



—— 28th & 29th October 2014, Brussels

8th Annual

# Excellence in Talent Management

*Using TM to align HR with Business Goals*

seminar

—— Part of the HRcoreACADEMY



**T E N E O**  
meetings

## FOREWORD

Companies already recognize that success depends on three things: keeping good people, keeping them engaged and productive, and understanding that these two aims are not one and the same.

The secret is designing a suite of systems (work, culture, flexibility, social and community purpose) that supports a talent experience that makes it easy for individuals to continually reenlist for their tour of duty.

Global integration and local optimization are twin goals attainable through global technology platforms and proper role and process definition. Global consistency and standards ensure efficiency and scale; local flexibility drives agility, growth and employee engagement.

This seminar will be held at the same time as the [L&D 2.0 seminar](#) (click to view). You will be able to move freely between

Both are necessary to develop an HR organization that is globally "fit for purpose."

Talent acquisition has changed in fundamental ways due to shifts in global talent markets, skills shortages, new ways of working, and the growing importance of social media and employment brand.

To compete for talent in 2014, HR must move to more marketing oriented, innovative, social media-savvy and global approaches to talent acquisition. This demands innovation on the front end of recruiting, coupled with the need to "re-recruit" employees, managers and leaders every day.

Join us in Brussels to obtain the latest trends and insights to excellent Talent Management.

## CHAIRLADIES



**Annemie Ressa**  
Founder  
PurpleBeach

[Short Video](#)

Previous roles include:  
Global Head of People Innovation, eBay  
Global HR Director, Skype  
Senior HR Director, PayPal



**Sunita Malhotra**  
Owner & MD  
People Insights

[Short Video](#)

Previous roles include:  
HR Director, Sales & Marketing Europe, Electrolux  
HR Director, Bristol-Myers Squibb  
HR Director BeNeLux, Philip Morris

## SPEAKER PANEL



**Doerte Stiller**  
Global Head of Talent Solutions  
Bombardier Transportation  
Germany



**Mark Vlaanderen**  
Sr. Director - Head of Leadership,  
Talent & Learning  
Philips  
The Netherlands



**Nivine Rushdy**  
Head of Talent Management  
Etisalat  
Egypt



**Tim A. Ackermann**  
Senior Director Talent Acquisition  
Parexel International  
Germany



**Giuseppe Auricchio**  
Executive Director,  
Learning Innovation  
IESE Business School  
Spain



**Thimon de Jong**  
Director  
Whetston  
Netherlands



**Anneke Luijkenaar**  
VP Global Talent Acquisition  
DSM  
The Netherlands



**Carrie Royle**  
European Learning & Development Manager  
UPS  
Belgium



**Kathryn Callow**  
Global Employer Brand Manager  
Ferrero  
Luxembourg



**David Ducheyne**  
Chief People Officer  
Securex  
Belgium



**Stan Steverink**  
Director Leadership Development  
Hay Group  
The Netherlands



**Luk Smeyers**  
CEO and co-founder  
iNostix  
Belgium

## PARTNERS



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# Programme Day 1

TUESDAY 28th October 2014


08:45 Registration & Coffee

09:15 Opening of the Conference by the Chairladies:

-  Annemie Ress, Founder, PurpleBeach and Sunita Malhotra, Owner & MD, People Insights

## PAST, PRESENT & FUTURE of TM

09:30 From Business Innovation to People Innovation ... Specific Implications for TM


-  An overview of how the TM landscape has and is changing
- Key commercial and people challenges requiring HR and Business Leaders to Innovate around people
- The Good, Bad and Ugly of what good People Innovation in the TM space will look like

Annemie Ress, Founder, PurpleBeach  
Former Global Head of People Innovation, eBay

10:00 10 min. Q&A with Annemie

## TALENT ACQUISITION / EMPLOYER BRANDING

10:10 Monetising the Employer brand; success Metrics and Measuring


-  How do you measure an employer brands success? The endless quest of many a HR department has: how do we provide solid evidence on the ROI of our employer branding and ensure it's not simply seen as a 'nice to have'. Kathryn will talk through all things data: from how Ferrero measured it's employer brand to build its first global EVP through to their KPIs and success metrics in its deployment.
- Employer branding is a science; Cost, Time, Quality, Reach, Rank
- A firm advocate of data and predictive analytics in talent, Kathryn will present her best hints and tips on how to profit from big data on shoe string budgets.

