

IN-PERSON EVENT

# /FUTURE/ PEOPLE & AI 2026

13 - 14 OCTOBER , 2026 | BRUSSELS

## Leading on trust, talent, and tech

Join us for Future: People & AI - a high-level forum where senior HR and people leaders from Europe's largest multinationals come together to decode the next phase of organizational transformation. This exclusive gathering brings together decision-makers from global companies to explore the leadership, skills, and cultural shifts defining the future of work.

Associate Partners

**workhuman\***

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## 13 OCTOBER - DAY 1 | HILTON GRAND PLACE

8:00 – 17:00 Council Meetings (Members Only)

Over 10 of our European Councils, within the Human Capital, 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 - DAY 2 - MORNING | HILTON GRAND PLACE

8:00 – 8:45 Registration and Networking Breakfast

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

8:45 – 9:00 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**  
Program Director and  
Program Chair  
The Conference Board



**Jean-Marc Verbist**  
Human Capital Center  
Leader Europe  
CHRO Council Director  
Europe  
The Conference Board

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

New research from LinkedIn will explore labor market and hiring trends in the emerging AI economy. Gain new insights on where the European market is headed and how to stay on top of the hiring game and organization transformation. We'll explore learning and career opportunities in the brave new world ahead.

### SPEAKERS



**Amy Armitage (Moderator)**  
Program Director and  
Program Chair  
The Conference Board



**Sue Duke**  
Managing Director EMEA and  
LATAM and VP Global Public  
Policy  
LinkedIn



14 OCTOBER - DAY 2 - MORNING | HILTON GRAND PLACE

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



**Dr. Gregor Bernhardt**  
SVP Group Digital (CDO)  
Fresenius Group



**Angelika Inglsperger**  
Group Head People  
and Strategy  
Allianz

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.



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

10:15 - 10:40 Keynote: AI, Leadership, and Culture Journeys

In this interactive exercise, members will share insights on how they see AI shaping future organizational leadership and culture.

We'll explore AI as a catalyst for human-centered transformation, where technology amplifies human potential rather than merely replacing tasks. Learn about redesigning work to blend human skills such as creativity, empathy, and judgment with AI's speed, promoting "super-workers" and higher-performing, resilient teams.

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



14 OCTOBER - DAY 2 - MORNING | HILTON GRAND PLACE

# 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  
The Conference Board



**Brian Delle Donne**  
CEO  
Talent Tech Labs



**Frederic Patitucci**  
Group Chief People  
& Culture Officer  
PMI



**Tameka Vazquez**  
Futurist and Author  
Columbia University

### Track II

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

AI is transforming leadership and the capabilities required to lead and inspire people. Leaders must navigate AI-driven workplaces, focusing on decision-making, managing new work designs and skill building, while building a culture of trust and agility. Discuss ways that leaders will need to operate in the future in the brave new world of AI.

#### SPEAKER



**Sanja Haas (Moderator)**  
Councils Director  
The Conference Board

### Track III

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

Explore how AI, market, and labor trends are reshaping the requirements of leadership and the value of culture - from the need for inclusive talent practices to ethical and cultural challenges. Learn how HR leaders can leverage purpose and inclusion to build trust, transparency and talent in the age of AI.

#### SPEAKER



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

12:30 - 13:30 Networking Lunch



14 OCTOBER - DAY 2 - AFTERNOON | HILTON GRAND PLACE

# CHALLENGE 2 HOW CAN LEADERS EXPAND AI TO SCALE SKILLS AND LEARNINGS FOR GREATER IMPACT?

## 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)**  
Former VP and People Head  
**Nokia**



**Peter Louch**  
CEO  
**VEMO**

## Track II

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

From pilots to scale it's 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?

### SPEAKER



**Kimo Kippen (Moderator)**  
Program Director, Learning & Development Executives Councils (US) and Learning & Development Council (Europe)  
**The Conference Board**

## 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?

### SPEAKERS



**Marion Devine (Moderator)**  
Principal Researcher,  
HumanCapital Europe  
**The Conference Board**



**Victoria Beynon**  
Global Learning Designer, People and Organizational Growth  
**Roche**



**Ryan Vincent**  
Advisory Director  
**TLC Lions**

14:50 - 15:20 Networking Break



14 OCTOBER - DAY 2 - AFTERNOON | HILTON GRAND PLACE

# CHALLENGE 3 HOW CAN LEADERS DEPLOY AI TO EVOLVE THE DIGITAL ORGANIZATION?

## 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**  
Partner  
**KennedyFitch**



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



**Jennifer Vessels**  
Global Transformation Leader and Author, Board Chair and Founder  
**Executive Growth Alliance**

## 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  
**The Conference Board**



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



**Clare Moncrieff**  
Senior Principal Consultant  
**Workhuman**

## 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.

### SPEAKER



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



14 OCTOBER - DAY 2 - AFTERNOON | HILTON GRAND PLACE

16:40 - 17:10 | Closing Keynote: Turning Insights into Actions and Outcomes in a Human-Focused 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.

17:10 - 17:30 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.

## SPEAKER



**Amy Armitage**  
Program Director and  
Program Chair  
The Conference Board

17:30 - 18:00 | Connect Over Drinks & Light Bites