

IN-PERSON EVENT

/FUTURE/ PEOPLE & AI 2026

14 OCTOBER, 2026 | BRUSSELS

HILTON GRAND PLACE

Speakers



Sue Duke
Managing Director
EMEA and LATAM and
VP Global Public Policy
[LinkedIn](#)



Oliver Kothrade
HR Director
[Panasonic Europe](#)



Maria Rosaria Bonifacio
VP and People Head
[Nokia](#)



Frederic Patitucci
Group Chief People &
Culture Officer
[Philip Morris International](#)



Simon Mcdermott
Vice President, People
and Innovation
[TOYOTA](#)



Charlotte Levert
Chief People Officer
[Ericsson](#)



Victoria Beynon
Global Learning Designer,
People and Organizational
Growth
[Roche](#)



Christina Mueller
Former Head of HR
Europe and Canada
[Takeda](#)

Knowledge Partner



Associate Partners



12, 13 & 15 OCTOBER | HILTON GRAND PLACE**8:00 – 17:00 | Council Meetings (See Council Agendas)**

Over 170 executives from ten of our European Councils will have private meetings throughout Brussels to discuss their business challenges, share potential solutions, and talk about culture, AI, and leadership. Meetings to be followed by private Council dinners.

14 OCTOBER - MORNING | HILTON GRAND PLACE**7:30 – 8:30 | Registration & Networking Breakfast**

Attendees convene in a cross-function networking breakfast at a central Brussels location.

8:30 – 8:45 | Welcome: Opening Remarks

We'll open the session by welcoming Council Members and other executives and sharing The Conference Board's perspective on the value of our unique community. Learn about the day's objectives and how you can leverage the power of networking and research to navigate what lies ahead for European business.

SPEAKERS

Sara Murray
Managing Director,
International
The Conference Board



Amy Armitage
Event Co-Chair, Council
Director, Human Capital
Analytics, Future
Workforce Strategy and
Planning
The Conference Board



Jean-Marc Verbist
Event Co-Chair, European
Leader, Human Capital
Center
The Conference Board

8:45 – 9:00 | Setting the Stage: The Choices Before Us

As AI reshapes the world of work, leaders face choices that extend far beyond replacing tasks - they define human capability. Placed within the context of human progress, this opening session flips the narrative from AI disruption to capability expansion. Dr Max McKeown introduces the concept of SuperSapiens: leaders and teams who combine machine intelligence with human empathy, judgment, and trust. By setting the challenge to build a Strategic High-trust Adaptability Results Kulture (SHARK), this opening frames the vital leadership choices that will unfold across the day.

SPEAKER

Max McKeown
Author
The Strategy Book



9:00 – 9:25 | Keynote: What's Driving the Market Now and What's Ahead

Analysis from LinkedIn will explore labor market and hiring trends in the age of AI. Gain new insights on where the European and global market is headed and how business and talent leaders can stay ahead as hiring and organizations themselves transform.

SPEAKER



Sue Duke
Managing Director EMEA and
LATAM and VP Global Public
Policy
[LinkedIn](#)

9:25 – 9:50 | Keynote: The Business and People Opportunity of AI

We'll explore how organizations can accelerate talent and business impact through AI, transforming their organization and building competitive advantage through AI strategy, embedded processes, and practices.

We'll discuss foundational insights for what's required to manage AI readiness and risks and what's needed to build a work environment where people can thrive now and into the future.

SPEAKERS



Karsten Hoyer (Moderator)
Director, People Analytics,
Intelligence and AI Council
[The Conference Board](#)



David Mekkaoui
CEO
[All Digital](#)



Denis Machuel
CEO
[The Adecco Group](#)

9:50 – 10:15 | Keynote: How AI Will Shape HR's Future (The Future Is Now!)

What is the role of HR in the future of work? We'll discuss the opportunity and strategic value of HR in the future of work, as well as the risks of obsolescence. Hear practical examples of how HR is creating business value now through scaling and new uses of GenAI and AI learning, coaching, and upskilling. We'll share new and emerging strategies for creating business value through HR.

SPEAKERS



Jean-Marc Verbist (Moderator)
Event Co-Chair, European
Leader, Human Capital Center
[The Conference Board](#)



Charlotte Levert
Chief People Officer
[Ericsson](#)



Todd Gershkowitz
CEO
[PayStandards](#)



10:15 - 10:40 | Panel: Coaching at Scale: Inside Tetra Pak's AI Journey

How can AI help organizations scale coaching and development while keeping people at the center? Drawing on Tetra Pak's experience, this session explores how AI fits within a broader skills and learning strategy, how the role of L&D is evolving, and the practical lessons emerging from the introduction of AI-powered coaching.