Kathryn Callow, Global Employer Brand Manager, Ferrero

10:40 10 min. Q&A with Kathryn

10:50 Coffee & Networking 


11:20 The DSM Experience of launching a Global EVP


-  The journey to create the EVP
- Creation of a short video encompassing the message
- Tying-in the EVP with the Culture Agenda and the Leadership Model
- Launch of the EVP
- .....results?

Anneke Luijkenaar, VP Global Talent Acquisition, DSM

11:50 10 min. Q&A with Anneke


12:00 Interactive Roundtable Session

-  How is employer branding working now in today's economy – does it actually make a difference?
- What is Social Media's role in TA and HR?
- Why aren't the ATS systems out there delivering what we need? Do we know what we need?
- Are we really leveraging technology, or have we just mapped our paper processes onto a new media?
- "In God we trust, all others bring Data" – what metrics are you using? What metrics are you missing?

Led by the Chairladies 

12:45 Lunch & Networking 


14:00 'Recruitment'

-  Traditional recruiting in critical need of innovation
- The need for more entertaining, engaging recruitment
- Game-based pre-qualification of interested 'candidates'
- Taking candidates through a fun process instead of giving them a task while applying for a job
- Effective use of Technology and Social Media in this process

Tim A. Ackermann, Senior Director Talent Acquisition, Parexel

14:30 10 min. Q&A with Tim

14:40 Blended Learning: what's old is... new again (Part 1)

-  The worlds of online and offline have been merging for some time, both in our private lives as well as our professional ones. In a learning context, the term "blended learning" captures this phenomenon, and is also not new.
- Despite its datedness, blended learning has found limited use in management and leadership development programs. Are changes in the way leadership development is conceived, coupled with the demanding needs of today's global businesses and dramatic improvements in technology, changing the way corporate learning leaders are thinking of using online learning in executive education?


Giuseppe Auricchio, Executive Director, Learning Innovation, IESE Business School

15:10 10 min. Q&A with Giuseppe

15:20 Coffee & Networking 

## LOCAL/ GLOBAL STRATEGIES


15:50 Red Box: our EMEA Countries Leadership Program


-  Develop and strengthen skills/ competencies of country business planning teams
  - Identify if we have the right people in the right position
  - Grow and develop 'ready now' successors
  - Establish a Country Manager and Business Planning Team Training Program
  - Support and enhance functional and cross-functional training
- It supports:
- Chain of Knowledge – Create, Transform, Apply
  - Best Practice – Communicate and share
  - Sustainable Development – the ongoing process of change for current and future generations
  - Self Development – develop a passion for learning


Carrie Royle, European Learning & Development Manager, UPS

16:20 10 min. Q&A with Carrie


16:30 Interactive Roundtable Session

-  Do you have a TM system or is it just a process? Why?
- What TM challenges will HR face in different sectors over the next 12 months?
- Success measures - how do you know you are successful?
- How can we encourage top management to become more actively involved in talent development?

Led by the Chairladies 

17:10 Coffee & Networking 



17:40 "Sense in succession" at Philips Consumer Lifestyle

-  Creating plans that are optimally scrutinized for actually filling a key position; stress-testing people scenarios on will this really be a strong candidate, will they be available, interested, etc...leading to a solid estimate of likelihood.
- Adding people in a similar way until the sum of probabilities exceeds a certain level, mitigating continuity risk. For CL we filled 75% of our senior roles from plans.
- We combine this by creating deep insights in our overall pipelines through analytics (i.e. If we fast forward our plans, what's the impact on diversity?, are our ratios healthy?, given where our business is going, what should our footprint and pipeline look like?, etc.), to flag and initiate early remedial action.

