THE CONFERENCE BOARD

IN-PERSON EVENT

/FUTURE/ PEOPLE & AI 2026

14 OCTOBER , 2026 | BRUSSELS

HILTON GRAND PLACE

Speakers

Janine Chamberlin
VP Global Clients
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

Valence

Associate Partners

workhuman

vemo

PayStandards

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

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.

SPEAKERS

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

Janine Chamberlin
Vice President Global Clients
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
Co-CEO
PayStandards

Adriano Bruno
Advisory Board Member Human Capital Center
The Conference Board

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

CHALLENGE 1 How can leaders leverage AI for performance and productivity?

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

Jean-Marc Verbist (Moderator)
Human Capital Center Leader Europe
CHRO Council Director Europe
The Conference Board

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)
Director, HR Strategy & Transformation, Human Resources Executives, Leadership & Talent Councils
The Conference Board

Christina Mueller
Former Head of HR Europe and Canada
Takeda

Laureen Rwatirera 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

CHALLENGE 2 How can leaders expand AI to scale skills and learnings for greater impact?

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 Learning & 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

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

CHALLENGE 3 AI Transformation: Strategy, Structure, and Workforce Sustainability

14:50 - 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

Karlijn 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

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