisition: Praxeology 2.0 and HR communication - Workshop**

*Angelo Ciaramella*

Head Active Sourcing / Talent Acquisition and Employer Branding

Tamedia

**Topic: Leadership Development – How to Grow Bigger Minds and Keep Them - Panel**

*Petra Berecova*

Senior Vice President Executive Management

Deutsche Telekom AG

*Angelika Ingsperger*

Group Head People Sourcing

Allianz Group

*Judit Nagypal*

Consultant (former HR Director at Microsoft)

*Nils Stegemann*

Head of Talent Management, International Assignments

Deutsche Bahn AG

**Moderator:** Nicole Gilbert  Member of the Board, Promerit AG
3:15 PM  Break & Networking

3:45 PM  Session 4

**Topic: Recruitment Marketing - Current Practices & Evolution - Panel**

**Martin Burns**  
Strategic Consulting Leader  
Hireclix

**Paul Maxin**  
Vice President of Talent Acquisition (starting Oct. 1st)  
Zalando

**Timothy Khoo-Jones**  
Global Head of Recruitment  
Soundcloud

**Moderator: Dr. Martin Heibel**, Managing Director, IntraWorlds GmbH

**Topic: IntraWorlds Demo Session**

**Paul Manson**  
Senior Account Executive  
IntraWorlds GmbH

**Topic: TMP Worldwide Client Case Study**

**Paul Bowles**  
Global Resourcing Leader  
Thales

4:30 PM  Conclusion & Networking

7:00 PM  Oktoberfest
Engage Talent
Expand Success

OUR SOLUTIONS

IntraWorlds offers a robust talent relationship management platform with solutions spanning the career lifecycle.

OUR APPROACH

IntraWorlds’ unique lifecycle approach to talent relationship management empowers organizations to successfully source, engage, and nurture talent from pre-hire to retire.

Get Your Free Gingerbread at Our Booth!
...and learn more about IntraWorlds.
HOW DO YOU FIND A BETTER WAY TO BUILD THE RIGHT TALENT?

It begins with a compelling employer brand story. It continues with creative and technology solutions that are suited to you. We identify the messages and channels that will resonate most with your audience. And we track everything with powerful analytics that allow you to optimise your strategy and increase your ROI.

Build your talent with TMP Worldwide. Visit our booth to find out more.

To see more about our offering go to TMP.com and follow us on Twitter @TMPGermany

READY TO WIN?
Visit our booth and you could win a GoPro HERO Session camera!
Transforming into a Talent-Oriented Organization

In this keynote discussion, Professor Justus Frantz will share insights from his own exciting career path as well as his work identifying and inspiring musical talent on a global scale. His perspectives and anecdotes will be invaluable to any talent manager in an organization that is looking to attract and engage outstanding talent.

Justus Frantz is a world renowned pianist and conductor. At the age of 10, Justus Frantz began playing the piano, his talent was discovered and promoted early by Prof. Eliza Hansen. His extraordinary musical career began in 1967, when Justus Frantz was awarded 2nd prize at the International Music Competition. At the age of 21 he was admitted to the German Academic Scholarship Foundation.

He succeeded his leap to the international top class of pianists in 1970 with the Berlin Philharmonic and five years later he celebrated his US debut. Throughout his career he also discovered and promoted many young artists, helping them to reach their musical goals. In 1995 Justus Frantz established the Philharmonia of Nations, which is one of the world’s leading orchestra today. The Philharmonia of Nations is a place for musicians from around the world to unite and create music together.

In 1986 Justus initiated the “Schleswig-Holstein Music Festival” and worked as the artistic director for nine years. He also worked with the TV music-program “Achtung! Klassik” and was presented with several Television Awards for his efforts. Justus Frantz is Special Envoy of High Commissioner for Refugees and was awarded the Federal Cross of Merit. Frantz’s many achievements and awards throughout the years have influenced his career, as he remains a chief conductor and artistic director today.

Jens Bender is Co-Founder and Managing Director of IntraWorlds. He is responsible for marketing, operations and client success at IntraWorlds. Prior to IntraWorlds, he worked for Oliver Wyman, a leading global management consulting firm. Having studied in Germany, Sweden and Canada he holds a Masters equivalent in Business Administration from WHU – Otto Beisheim School of Management.