Mark Vlaanderen, Sr. Director - Head of Leadership, Talent & Learning, Philips

18:10 10 min. Q&A with Mark

18:20 End of Day-1

19:00-20:30 Evening Drinks Reception  

# Programme Day 2


WEDNESDAY 29th October 2014

08:45 Opening of Day2 by the Chairladies:

-  Annemie Ress, Founder, PurpleBeach and Sunita Malhotra, Owner & MD, People Insights



## TALENT ENGAGEMENT


9:00 Talent Engagement: Engagement embedded in Leaders Agenda

-  Case study of Bombardier Transportation
  - Integrating employee engagement survey as part of talent management cycle
  - Placing Engagement as essential for increasing employee effectiveness
  - Moving leaders to "knowing their teams"
  - Linking engagement to assessment, development and rewarding
- Doerte Stiller, Head of Global Talent Solutions, Bombardier Transportation

09:30 10 min. Q&A with Doerte

09:40 Engaging Talent Today & Tomorrow

-  Key insights for future-proof talent engagement
  - A compact and interactive session facilitated by Stan, building on the collective experience in the room and inspired by international strategic insight speaker Thimon
-  Stan Steverink, Director Leadership Development, Hay Group  
Thimon de Jong, Director, Whetston



10:20 Coffee & Networking 

10:50 Engaging for Success - Enhancing Performance via Employee Engagement in the Middle East

-  Engaging Employees to Build a Performance Driven Culture  
Successful TM Strategies are:
    - Aligned with the organization's Culture & Values to ensure "fit"
    - Designed to support the organization's strategy to ensure relevance
  - Engagement is a Leadership Responsibility
    - Live the Brand; Engaging Employees to Engage Customers
  - Case Study - Etisalat Misr
- Nivine Rushdy, Head of Talent Management, Etisalat

11:20 10 min. Q&A with Nivine


11:30 Training and awareness raising using interactive techniques

-  Dramanon, a drama based learning company will introduce the session using exercises and techniques that are usable to improve both management and engagement of employees. 

12:15 Lunch & Networking 

13:59 End of the seminar.  
The day continues for those who chose to include workshops in their package.

## POST-EVENT WORKSHOPS


14:00-15:30  Moving from descriptive to predictive HR analytics  
The purpose of the workshop is to clarify the differences between HRIS-based analytics (a.k.a. descriptive analytics) and predictive HR analytics (a subset of data science) and highlight their complementary natures.

Applying predictive analytics to the discipline of HR is a rather new domain but with huge potential. PA enables organizations to:

- Stay ahead of the curve by identifying workforce and performance opportunities early and highlighting risks, even before they arise
- Make informed people-related decisions based on enhanced insight and intelligence that simply cannot be obtained using traditional descriptive reporting systems and/or HRIS tools
- Use the superior intelligence derived to help support cost savings and maximize the impact on any human capital investment

Luk Smeyers, CEO and co-founder, iNostix

15:30-16:00 Coffee & Networking 

16:00-17:30  Customized HR

- Basis of a human-centric People Strategy: create an environment in which people can be successful and make choices (personal + professional)
- Empathy as basis of HR (and leadership)
- Organize work according to personal needs and strengths (Talent)
- Create an architecture of choice
- Change HR Practices to create a human-centric approach: customization through mass customization and i-deals

David Ducheyne, Chief People Officer, Securex

## HRcoreACADEMY:

Streams ([click to view agendas](#)):

- 1) 8th Excellence in TM
- 2) Learning & Development 2.0

It will give you access to:

- 2 Streams
- 29 High-level expert speakers
- 120+ HR professionals
- 21 Case-Studies from leading Organisations
- 4 Interactive round-table sessions
- 3 hands-on workshops
- 1 Exclusive Cocktail party
- And much more...

