



## INDUSTRY OVERVIEW

In Europe's super-charged job market, life sciences companies often struggle to attract and retain talents who possess critical clinical and business infrastructure skills. The force of industry convergence - whereby technical skills are in high demand at virtually all types of companies - magnifies this dynamic. Though the robust economic data is positive, it also creates numerous challenges for HR professionals in the life sciences sector, particularly when it comes to attracting and retaining their talents, especially for hot job functions.

However, despite such struggles and uncertainties on Europe's life sciences sector, the region doesn't seem to be slowing down plans for workforce growth. In fact, Radford's workforce trends report noted an increase in the EU-based life sciences companies' aggressive hiring plans: from 5.8% in the first quarter of 2018 to 8.5% in the second quarter. Discover the hows of winning over key talents in your company and more - from workforce training and hr tech to total rewards and culture and diversity - through a series of interactive roundtable sessions at the 1st HR Life Sciences Strategy Meeting Europe 2020.

*Source: Radford Global Life Sciences Survey Workforce Trends Report 2018*



"This program is valid for 6.25 PDCs for the SHRM-CP® or SHRM-SCP®."



## KEY LEARNING OBJECTIVES

- ✓ Engage in exclusive roundtable sessions with distinguished HR Life Sciences and experts to obtain diverse perspectives on current trends and solutions faced by the industry
- ✓ Connect with fellow professionals and high-level executives who share your goals and challenges as you widen your industry reach and network
- ✓ Collaborate with industry innovators to form and share strategies, plans, and techniques in order to find tangible solutions to your pain points
- ✓ Satisfy the needs of your organization through pre-qualified one-on-one meetings with top providers
- ✓ Find the right supplier from our deep network of affiliations, matched to your current business challenges

## THE FUNDAMENTALS OF OUR FORMAT

### ROUNDTABLE DISCUSSIONS



Embrace powerful exchange of ideas with senior executives and benchmark your own strategies amongst the best in the industry in these one-hour closed door interactive roundtable sessions.

### PERSONAL SCHEDULE



Each delegate receives a personalised agenda combining industry-leading keynote presentations, topical roundtable discussions, networking and business meetings. You only attend sessions and meetings that fit your challenges and interests, ensuring your time out of the office is focused and well-utilised.

### ONE-TO-ONE MEETINGS



The most effective and time efficient way to assess potential partners at a strategic level. Compare and update your knowledge of the industry in 25-minutes informative and relaxed business meetings with solution providers of your choice.

### NETWORKING



Strategic networking opportunities form a key benefit of participating in the meeting. Our proven format for building and strengthening alliances is underscored by a host of networking programmes, from casual networking activities such as lunches as well as formal networking opportunities that are built into your personalised agenda.

### PANEL DISCUSSION



Industry-leading professionals share their experiences in high-level strategic case study-based presentation.

“The one-to-one meetings are probably the highlight of the strategy meeting. I enjoyed it because I know the person I’m meeting to has a great understanding of my pain points and knows how to address them. I also like that I’m speaking with the primary decision maker. That’s usually when magic happens. I found the roundtable discussions very effective because it was just a small group.”  
*CEO Asia Pacific & Group COO, Cognifyx*

## TESTIMONIALS



“The round table discussion is more interactive and very engage to meet all the HR on Singapore, so I see that the roundtable moderator over there are very good to me and the topic was very interesting.”

**NVM Group**  
 President & CEO



“It’s very broad, there’s a great reflective knowledge here and also from any geographic location so we’ve managed to get information from all around the region to be very beneficial.”

