

/FUTURE/
REWARD EUROPE
2026

4 - 5 JUNE, 2026 | BRUSSELS

CARDO BRUSSELS, AUTOGRAPH COLLECTION, BRUSSELS

Join us for the 3rd edition of Future: Reward Europe, a two-day event for senior HR and reward leaders navigating a rapidly evolving landscape. Connect with industry experts and thought leaders to explore key trends and best practices shaping the future of reward.

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04 JUNE - DAY 1 - MORNING | CARDO HOTEL

9:00 - 9:30 Welcome and Introduction

Our Host and Human Capital Center leader welcome Council Members and other senior executives with a brief overview of TCB's perspective on what's ahead for European business.



JOHN BEADLE (HOST)

Senior Research Fellow, Human Capital
Council Director, Corporate Reward Council
The Conference Board



JEAN-MARC VERBIST

Human Capital Center Leader, Europe
The Conference Board

9:30 - 11:00 Productivity: Is Reward Finally Climbing Over the Factory Gates?

Improving productivity is a perennial challenge with our members, yet the reward community has often outsourced front-line strategy to industrial relations experts.

In this session, panellists from two continents explore how they've delivered innovative compensation and benefit models for manufacturing staff, navigating employee relations to drive real value at their "factory gates."



DR. RONÉL NIENABER

SVP Global Reward and Human Capital Solutions
Sasol Limited



KENT FREDERIKSEN

Vice President Reward
The LEGO Group

11:00 - 13:00 AI: Will the Last Human in Reward Please Turn the Lights Off!

Much has been written about how the introduction of new technology and AI will improve the effectiveness of reward diagnosis and solutions. But what will happen to our reward organisation? Are we moving – as was suggested at last years conference - from being people-centric leaders to mere vendor and technology managers?

In this interactive debate, our panellists share the shifts already occurring and project the future reward operating model in an automated world.



ALI REZA

Vice President, Total
Rewards
Sonova Group



DR. GERY BRUEDERLIN

Head of the Master's program in Human
Resource Management
**University of Applied Sciences and Arts
Northwestern Switzerland**



BERTRAND HAMON

Global Lead for Rewards and
Performance
Aptia Group



CLARE MONCRIEFF

Senior Principal Consultant
Workhuman



04 JUNE - DAY 1 - AFTERNOON | CARDO HOTEL

13:00 - 14:00 Lunch

14:00 - 15:30 Benefits: Are We Keeping Up to Our Standards?

COVID exposed the fragility of a strategy of "market-related" benefits when our people and their families actually needed life and medical cover.

This session explores how progressive organisations have been implementing global minimum standards for their benefit provisions including wellbeing and sharing their stories of what works and what fails when local taxes, state provision, cost constraints and competitiveness collide.



KELETSO NEWTON

Senior Director, Integrated and
Global Solutions
WTW



LAURA BLICKMAN-HUIJ

HR Director, Global Benefits &
Wellbeing
Procter & Gamble



RON STEIJN

Head of Compensation &
Benefits
Hitachi Energy

15:30 - 16:00 Break

16:00 - 17:30 Executive Compensation: Chasing the Dollar - We Are All American Now

We hear that many European Boards are under pressure to 'Americanise' their executive reward packages to compete with the US market.

But how much of this is myth and what is the reality? And what aspects of the reward packages are being changed and which are still thoroughly rooted in the European model? Our panellists will share their experience and some of the tips and traps in chasing transatlantic competitiveness.



IQBAL JIT

Partner, Tax & Legal
Deloitte



STEPHANIE BOYDE

EVP Performance & Reward
Shell plc



ANNE ENGEMANN

VP, Global Reward & Mobility
Vestas



04 JUNE - DAY 1 - AFTERNOON | CARDO HOTEL

17:30 - 17:45 Member Awards

17:45 - 18:30 Drinks and Dinner



05 JUNE - DAY 2 - MORNING | CARDO HOTEL

9:00 - 9:15 Welcome Back

9:15 - 11:00 Regulation: How Was It For You? Pay Transparency - The Morning After

For the third year in a row pay transparency tops the list of member priorities. The formal deadline for implementation happens during our conference, yet we still have no clear view on how most European countries will convert the EU regulations into legislation or even when these requirements will be implemented.

As one commentator said, we are faced with 'laudable aims and lamentable execution'. We will share and debate the implications of the current landscape, TCB member survey insights, and a survival guide for operationalising a coherent strategy in an incoherent regulatory environment.



ANTHONY POOLE

Partner, Human
Capital
AON



JAMES WILLIAMS

Head of Global Total
Rewards
Ericsson



MARION DEVINE

Principal Researcher, Human
Capital, Europe
The Conference Board

11:00 - 11:30 Break

11:30 - 13:00 Inclusion: The Party's Over - ESG, D&I and Reward

As high-profile brands apparently pull back on ESG and DEI, we ask: is the link between ESG, DEI and reward finally snapping? We explore the decoupling of ESG and D&I targets from variable pay and ask – is this spreading to the wider employee value proposition. Panellists share the reality of the current landscape, the rationale for the changes and how to manage the transition in practice.



ROEL VAN DER WEELE

Partner & Practice Leader
Rewards Advisory Practice
Deloitte



NINA LÖNNQUIST

Global Head of Performance &
Reward
ABB

13:00 - 14:00 Lunch and Close