SPEAKERS



Robert von Klot-Heydenfeldt
GM North Europe
VALENCE



Sally Atkinson
Director, Learning &
Development
Tetrapak



Larisa Wiberg
Skills Transformation
Lead
Tetrapak

10:40 - 11:10 | Networking Break and Challenge Overview



Track I

11:10 – 12:30 | Discussion: Enhancing the Strategic Voice and Value of HR

How can AI be leveraged to enhance the strategic value of HR? Can AI generate jobs and not just job losses? We'll explore how organizations can use GenAI to boost HR's strategic capabilities in innovation, product development, and problem-solving. Learn about new research that identifies how HR leaders can have the greatest potential impact on their organizations.

SPEAKERS



Frederic Patitucci
Group Chief People &
Culture Officer
Philip Morris International



Tameka Vazquez
Futurist & Leadership
Strategist
Former Faculty,
Columbia University



Joe Davolio
Co-CEO
PayStandards



Caroline Anberrée
VP Human Resources
& Marketing
Communications
T.D. Williamson

Track II

11:10 – 12:30 | Discussion: Developing Leadership Intelligence and Mindset for Future Performance

AI adoption requires a shift in company culture, and it also changes company culture. It requires people to behave differently, and it changes what counts as expertise, who has authority, how people meet and interact. In this session we will explore how organisations are approaching the culture change challenge required for successful AI adoption.

SPEAKERS



Sanja Haas (Moderator)
Council Director, HR Strategy
& Transformation, Human
Resources Executives,
Leadership & Talent
The Conference Board



Christina Mueller
Former Head of HR
Europe and Canada
Takeda



Laureen Rwtirera Chivere
Vice President Talent
Management
Prosus Group



Monika Buzasy
Vice President Talent
Procter & Gamble



Simon McDermott
Vice President, People
and Innovation
TOYOTA

Track III

11:10 – 12:30 | Discussion: The Evolving Leadership and Culture Landscape: What's Next?

We'll explore how AI can be used to create more inclusive cultures and leadership. Learn how inclusive leadership coaching can be scaled and how to recognize and mitigate bias in AI systems. Discuss how AI tools can be used to enhance inclusion and build trust, transparency and talent in the age of AI.

SPEAKERS



Sarah Bond (Moderator)
Director European Inclusion
Council
The Conference Board



Georgina Warren
Global Inclusion and
Impact Director
IHG Hotels & Resorts



Ryan Vincent
Advisory Director
TLC Lions



Busi Sizani
Director, Inclusion
Strategy EMEA
Netflix



12:30 - 13:30 Networking Lunch

Track I

13:30 – 14:50 | Discussion: Workforce Planning Disrupted

Large organizations must embrace change and new planning and alignment practices to stay agile and embed AI in their practices and processes. We'll discuss how to stay abreast of business strategy, advances in AI technology, and align talent planning practice to transform the organization in real time and adjust to future needs.

SPEAKERS



Maria Rosaria Bonifacio (Moderator)
VP and People Head
Nokia



Peter Louch
CEO
VEMO



Busola Farinmade
Strategic Total
Rewards Leader
Equinix



Kathrin Selezneva
Lead Talent
Acquisition Manager
Humanoid Robotics

Track II

13:30 – 14:50 | Discussion: Upskilling, Coaching, and Reskilling at Scale

From pilots to scale its about getting it done. We'll share how learning leaders and organizations are investing in learning and people to build the future of work. What are the keys to success with learning at scale? Where are the risks and rat holes to avoid?

SPEAKERS



Kimo Kippen (Moderator)
Director & Development
Council
The Conference Board



Sandra De Greef
Head of the Talent
Development and Culture
Division within the Human
Resources Directorate
European Investment Bank



Bas Puts
Global Head Learning
and Skills Architecture
Siemens



Nils Romier
Chief Learning Officer
AXA

Track III

13:30 – 14:50 | Discussion: Beyond Skills and Tech to a Sustainable Workforce: AI-Powered People

What will it take to create an AI-powered workforce? While investment in tech and programs is important, how do we leverage and invest in the power of people to innovate, build value, and create the winning future through AI? Will AI eliminate jobs or create a jobs' future? Where do we need to invest now and develop now to create a people enabled future.