**Matilda International Hospital**  
 Chief Executive Officer



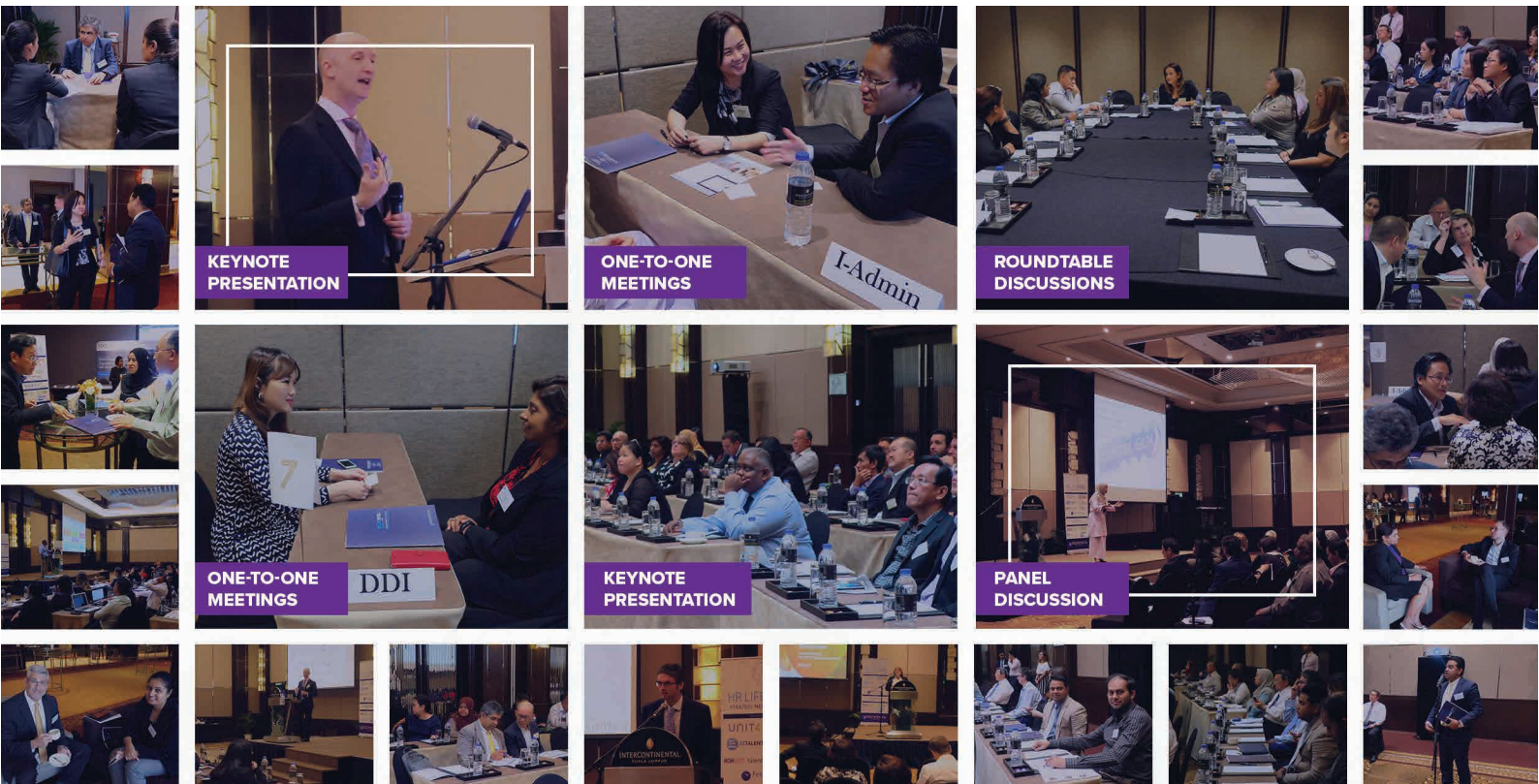
“The roundtable discussions are what I enjoyed the most because they were insightful. It encourages everybody to share their experiences and that gives you the confidence that you are not alone in this journey. Our colleagues are facing the same challenges on a daily basis. The one-to-one meetings were quick yet insightful. I had the chance to get to know people. The ultimate outcome was to create a connection and I think that was well-achieved. The interactivity of the strategy meeting helped us connect easily.”