## TENE O SEMINAR ENDORSEMENTS:

*I highly enjoyed the quality of attendees and the relevance of the subjects.*

**Head of Recruitment International Staff, NATO**

*Well arranged, great opportunities to network and a wide people/company diversity.*

**Global Recruitment Manager, Ramboll Oil & Gas**

*I want to extend my heartiest congratulations to you and your team for producing such an enriching and value adding conference.*

*The quality of speakers was A class and participants were quite diversified in terms of industries/countries represented.*

**EVP & Head of HR, ING Investment Bank**

*Great organization, Teneo's Staff and of course the city!*

**Global Engagement Director, Swarovski**

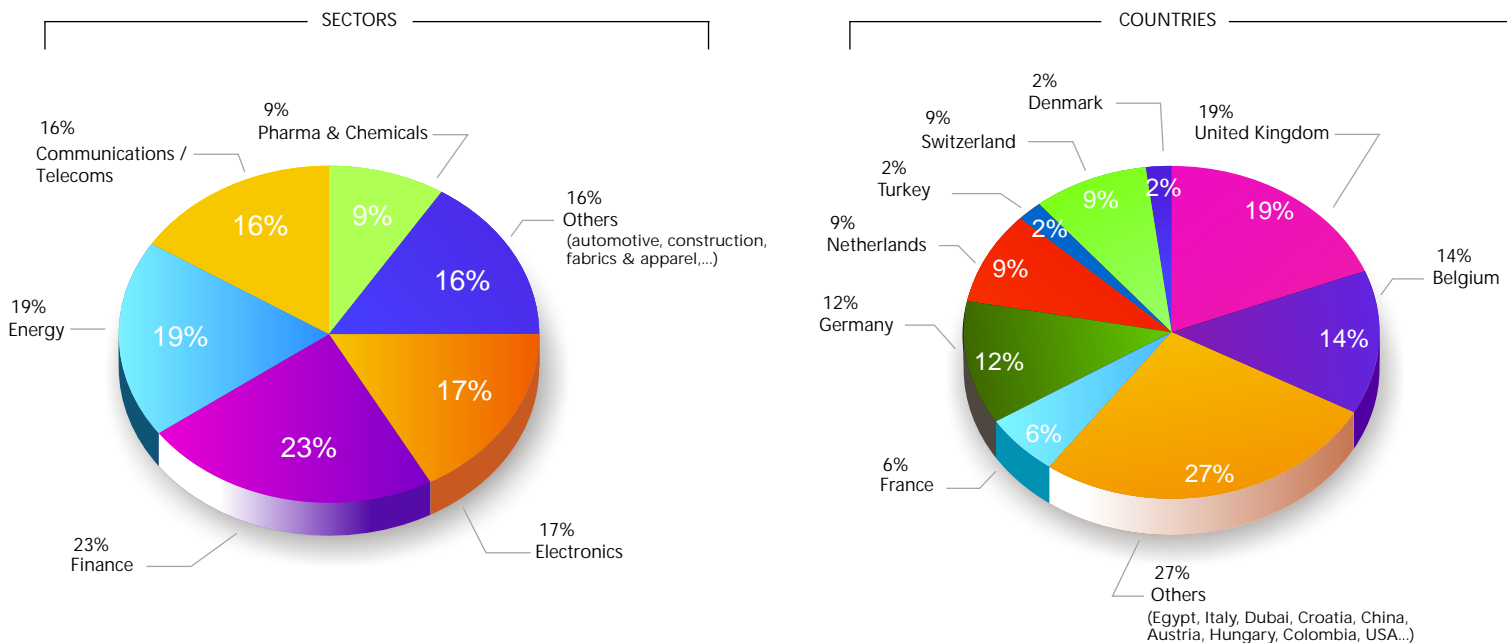
*Outstanding cross-cultural mix of participants, nice breadth of topics. Enjoyed case studies a lot.*

**Head of Leadership Development, Saudi Aramco**

*Many thanks indeed for the highly insightful seminars and the smooth organization by your Teneo teams.*

**Director TA & Development, Ferrari**

## PAST PARTICIPANTS AT OUR CONFERENCES BY SECTOR AND COUNTRY:



VENUE: HOTEL RADISSON BLU ROYAL , BRUSSELS - [www.radissonblu.com/royalhotel-brussels](http://www.radissonblu.com/royalhotel-brussels)



The Radisson Blu Royal Hotel, Brussels welcomes guests with a signature art deco façade designed by famed city architect Michel Jaspers.