SPEAKERS



Marion Devine (Moderator)
Principal Researcher, Human
Capital Europe
The Conference Board



Victoria Beynon
Global Learning
Designer, People and
Organizational Growth
Roche



Jennifer Vessels
Global Transformation
Leader, Author, and CEO
Next Step



Brian Delle Donne
CEO
Talent Tech Labs



10:40 - 15:20 | Networking Break

Track I

15:20 – 16:40 | Discussion: AI Transformation: Strategy, Structure, and Workforce Sustainability

As AI continues to disrupt traditional business strategy and structure, organizations will need to transform their systems to drive new value and tap human potential. Learn about and discuss ways that you can build value through AI and workforce transformation.

SPEAKERS



Peter Zemsky (Moderator)
Professor of Strategy and
Innovation
INSEAD



Adriano Bruno
Advisory Board Member
Human Capital Center
The Conference Board



Antony Ebelle-Ebande
Global Head of Digital
Surgery Integration and
Talent Insights
Johnson & Johnson



Ivan Nosov
Head of People AI
& Technology
Campari Group



Karljin Van Den Berg
Head of Talent
ABN AMRO Bank

Track II

15:20 – 16:40 | Discussion: AI Impact on Performance and Reward Programs, Tools and Operating Models

AI is fundamentally transforming how organizations measure performance, allocate rewards, and motivate employees. Instead of episodic, manager-driven processes, companies are moving toward continuous, data-driven, and personalized systems with both significant benefits and material risks.

SPEAKERS



John Beadle (Moderator)
Senior Research Fellow and
Council Director, Corporate
Reward, Global Mobility
The Conference Board



Martin Smit
Former Head of Strategy
& Digital, Total Rewards
Takeda



Clare Moncrieff
Senior Principal
Consultant
Workhuman



Saul Huisman
Head Reward
International
Swiss Re

Track III

15:20 – 16:40 | Discussion: The Digital HR Organization: Beyond Productivity – Governing What You've Built

Large global organizations are deploying AI and GenAI across HR at scale. The harder questions are now coming into focus: Are you measuring the right outcomes for HR, for the business, and for HR customers? Do you have the governance infrastructure to defend the decisions your systems are making? And does HR truly own its own digital agenda? Through peer case studies and structured discussion, council members will examine the decision points and trade-offs that separate good digital HR execution from great.

SPEAKERS



Tara Murphy (Moderator)
Council Director, HR Operations,
Talent Acquisition
The Conference Board



Brian Delle Donne
CEO
Talent Tech Labs



Oliver Kothrade
HR Director
Panasonic Europe



Dr. Stefanie Becker
Expert Strategic
Workforce Planning
SAP



14 OCTOBER - DAY 2 - AFTERNOON | HILTON GRAND PLACE

16:40 - 16:50 | Return to Plenary: So Now What?

16:50 - 17:00 | Member Awards

17:00 - 17:25 | Closing Keynote: Turning Insights into Actions and Outcomes in a Human-Focused, Digital Europe

In our final inspirational keynote, we'll share insights on how to make workplaces more HUMAN through the power of experiential learning and development. Learn how to connect People & Performance, Culture & Change, and Brand Storytelling to drive new behavior – and a new positive future for Europe.

SPEAKER

Gian Power
CEO and Founder
TLC Lions

17:25 - 17:35 | Closing Keynote: Turning Insights into Actions and Outcomes in a Human-Focused, Digital Europe

Bringing together the insights, debates, and perspectives shared throughout the day, this closing reflection synthesizes key themes into clear strategic actions. Dr Max McKeown unites strategy and culture to answer the day's final question: How do we convert raw AI potential into scalable reality? Leaders will leave with a clear focus on nurturing their strategic selves and turning fragile "idea babies" into high-impact "idea sharks" to win in the era of Super adaptability.

SPEAKER

Max McKeown
Author
The Strategy Book

17:35 - 17:40 | Discussion: Closing Conversations and Next Steps

In our final session, members will share event highlights and next steps with their table colleagues. How will they change their approach to leadership, learning, and organizational change? We'll then share their insights in a final tech-enabled conversation.

SPEAKERS

Amy Armitage
Event Co-Chair, Council
Director, Human Capital
Analytics, Future Workforce
Strategy and Planning
The Conference Board



Jean-Marc Verbist
Event Co-Chair, European
Leader, Human Capital
Center
The Conference Board

17:40 - 18:10 | Connect Over Drinks & Light Bites