**Merck Pte Ltd**  
 HRBP Head



“Rockbird Media did exceptionally well in giving us the choices of who we wanted to meet. We were given a fair amount of knowledge to prepare for those meetings and have fruitful discussions. Rockbird Media was very quick and supportive whenever we had questions.”

**Unit4 Asia Pacific**  
 Regional Director of Sales



KEYNOTE PRESENTATION

ONE-TO-ONE MEETINGS

ROUNDTABLE DISCUSSIONS

ONE-TO-ONE MEETINGS

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PANEL DISCUSSION

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## INDUSTRY THOUGHT LEADERS



**Edwin Schenck**  
*Chief Human Resources Officer*  
 Bayer Consumer Health



**Michael Puri**  
*Chief Human Resources Officer and*  
*Executive Vice President, Vifor Pharma*



**Agnès Park**  
*Chief Human Resources Officer, Group*  
*Senior Vice President, Pierre Fabre*



**Caroline Daniere**  
*Chief Human Resources Officer*  
 DBV Technologies



**Nicola Greenway**  
*Senior Vice President Head of HR Global*  
*Manufacturing & Supply and Global Quality*  
 Takeda



**Jim Kennedy**  
*Senior Vice President People*  
 Shionogi Europe



**Sian Abel**  
*Senior Vice President, Head of Human*  
*Resources EMEA & ROW,*  
 Kyowa Kirin International



**Hany Salah**  
*Vice President Head of ECHEMA*  
 Baxter



**Frederic Van Mullem**  
*Vice President Human Resources EMEA,*  
 Medtronic



**Khan Ozol**  
*Global Head of Executive Talent Scouting*  
 Novartis

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**Vera Gramkow**  
*Global Head of Talent & Performance Development, Bayer*