Easily discover the best of the capital's vibrant culture, food, commerce and architecture from this city centre hotel. Brussels visitors should be sure to visit nearby Grand Place, Manneken Pis and Magritte Museum, among other attractions.

Well-designed rooms and suites, award-winning restaurants and first-class facilities await enjoyment upon guests' return.

Just 14 kilometres from the airport.

Rue du Fossé-aux-Loups 47  
1000 Brussels, Belgium  
Tel: +32 (2) 227 28 28



# Biographies

## **Annemie Ressa, Founder, PurpleBeach**

*Annemie has wide ranging experience in designing and implementing significant organizational change and transformation in multi-national businesses including people innovation, engagement, leadership, talent, culture, diversity and complexity.*

*Her extensive career across various sectors (technology, e-commerce, FMCG, financial services, telecommunications or local government) and her work in the field of people innovation and employee engagement allow her to approach leadership and strategic challenges from a very different, unique and results driven perspective. Annemie applies a People Innovation Approach to all the areas that she has a proven track-record of delivery in.*

*She has extensive global HR leadership, HR operational and HR transformation experience. With a focus on employee engagement, company culture, talent management and diversity, she has a precise expertise of HR mechanisms that she now teaches to managers in Europe and the Middle East.*

## **Sunita, Owner and Managing Director, People Insights**

*Sunita was born in New York, U.S.A. and has worked and lived in India, U.S.A., Switzerland and Belgium and worked across all European countries (Western and Central & Eastern). She is a U.S. citizen with Indian nationality.*

*She has an MBA from George Washington University, Washington. D.C., U.S.A. and has a Master Practitioner's degree in Neuro Linguistic Programming (NLP) from London, U.K. She speaks English, French, Hindi and Dutch.*

*Sunita has acquired her experience in several global corporations such as Accenture, Philip Morris Companies, Bristol-Myers Squibb International, Electrolux for the last 20 + years. She has worked in and across many industries, i.e. retail, consulting, hospitality, FMCG (Fast moving consumer goods), pharmaceutical and consumer durables. She held local, Regional, European and Global responsibilities at senior level within Sales & Marketing and Human Resources (HR).*

*Her passion lies in coaching senior Executives and working with business leaders and their teams to shape the organisation and people strategy to ensure its effective execution, thus leading to excellent business results.*

*In addition to her work, she is part of the faculty of Warsaw University of Technology – Business School, Warsaw, Poland. Amongst other programmes, she is Professor of the Strategic Human Resources Management Course, for the Executive MBA.*

*She also teaches a course in International business (focus on Human Resources Management) and Cross-Cultural Management as Professor at the Université Catholique de Louvain (UCL), Belgium, and in addition teaches Human Resources at Vlerick Business School, Belgium. She also lectured at University of Antwerp Management School, Belgium on Interviewing & Job Search Strategy.*

*She was awarded the "HIGHEST RANKED PROFESSOR AWARD" by Warsaw University several years in a row.*

*She represents critical Human Resources' areas in media like Radio BFM, BIZZ magazine, La Libre Belgique, HRO Today, HR Magazine, Strategic HR Review, Harvard Business Review and several others.*

## **Kathryn Callow, Global Employer Brand Manager, Ferrero**

*Kathryn's background is as Account Director at employer branding consultancy: trendence where she founded the STEMInism UK diversity network, before moving internationally to become Global Employer Brand Manager at chocolate giant Ferrero.*

*Prior to this she worked in HR research, data and analytics at High Fliers Research producing The Times Top 100 Graduate Employers. Kathryn has worked in London, Berlin and now Luxembourg and currently has global responsibility for employer branding at Ferrero.*

*Kathryn has been featured in The Financial Times, The Guardian, The Times, BBC World Service, BBC three and industry press. Kathryn took to Marketing Week in July 2013 to publically defend the industry by writing a retraction to Mark Rison's 'Employer Branding can do real harm - so stop it'.*