Alumni Engagement Activities & Metrics

- Measuring Corporate Alumni Success
- Objectives, Benefits & Concepts for Alumni Programs
- Engagement Success Metrics & Benchmarks
Panel: Impact of Technology Trends Like Big Data and Analytics on Organizations

In this panel discussion, we will be focusing on current technology trends in the HR sector and its implementation. We will cover the whole spectrum from key market trends, examples, and best practices on making it work in the organization:

- In which ways is technology (big data, analytics) enhancing our understanding of business trends and improving our ability to manage our businesses?
- What is the role of “consumerization” in the world of enterprise applications, and how important is the availability of mobile access in this process?
- How do you enable your organization to benefit from these new opportunities? How do you manage the change process?

Roger Wilkes
Chief of Operations
PwC US

Roger Wilkes is a Managing Director and Chief of Operations for US Marketing & Sales and the Chief Commercial Officer Organization at PwC. He has more than 15 years of experience in professional services, and his demonstrated expertise includes: strategy formulation and implementation; corporate financial management, planning, and budgeting; operations management, analysis, and business process improvement; shared services, outsourcing, and offshore operations; leadership of multi-location and cross-functional teams; accounting and corporate reporting transparency.

Ursula Soritsch-Renier
CIO and Group Digital Leader, member of extended Executive Committee
Sulzer

Ursula Soritsch-Renier has started her career at a software startup before joining Royal Philips Electronics in 1995. From 1995 until 2009, she held various assignments for Philips in Austria, Belgium, Netherlands and USA. From 2009 until 2013, she served as Global Head for IT Strategy, Sourcing, Project Management as well as Enterprise Architecture at Novartis in Cambridge, USA. Since 2013, she is CIO of Sulzer, a Swiss industrial company, located in Winterthur, Switzerland. Ursula Soritsch-Renier holds a Master of Philosophy and Computer Science from the University of Vienna and a Bachelor of the WIFI College for Economics in Austria. She was awarded Swiss CIO of the year in 2014.

Chris Chesterman
Sales Leader- Talent Acquisition Europe
IBM Analytics

Chris has over 11 years experience in enterprise SaaS software sales, specialising in Talent Acquisition across Europe. For 2016 Chris is leading Talent Acquisition sales for IBM across EMEA, focussing on sales execution, growth, & go-to-market strategy during the continued evolution of IBM’s approach to TA. An evolution centred around the consumer like expectations of today’s candidates, and the application of cognitive & e-commerce derived app’s for ATS, CRM and Analytics that will drive an organisations ability to compete & recruit top talent.

Moderator: Stephan Herrlich, Co-Founder and Head of IntraWorlds North America, IntraWorlds Inc.


Auf dem Weg zur besseren Beziehung – Ein Erfahrungsbericht aus 4 Netzwerken // Das Candidate Relationship Management der DB

- Von der Idee bis zur Umsetzung
- Management von IT-Lösung, Datenschutzanforderung und Risikoanlayse
- Erfolgsfaktoren und mögliche Hemmniss

Katrin Sünderhauf
Head of Talent Acquisition Region East
Deutsche Bahn AG

Tabea Nagel
Specialist Talent Relationship Management / HR IT
Deutsche Bahn AG

How digital is your HR?
Are we all on the same track when we (as HR) talk about digitalisation?
In this talk, we would like to provide a framework for the discussions that we currently lead within HR and as a representative of HR with the business.

- Presentation of the „Digital HR” model – developed in cooperation with Lufthansa AG
- Discussion of the DAX-benchmarking results and the study „Digital HR”
- Presentation of best practices for Digital HR Work

Kai Anderson is a founding partner and member of the board at Promerit – the leading consultancy for HR and transformation consulting. As project partner and one of the most sought-after change experts he supports international organisations in the realignment of HR Management. In 2015 Anderson has been honored as one of the 40 most influential thought leaders in Human Resource Management by the well-known German HR-journal “Personalmagazin”. Kai Anderson is a renowned speaker at numerous forums and congresses. He is author of the book “Das agile Unternehmen“ (the agile company) and several articles on the topic of digital HR.
Alumni Engagement - a Case Study
A former Davis Polk lawyer herself, Angela Doolan of Davis Polk will share her journey of revamping the firm’s alumni program, reflecting on the past, present and future. Starting nearly 16 months ago when the journey began with an ambitious plan, Angela will share highlights of the communications campaign, engagement metrics, and lessons learned. She will also shed some light on current initiatives and her plans for the alumni program going forward.

