

# FUTURE: REWARD EUROPE

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05-06 June, 2025

Le Louise Hotel Brussels - MGallery Collection  
Av. de la Toison d'Or 40 Brussels

## Who's Attending?

This event brings together Vice Presidents, Heads, and Directors responsible for: Rewards, Performance, Compensation, Pensions, Benefits, Executive Compensation, and Mobility from large companies.

Lead Sponsor

**Deloitte.**

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# Event agenda

05-06 June, 2025 | Brussels

08:00 AM - 09:00 AM CET

**Registration**

09:00 AM - 09:30 AM CET

**Welcome and Introduction**

John Beadle, Council Director, Corporate Reward Council, The Conference Board and Global Head of Performance and Reward, ABB, our host for the conference, will walk through the agenda, how it was put together, logistics and key points of note over the coming two days.



John Beadle

09:30 AM - 11:00 AM CET

**Navigating AI & Technology**

Claudio Truzzi, Director of the AI Forum and Senior Fellow for The Conference Board Europe, a thought leader in AI, will open the conference with an overview of the current state and opportunities for organizations presented by AI, employing interactive technology with conference participants.

Martin Smit, Head of Strategy & Digital and Rewards at Takeda Pharmaceuticals, who has a strong reputation as an innovative AI practitioner, will follow with a deep dive into AI applications in HR and reward.

**Speakers:**



Claudio Truzzi



Martin Smit

11:00 AM - 11:30 AM CET

**Networking Break**



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05-06 June, 2025 | Brussels

11:30 AM - 01:00 PM CET

## Rethinking Mobility in a Changing World

How have organizations adapted their global mobility strategies, programs, and processes in response to the post-COVID world, geopolitical uncertainty, and the need for an international mindset in their workforce?

Rumi Das, Partner and Lead of Global Workforce Consulting at Deloitte, will share market practices from leading international organizations. Mike Coventry, Head of Reward at Rio Tinto, and Anne Sophie Blouin from RELX will discuss their responses as innovative practitioners in this field.

Speakers:



Rumi Das



Mike Coventry



Anne-Sophie Blouin

01:00 PM - 02:00 PM CET

## Lunch and Networking

02:00 PM - 3:30 PM CET

## Wellbeing & Reward - A Strategic Approach

Wellbeing has evolved from a 'welfare' function to an essential component of any reward strategy, combining financial acumen, physical fitness, and mental health to increase productivity, drive engagement, and create a positive company culture.

We are delighted to welcome Maggie Lester, Head of Corporate Benefits at Merck Group and a member of TCB's benefits council, and Clare Moncrieff, Senior Principal Consultant at Workhuman, to discuss the challenges and opportunities in this area.

Speakers:



Maggie Lester



Clare Moncrieff

03:30 PM - 04:00 PM CET

## Networking Break





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**04:00 PM - 05:30 PM CET**

## Executive Compensation – A Strategic Approach

Join us for a lively closing session with three 'heavyweights' in the field: Ashok Pillai, Global Head of Remuneration at BP; Juliet Halfhead, Partner at Deloitte; and Sandy Pepper, Emeritus Professor of Management Practice at the London School of Economics. They will provide insights from advisory, practitioner, and academic perspectives on the current landscape of executive compensation, including reflections on US regulations and market influences.

Speakers:



Ashok Pillai



Juliet Halfhead



Alexander (Sandy)  
Pepper

**05:30 PM - 05:45 PM CET**

## Wrap-up Day 1

John Beadle will wrap up the sessions from the day and explain the activities for the evening.

**05:45 PM - 06:15 PM CET**

## Grab a Networking Drink with Christine Hendrickson

Over a networking drink we will hear from Christine Hendrickson, VP of Strategic Initiative at Syndio. Christine will share Tips and Traps from the Trenches for the EU Pay Transparency Directive.

Speaker:



Christine Hendrickson

**07:00 PM CET - Onwards**

## Barbecue Dinner with Live Entertainment





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## DAY 2

08:00 AM - 08:30 AM CET

### Coffee, Croissants & Compensation Trends

What are the latest trends in executive and board compensation across Europe's leading companies? Join an informal talk over breakfast with Anuj Saush, Head of TCB Advisory International, and Evi Angelidou, Director TCB Advisory International. They will share insights into pay practices drawn from the S&P Europe 350, leveraging insights from The Conference Board's proprietary TCB Benchmarking tool.



Anuj Saush



Evi Angelidou

09:00 AM - 09:30 AM CET

### Welcome and Introduction

John Beadle, Council Director, Corporate Reward Council, The Conference Board and Global Head of Performance and Reward, ABB, our host for the conference, will recap Day 1 and walk through the agenda for Day 2.



John Beadle

09:30 AM - 11:00 AM CET

### Pay Transparency

The session will launch of the membership survey results, led by Marion Devine, Principal Researcher, Human Capital, Europe, at The Conference Board. It will include reflections from a panel of seasoned practitioners and advisors, including Saul Huisman, Head of Reward International Advisory at Swiss Re; Timothy Bruneel, Head of Pay Equity & Transparency Services Europe at Deloitte, and Anthony Marzetti, Chief Evangelist at Akeron.

#### Speakers:



Marion Devine



Timothy Bruneel



Saul Huisman



Anthony Marzetti



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11:00 AM - 11:30 AM CET

## Networking Break

01:00 PM - 01:00 PM CET

## People Performance

The links between people performance, reward and recognition, and talent management remain critical in today's evolving workplace and are among the top 'hot topics' identified by CHROs. Karlijn van den Berg, Head of Talent at ABN AMRO Bank and member of The Conference Board Talent & Leadership Council, will discuss the importance of an integrated approach between talent and reward.

Xavier Baeten, Professor of Reward/Sustainability at Vlerick Business School, will explain the foundations of how the link between people performance and reward can work (or not). While Alexandra Steinmann, People Performance Management Lead at ABB, will discuss the practicalities of integrating these elements into a cohesive proposition.

### Speakers:



Karlijn van den Berg



Xavier Baeten



Alexandra Steinmann

01:00 PM - 02:00 PM CET

## Close of Event and Lunch

Let us know  
how we did