## **Anneke Luijkenaar, VP Global Talent Acquisition, DSM**

*Anneke joined DSM in November 2011, as Vice President Global Talent Acquisition. Together with her team she is responsible for the global recruitment organization of DSM and to implement the vision of becoming a strategic partner in talent acquisition to DSM businesses.*

*Prior to joining DSM Anneke spent her entire career in the Executive Search industry and most recently worked with Heidrick & Struggles based in Amsterdam. Her focus has been on global leadership recruitment in the Industrial sector including chemicals, natural resources, food ingredients and manufacturing.*

*Anneke was born in the Netherlands but lived a large part of her life in Canada. She has three children and lives in Amsterdam and Maastricht.*

## **Tim A. Ackermann, Senior Director Talent Acquisition, Parexel**

*Tim is a seasoned HR and talent acquisition expert with over 15 years in various industries at companies such as Deutsche Bank, Microsoft and Swarovski.*

*Recently Tim joined Parexel International as Senior Director Talent Acquisition EMEA, India, Japan, and Taiwan.*

*Besides he is teaching HR Management, Recruitment and Organization at the International School of Management, Munich.*

*Tim is a founding member of Queb e.V. the (German) Association for Quality Employer Branding and actively engaged in the harmonization of the European higher education with fibaa e.V.*

## **Giuseppe Auricchio, Executive Director, Learning Innovation, IESE**

*IESE's LIU was established in 2013 with the purpose of setting a strategic direction for pedagogical innovation at IESE, particularly in terms of blended learning methodologies and curriculum development. As the LIU's first Executive Director,*

*Giuseppe has been responsible for setting the vision and agenda for the unit, and leading its first initiatives. Giuseppe regularly consults with faculty and staff on instructional issues, and collaborates with team members to design and implement learning solutions that are innovative, impactful, high-quality and repeatable.*

*Prior to his current role, Giuseppe was Director of Custom Programs at IESE Business School. During 5 years, Giuseppe led a multi-cultural team responsible for the design and delivery of executive learning experiences with partner organizations around the world. Giuseppe managed this activity across the school's centers in Barcelona, New York and Munich, and his tenure coincided with a rapid, sustained expansion of IESE's portfolio of international clients.*

*Giuseppe started his career at Deutsche Bank, working in the institution's financial derivatives trading division first in NY and then in London. Giuseppe later acquired experience in international sales and project management, working for a media agency involved in the development of special advertising sections - a role which brought him to lead production teams in more than 8 countries across 4 continents.*

*Giuseppe holds a Bachelor of Science (BSc) from Georgetown University, a Master in Business Administration (MBA) from London Business School and a Doctorate in Education (EdD) from the University of Pennsylvania (Penn CLO Program).*

*Giuseppe's doctoral work focused on the use of blended learning in the context of executive leadership development. For his work, Giuseppe investigated the opinions and practices of 45 senior learning and development professionals in flagship global companies.*

*Giuseppe is Italian, and lives in Barcelona with his wife and 2 children.*

## **Carrie Royle, Europe Learning & Development Manager, UPS**

*A native of Manchester, UK, Carrie recently received her bachelor's degree in Management and Leadership from Anglia Ruskin University, Cambridge, UK.*

*Carrie began her UPS career within Business Development in 2003, holding numerous positions from Account Manager, Sales Operations Manager and Sales Planning, Performance and Compensation Manager.*

*She moved into Human Resources in 2014 and is dedicated to the development of UPS's International Management Development Program, working in close collaboration with leadership throughout Europe.*

# Biographies

## **Mark Vlaanderen, Sr. Director - Head of Leadership, Talent & Learning, Philips**

Mark currently heads up Leadership, Talent & Learning (LTL) for Philips' Consumer Lifestyle sector (~4.8 bln – 17k fte) – where his main focus is on integrated talent management, agile (strategic) workforce planning, and high performance culture.

Before moving to LTL, Mark ran a global HR operation for IT – where he also led the design and implementation of organizational- and Cultural Transformation programs for Philips' full IT function. He has held several prior positions in HR, Talent Management, and Talent Acquisition. His interests and experience include: HR Strategy, Talent & Learning Program Design, Cultural Transformation, HR Analytics and Decision support, and Leadership.