Angela Doolan is the Alumni Relations Manager at Davis Polk & Wardwell LLP. Angela oversees the firm’s global alumni program. Prior to taking on this role in 2015, Angela was a corporate associate at the firm since 2006. Angela holds an undergraduate degree from the University of Western Ontario, Canada (Honors B.A., Political Science), a Maîtrise (J.D. equivalent) from the University Paris I, Panthéon-Sorbonne, and an LL.M. from the University of Pennsylvania.

Talent Attraction and Engagement Strategy at BP
Francois joined BP’s HR Function in 2011 and leads the strategy and implementation programmes for Core HR Systems at BP (Global SAP HR, HR Intranet and Resourcing Technologies). Francois has 20 years’ experience in HRIS and HRIT Leadership roles at Mars, Barclays and BP, driving global technology deployments in the context of HR service transformation programmes.

Demonstrating Alumni Program Value to Internal Stakeholders
In this interactive workshop with Fred Zimowski, Alumni & Career Transitions Leader of PwC in the US, participants will discuss challenges and solutions for demonstrating alumni program value to internal stakeholders. Alumni programs have to provide value to both the alumni and the organizations that run them. Key points of discussion will be how to support targeted networking, drive internal awareness, leverage technology, and support alumni in their careers. This will be an interactive format, so be prepared to engage and discuss.

Fred Zimowski has led PwC’s US Alumni Network since 2007. Fred is a subject matter specialist in developing affinity networks and leveraging alumni communities as sources for talent. Fred has over 30 years of experience in human resources, talent sourcing, and marketing in the technology, financial services, and professional services sectors. He is based in Houston, Texas and if you are curious what life is really like in the Lone Star State...just ask him.
Leadership Development – How to Grow Bigger Minds and Keep Them

- After the change is before the change: There will be no rest
- Today we do not have the staff we need tomorrow: Competences beat skills
- Increasing transparency and feedback will massively change our leadership culture

Nils Stegemann
Head of Talent Management, International Assignments
Deutsche Bahn AG

Nils Stegemann heads the corporate talent management and international assignments department of Deutsche Bahn AG (DB). The department advises on all cross-border deployments of DB staff and executives and thus facilitates internationalization of DB. Nils’s function is both corporate governance role as well as an operational HR role that works with high potentials and assignees. Nils has a background as an occupational psychologists with focus on group dynamics and has worked in HR roles both in Germany and on an international level. He was HR business partner for regional rail businesses in Sweden. He was also an information and communication technology specialists in Germany. Nils was on a strategic level in charge of training planning processes, for talent management, performance and potential management processes.

Angelika Inglsperger is the Group Head of People Sourcing at Allianz Group developing. She was also in charge of shaping the People Sourcing strategy, particularly with respect to expanding Allianz’s strategic recruitment capabilities (EVP, On-Boarding, Active Sourcing) as well as talent activities (talent reviews, mobility, pipeline and succession management) and leading the group-wide WorkWell initiative. In her previous role as Head of Global Talent Development at Allianz Global Corporate and Speciality she was responsible for all global talent and career management topics, employee engagement, global learning and development, including the AGCS Academy. Before joining the industrial insurance company Angelika was responsible for global employer Branding & Recruiting at Allianz SE. Prior to that she worked as a principal in a marketing consultancy as well as in leading top management consulting. She started her career as account manager in a CRM/advertising agency.