**Faith Busch**  
*Global Head of External Attractiveness Boehringer Ingelheim*



**Caroline Hart Sehested**  
*Global Head of Early Talent Novo Nordisk*



**Anita Walton-Tilly**  
*Executive Director, Head of HR International Markets Astellas Pharma*



**Paul Oldham**  
*Global Talent Acquisition Director AstraZeneca*



**Anatoliy Lytovchenko**  
*Head of Software Architecture Office ELEKS*

## AGENDA-AT-A-GLANCE

TRACKS	Talent Acquisition and Management	Workforce Training and Development	HR Tech and Transformation	Total Rewards and Benefits	Culture & Diversity
08:00-08:30	REGISTRATION & BREAKFAST NETWORKING				
08:30-09:00	WELCOME SPEECH & KEYNOTE PRESENTATION Building a winning, digitally-minded culture <i>Edwin Schenck, Chief Human Resources Officer, Bayer Consumer Health</i>				
09:00-10:00	The HR Tech landscape is growing at record pace. How do we maintain knowledge expertise in the field and successfully drive selection, acquisition, and implementation of disruptive tools <i>Khan Ozol, Novartis</i>	Establishing learning journeys to reskill the workforce <i>Agnès Park, Pierre Fabre</i>	Adopting AI-powered tools and smart technology to reconstruct the way you attract, compensate, develop and retain talent <i>Sian Abel, Kyowa Kirin International</i>	Defining the Total Reward Strategy to support Business Transformation <i>Jim Kennedy, Shionogi Europe</i>	What is the role of HR in building and maintaining organizational culture and cohesiveness during M&A <i>Hany Salah, Baxter</i>
10:05-10:30	1ST SESSION: 1-1 MEETINGS OR NETWORKING BREAK WITH REFRESHMENT				
10:35-11:00	2ND SESSION: 1-1 MEETINGS OR NETWORKING BREAK WITH REFRESHMENT				
11:00-12:00	Talent rediscovery objectives using AI and machine learning algorithms <i>Reserved for Sponsor</i>	Operating video-based e-learning to enhance and optimize employee learning experience <i>Reserved for Sponsor</i>	IT trends in HR <i>Anatoliy Lytovchenko, ELEKS</i>	Establishing digitalization strategy using Global Job Catalogue Methodology as basis for rewards and recognition <i>Reserved for Sponsor</i>	Advanced structure of joint ventures and minority investments <i>Reserved for Sponsor</i>
12:05-12:30	3RD SESSION: 1-1 MEETINGS OR NETWORKING BREAK				
12:30-13:30	LUNCH				
13:30-14:00	AFTERNOON KEYNOTE PRESENTATION				
14:00-14:15	SPOTLIGHT SESSION				
14:20-14:45	4TH SESSION: 1-1 MEETINGS OR NETWORKING BREAK WITH REFRESHMENT				
14:50-15:15	5TH SESSION: 1-1 MEETINGS OR NETWORKING BREAK WITH REFRESHMENT				
15:15-16:15	ROUNDTABLE CASE STUDY: Payroll System & Services	ROUNDTABLE CASE STUDY: HR Analytics	ROUNDTABLE CASE STUDY: Employee Engagement Tools	ROUNDTABLE CASE STUDY: AI Platform	
16:15-17:15	Boosting the employment brand by setting up a social recruiting army <i>Caroline Hart Sehested, Novo Nordisk</i>	Estimating ROI for new tech integration into L&D programmes for enhanced efficiency <b>Title TBC</b> <i>Nicola Greenway, Takeda</i>	How chatbots and machine learning strengthens the candidate and employee experience <i>Frederic Van Mullem, Medtronic</i>	Blockades to employee adoption of financial wellness benefits and best practices for driving deeper engagement <b>Title TBC</b> <i>Caroline Daniere, DBV Technologies</i>	Agile is the new black – creating an inclusive culture of empowerment and accountability <i>Vera Gramkow, Bayer</i>
17:15-18:15	PANEL DISCUSSION The future business value of talent acquisition and development in a changing pharmaceutical landscape Chairperson: <i>Michael Puri, Chief Human Resources Officer and Executive Vice President, Vifor Pharma</i> Panelists: <i>Faith Busch, Global Head of External Attractiveness, Boehringer Ingelheim</i> <i>Anita Walton-Tilly, Executive Director, Head of HR International Markets, Astellas Pharma</i> <i>Paul Oldham, Global Talent Acquisition Director, AstraZeneca</i>				

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## 2020 SPONSORS

### GOLD SPONSOR

**eleks**<sup>®</sup>

ELEKS is a Top 100 Global Outsourcing company that provides expert software engineering, end-to-end product design, and consultancy services with rich experience in both healthtech, biotech and pharma domains as well as the author of IT solutions for HR. ELEKS is also proud to have its proprietary medical ERP solution that flexibly adjusts to business processes of the client of any size.

For over 29 years, we’ve worked as a software innovation partner to Fortune 500 companies, big enterprises and technology challengers. Our team of over 1,500 professionals provides a full range of IT services. The software products that we build help the world’s leading brands transform their businesses, increase their revenues and save development time and operating costs.

### SILVER SPONSOR

**VANTAGE CIRCLE**

Vantage Circle platform helps organizations to spur motivation among employees through rewards and recognition, encouraging and aligning with the Organization’s core values while reaching their full potential.

Allows immediate recognition through web and mobile platform

- Socially visible recognition across the company
- Global platform for recognition and redemption
- Customised for every companies’ requirements

Available in both web and mobile app form, Vantage Circle makes it easy for you and your employees to access anywhere and anytime, globally. Vantage Circle has been servicing companies across different industries, geographies and employee size since 2011.

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*CEO Asia Pacific & Group COO, Cognifyx*

## PAST PARTICIPANTS

Company	Job Title	Company	Job Title
AbbVie	Talent Acquisition Lead, Japan & APAC	National University Singapore	Deputy Head, Shared Services (HR)
Amgen Singapore Manufacturing Pte Ltd	Human Resources Director	Natrapharm Philippines	Vice President, Human Resource Head - Asia Talent Program
Astellas Pharma	Head, HR & Comms	Novartis Pharmaceuticals Pte.Ltd.	Regional HR Director
Cognifyx	Co-Founder & COO	Pall Corporation	Senior Manager, HR Systems and Processes
Cognifyx	Co-Founder & Ceo	Parkway Group Healthcare	Assistant Vice President, HR
Covance	Senior Director, Recruitment & Talent Services	Parkway Hospital Singapore	Senior Manager, HR
Edwards Lifesciences	Talent Acquisition Manager	Parkway Pantai	HR Manager
Edwards Lifesciences	Senior, HRBP	Pfizer Asia Manufacturing Pte Ltd	HR Operations Manager
Eli Lilly Singapore Pte Ltd	HR & Training Manager	Pfizer Asia Manufacturing Pte Ltd	APAC Sourcing Lead
Eli Lilly Singapore Pte Ltd	Senior Manager, Finance & HR	Physicians Practice Family Medical Centre	Founding Partner
Emirates Airline	Clinical Governance Lead	PRA HealthSciences	HR Director, Asia Pacific
Farrer Park Hospital	Head – Human Resources	QIAGEN India Pvt. Ltd.	Associate Director, Head of HR Operations – India, SEA & ANZ
Farrer Park Hospital	HR Manager	QIAGEN Singapore Pte Ltd	HR Specialist, Singapore & Malaysia
Fullerton Healthcare Group Pte Ltd	HR Manager	Ramsay Sime Darby Healthcare	Head, HR Planning & Support
Fullerton Healthcare Group Pte Ltd	HR Manager	Roche Singapore Pte Ltd	Regional Talent Scout Lead APAC Pharma
GE Healthcare	Senior HRBP	SCIEX	Director, HR Global Operations
GSK	HR Manager	SCIEX	Senior HRBP
Health Management International Ltd	Chief People Officer	SCIEX	Senior, HRBP
IDS Medical System	HR Manager	SCIEX	Talent Management and Development Manager
IDS Medical Systems	Director – Medical Solutions	Shire	Medical Director
IDS Medical Systems Pte Ltd	Senior Manager, HR	Shire Singapore Pte. Ltd.	Talent Acquisition BP JAPAC
IQVIA (Quintiles)	Senior Director, Talent Acquisition	Shire Singapore Pte. Ltd.	Head of HR APAC
Jigsaw Clinical Research Solutions	Chief Operating Officer	Shire Singapore Pte. Ltd.	Senior HR Business Partner, SEA
Mahkota Medical Centre	HR Director	Shire Singapore Pte. Ltd.	Head, Talent Acquisition, Asia Pacific and Japan
Medtronic	HR Director	Singapore General Hospital	Chief Human Resource Officer
Merck Pte Ltd	HRBP Head	Stryker	HR Director, ASEAN
Merck Pte Ltd	Country Head, HR	Tessa Therapeutics	VP - HR & Finance
Merck Pte Ltd	Regional Head of Total Rewards South APAC / Korea	Tessa Therapeutics Pte Ltd	HR Director
National Healthcare Group	HR Director	The Medical Concierge Group Pte Ltd	Founder & CEO
National Healthcare Group Pte Ltd	Manager, Group Talent Management	Universiti Putra Malaysia	Dean Faculty Medicine Health Sciences
National University Hospital (S) Pte Ltd	Head of Learning and Development & Senior Manager HR	Waters Corporation	Principal HR Business Partner, SEA & Australasia
National University Hospital (S) Pte Ltd	Senior Manager	Zimmer Biomet Pte Ltd	HR Leader - Singapore, Malaysia, Export Markets (SME)
National University Hospital (S) Pte Ltd	Senior Assistant Director	Zuellig Pharma Holdings Pte Ltd	Corporate Head of Rewards & Mobility
National University Singapore	Head, Shared Services (HR)		

### VENUE



**Radisson Blu Zurich Airport**  
 PO Box 295, 8058 Zurich, Switzerland



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