Mark holds a Master's in Organizational Psychology from the University of Amsterdam, where he graduated in 2004 on the elusive topic of training ROI. He lives in 's Hertogenbosch, the Netherlands, with his wife and son.

## **Doerte Stiller, Head of Global Talent Solutions, Bombardier Transportation**

Doerte has a wide range of experiences in Human Resources and People Management, in particular in Engagement, Performance & Talent Management as well as Change Management.

She started her career at DaimlerChrysler and joined Bombardier Transportation 12 years ago. After assignments to various global change projects, she took leading positions in the HR Center of Expertise.

Today Doerte is the Head of Global Talent Solutions, where she leads experts in the area of Talent Management, Leadership, Learning & Development.

## **Stan Steverink, Director Leadership Development, Hay Group**

Together with his clients Stan designs, delivers and facilitates international development and transformation programs for leaders at top, mid and starting level. Essential to his approach is connecting the business actuality with personal leadership development.

Professionally Stan began as strategic advisor and account manager in the field of new media in the midst of the Internet boom. In 2002 he started at IMEC, which specializes in leadership development. At IMEC he began as consultant, later becoming Managing Director and co-owner. Since March 2012 IMEC is integrated into the global HR firm Hay Group. At Hay Group Stan is now Director Leadership Development.

Stan studied Economics and Social Psychology at the University College in Utrecht and Philosophy at the University of Amsterdam. He complemented his education with studies at the Haas School of Business, Columbia School of Business, Harvard Business School and Amsterdam Institute of Finance.

## **Thimon de Jong, Director, Whetston**

Thimon has been presenting his perspective on future change for over ten years at companies like Ikea, Aon, Deloitte, Tetra Pak, Samsung, Unilever, Rabobank, Philips, GDF Suez, Citywire, RTL and Coca-Cola. He regularly addresses international conference audiences in a variety of industries.

Thimon is also a co-producer and lecturer of an executive training program at the University of Utrecht which focusses on sociocultural trends and how these can be practically applied to business strategy. Thimon is a former insights & strategy director at TrendsActive, researcher at FreedomLab Future Studies and editor-in-chief of RELOAD Magazine

## **Nivine Rushdy, Head of Talent Management, Etisalat**

Nivine is an experienced HR management professional with over twenty five years management experience - in managing recruitment and selection, compensation and benefits, training and development and employee relations functions.

Nivine has unique experience in building a human resources management infrastructure within the fast moving consumer goods industry, the telecom industry, the manufacturing industry and outsourcing human resource business process consultancy and re-engineering services to major local and international companies in the Egyptian and international market – professional in training needs assessment, design and conducting training and development interventions.

## **Luk Smeyers, CEO and co-founder, iNostix**

Luk is an experienced senior HR executive who has lead complex transition projects for compelling Fortune 500 companies, such as PepsiCo, Starbucks and Nielsen. Till 2007, Luk served as Senior Vice President and CHRO Europe for Nielsen, the world biggest marketing research and data company.

In 2008, Luk started to work as an independent HR Analytics consultant and formed the iNostix start-up together with academic partner Dr. Jeroen Delmotte in 2012. Luk is passionate about researching the business impact of people investments. Predictive workforce analytics is all he does and he is widely recognized as one of the few European top predictive HR analytics experts.

Luk is revered as a leading thinker, educator, influencer and is a well-known content contributor, blogger, columnist and author of many articles. He is an invited speaker at international conferences and helps clients set a higher ambition for strategic HR intelligence, leading consultative projects in the Benelux countries with such organizations as KPN, ING, ABN-AMRO, Philips, Rabobank, UWV, RealDolmen, Acerta, NS, BASF, Besix, Strukton, Bekaert, Randstad, Eandis, AG Insurance, Dutch Post, AON, AXA, Raet, etc.

## **David Ducheyne, Chief People Officer, Securex**

David combines this role with a business responsibility as general manager. This combination of roles has given him the opportunity to develop a business vision in which people are key. For David HR is about business and business is about HR. No business is possible without people. Therefore businesses need to contribute value to people's lives. This has been his strategy for over 20 years.