Petra Berecová started working in the Automotive Industry as an HR Director in Yazaki, Slovakia. She joined Deutsche Telekom Group in 2005 and firstly worked for T-Mobile Slovakia in the position of Head of Compensation and Benefits in the Human Resources Division before taking over responsibility in leading the Human Resources Division as a member of the Executive Management Board in 2007. After the merger of Slovak Telekom and T-Mobile Slovakia in 2010 she kept heading the Human Resources Division as a member of the Executive Management Board until February 2016 and supported the company in the post-merger transformation process. Since March 2016 she is working in Deutsche Telekom’s HQ as Senior Vice President Group Executive Management. Group Executive Management will be responsible for the HR Lifecycle processes for all Executives Group-wide and will consolidate all respective processes with clear accountability.

Judit Nagypal
Consultant

Human Resources Director, with strong business acumen and multicultural understanding coming from diverse international experiences gained at Coca-Cola, Danone, Kraft Foods and Microsoft. Over 18 years of successful track record in field and headquarters positions, both in specialist and generalist roles.

Moderator: Nicole Gilbert, Member of the Board, Promerit AG
In this session, you will see the journey TMP have taken with Thales to revolutionise their employer brand and recruitment marketing strategy in order to meet their hiring challenges. You’ll see some of the innovative ways we have attracted and engaged candidates for a variety of roles, including those considered particularly hard to fill.

As the current Global Resourcing Leader at Thales, the industry-leading name in security, Paul’s sixteen years’ experience in Talent Management and Leadership spans the globe. Paul has lived in five different countries in three continents and has worked across many more. He is a recognised expert in talent strategy, culture change and learning and development. As part of organisational transformation programmes, he has set up corporate universities on three continents, pioneered digital learning and has also designed the structure of Resourcing Centres of Excellence and Sourcing hubs around the world.
Recruitment Marketing – Current Practices & Evolution

- Lively panel on the state of recruitment marketing, as well as how it will be changing as the industry adapts to changes in technology and marketing practices.
- Participants are leaders, with significant experience across recruitment as well as marketing and branding
- The audience can expect to walk away with actionable insights, as well as a fresh perspective on the importance of marketing in recruitment

Martin Burns is Strategic Consulting Leader for HireClix, a consumer advertising agency with a focus on recruitment. A career-long practitioner, he combines significant expertise in strategy, technology, and marketing. His career has included leading, as well as consulting with, recruitment for some of the world’s most significant brands. Prior to HireClix, he led talent acquisition technology transformation for PwC US. Prior to PwC, he led global recruitment for Mobiquity, a mobile services firm with offices on 4 continents, and spent a significant amount of time in the EU. He speaks at global conferences on recruitment, maintains an active presence in the global recruitment community, and is considered one of the most forward-looking thinkers in the US talent acquisition industry.

Timothy Khoo-Jones is the Global Head of Recruiting for SoundCloud, one of the most disruptive technology companies on the planet. Prior to SoundCloud, he led the talent acquisition function at the AdTech start-up Phorm based in Singapore. His 17-year Talent Acquisition career spans in-house and agency recruiting experience and has taken him all over the world from San Francisco to Beijing. Tim has spent considerable time in Asia. He has worked with companies considering how and when to enter markets in China, Japan and SE Asia.

Paul is a Talent and Talent Acquisition leader who focuses on a variety of aspects. A few of these aspects are talent management and acquisition strategy, employment brand, recruitment policy and the framework for operational delivery. He has globally lead recruitment transition as part of HR transformation. He set up his own consultancy this summer and will join Zalando as VP Talent Acquisition in October. He recently left the UK’s Financial Conduct Authority as Head of Talent and Resourcing where he established a talent and talent acquisition strategy for how the organisation. Previously he spent 7 years as Global Resourcing Director at Unilever where he was responsible for the design and delivery of a locally implemented global approach to resourcing policy, assessment and attraction. Paul was named as one of the 11 most influential talent acquisition leaders based in the UK and Ireland by ‘Recruiter’ in both 2013 and 2014 and chaired the inaugural LinkedIn 100 Class of global resourcing leaders in 2013. Paul has also spent 7 years as a Resourcing Leader at PwC.

Moderator: Dr. Martin Heibel, Managing Director, IntraWorlds GmbH
We also thank our media partners for their excellent support: