

FUTURE: REWARD EUROPE

05-06 June, 2025 | Brussels

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Conference agenda

05-06 June, 2025 | Brussels

08:00 AM - 09:00 AM CET

Registration

09:00 AM - 09:30 AM CET

Welcome and Introduction

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:

- Martin Smit, Head of Strategy & Digital, Total Rewards, Takeda Pharmaceuticals
- Claudio Truzzi, Founder & AI Strategy Advisor, YouRock.ai

11:00 AM - 11:30 AM CET

Networking Break

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:

- Anne-Sophie Blouin, SVP Reward, RELX
- Mike Coventry, Global Head of Reward, Rio Tinto
- Rumi Das, Partner and Lead Global Workforce Consulting Practice, Deloitte



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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, Head of Corporate Benefits, Merck Group
- Clare Moncrieff, Senior Principal Consultant, Workhuman

03:30 PM - 04:00 PM CET

Networking Break

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:

- Alexander (Sandy) Pepper, Emeritus Professor of Management Practice, LSE
- Ashok Pillai, Global Head of Remuneration, BP
- Juliet Halfhead, Partner and Lead of European Executive Compensation Practice, Deloitte

05:30 PM - 06:00 PM CET

Close of Day 1

06:30 PM - 08:00 PM CET

Cocktails and Barbecue Dinner

Over cocktails 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, VP of Strategic Initiatives, Syndio



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Pay Transparency

This topic, due to its size and impact through 2027, remains a top priority for our reward community members.

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, Partner at Deloitte; and Matthew Blanchard, CEO of Akeron.

Speakers:

- Timothy Bruneel, Partner and Head of Total Reward Services in Belgium, Deloitte
- Saul Huisman, Head Reward International Advisory, Swiss Re
- Marion Devine, Principal Researcher, Human Capital, Europe, The Conference Board

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:

- Alexandra Steinmann, People Performance Management Lead, ABB
- Karlijn van den Berg, Head of Talent, ABN AMRO Bank N.V.
- Xavier Baeten, Professor of Management Practice in Reward and Governance, Vlerick Business School

01:00 PM - 02:00 PM CET

Lunch and Close of Event