David has worked for organizations with different corporate cultures, with HQs in different countries (Germany, Italy/US, France and Belgium) and with different activities (telecom, education, FMCG, machine manufacturing and services). He has worked as an HR Director for Case New Holland, Henkel, University Ghent and Alcatel.

David is also an avid blogger on [www.hrchitects.net](http://www.hrchitects.net) and active on Twitter (@DDucheyne). He is a strong believer in building companies around human capabilities.

# Registration Form



**HRcoreACADEMY: 8th TM and L&D 2.0 seminars**

28th & 29th October 2014, Brussels

Fill in this Form to Confirm your Participation

\_\_\_\_\_ Scan to: [iris.langa@teneoevents.eu](mailto:iris.langa@teneoevents.eu)

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BASIC COST:

**1 950€**

**Post-event Workshops:**

1 Wkshop | 300 €

2 Wkshops | 500 €

**I'm mostly interested in:**

TALENT

L&D

## Credit Card:

Credit Card Payments:  Mastercard  Visa  Am. Express

Card billing address: \_\_\_\_\_

City: \_\_\_\_\_ Post code: \_\_\_\_\_

Credit Card number:

Card holder name: \_\_\_\_\_ Expiry date: \_\_\_\_\_

Card holder signature: \_\_\_\_\_

## Wire Transfer:

Billing address:

VAT number:

Basic Cost: 1 950€

Discount: \_\_\_\_\_

Total Cost: \_\_\_\_\_

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

PLEASE SCAN TO [iris.langa@teneoevents.eu](mailto:iris.langa@teneoevents.eu) or FAX TO 0034/ 934 12 0177

NB: In both cases, please make sure you receive a confirmation from us

\_\_\_\_\_ TERMS AND CONDITIONS

1. **Fees** are inclusive of programme materials, refreshments, lunches and cocktail reception.

2. **Payment Terms:** Following completion and return of the registration form, full payment is required within 5 days from receipt of the invoice.

Please note: Payment must be received prior to the conference date. A receipt will be issued on payment. Due to limited conference space, we advise early registration to avoid disappointment. We reserve the right to refuse admission if payment is not received on time. Unless otherwise stated on the booking form, payment must be made in euros (€).

3. **Cancellation/substitution:** Provided the total fee has been paid, substitutions are allowed. Cancellations must be received in writing by mail or fax two (2) weeks before the conference is to be held in order to obtain a full credit for any future event. Teneo Meetings SL is not responsible for covering airfare, Hotel, or other travel costs incurred by Clients. The conference fee will not be refunded but can be credited to a future conference. Event programme content is subject to change.

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7. **Governing law:** This agreement shall be governed and constructed in accordance with the law of Spain and the parties submit to the exclusive jurisdiction of the Spanish law.

However Teneo Meetings SL only is entitled to waive this right and submit to the jurisdiction of the courts in which the Clients office or head office is located.

8. **Code of Ethics and Professional Conduct:** The seminar will be conducted in full compliance with competition law and by becoming a participant and/or getting involved in activities of the Teneo Meetings S.L. seminars, individuals agree that they accept our Code of Ethics and Professional Conduct and the Complaints procedure, which applies to all activities and events of Teneo Meetings S.L.

9. **Image Release:** When registering for Teneo Meetings events, conferences and seminars, delegates allow permission to Teneo Meetings, its agents and others working under its authority, to take and have full and free use of video/photographs/audio containing their image/likeness. It is understood these images may be used for promotional, news, on-line/multimedia, research and/or educational purposes by and for Teneo Meetings. Delegates agree that they are not entitled to remuneration, residuals, royalties or any other payment from Teneo Meetings in respect of their image/likeness or its use. Delegates release, discharge, and hold harmless, Teneo Meetings and its agents from any and all claims, demands or causes of actions that they may hereafter have by reason of anything contained in the photographs or video. Should a delegate not agree to the above image release, they must advise Teneo Meetings by contacting [legal@teneoevents.eu](mailto:legal@teneoevents.eu)