



Zug Commodity Association **Wednesday, 6 November 2019, 09:30 – 17:00**

Staying on top of the latest HR trends

"Without connections, change happens in isolation and without lasting effect."

It is finally time for our networking annual HR event! We invite you to participate and share, connect, collaborate and evolve; Human Resources teams, also other influencers and decision makers are welcome to join!

Our speakers are well-seasoned experts in their fields. They generously share real stories from daily practice and resources on the following topics:

newest trends in pension funds ▪ *employer branding* ▪ *career return* ▪ *international internship* ▪ *estate planning for expats* ▪ *stability in the time of change.*

Enjoy networking opportunities in the real time during coffee breaks, sandwich lunch and apéro at the end, all curtesy of ZCA.

ZCA is very happy to welcome you at a new location in Rotkreuz, with fresh wall paintings and infrastructure. Please see the full overview of the program below.

We are looking very much forward to having you there!

Program

09:30 Welcome Coffee and Introduction

- Margarita Zvezda, ZCA Board Member
- Daniela Martin, Head of HR, (EVRAZ) East Metals AG, ZCA Board Member

10:00 Pension Funds: Challenges and Opportunities. What is the key to keeping pensions understandable?

- Walter Kooiman, Head Team International, Swiss Certified Financial Planner, Swiss Life Zug

10:45 Attracting & Retaining the Right Talent – Your Employer Brand & Value Proposition

- Sue Johnson, Senior Manager, People & Organisation, PwC
- Christina Yap, Senior Manager, People & Organisation, PwC

12:00 Lunch (provided by ZCA)

13:00 Why diversity matters. “Returnships” – a way to re-integrate women and men into workforce

- Anina Cristina Hille, lecturer and project leader, University of Applied Sciences and Arts, Institute of Financial Services

14:00 International Internship

- Bruno Geiger, Director Finance and Residential Life, Ecole d'Humanité Hasliberg and Project Leader „Occupational Training International Zug“

15:00 "Do's and don'ts when planning your estate in Switzerland"

- Sandra Spirig, LL.M. Thouvenin Rechtsanwältin KLG

16:00 Break

16:15 Stability in the time of change and HR role in it

- Daniela Martin, Head of HR, (EVRAZ) East Metals AG

17:00 Apéro

We invite all participants to refreshing apéro and networking!

10:00 – Pension Funds: Challenges and opportunities

In the dynamic world of employee benefit, regulations are changing fast. Digitalization of the process and local support are the key to keeping pensions understandable for the employees (and HR). With life expectancy on the rise, low interest rates and therefore lower conversion rates and retirement pensions, how can we keep a solid pension without increasing the costs? With a simple checklist, you can detect if your pension fund is still up to date.

10:45 – Attracting & Retaining the Right Talent - Your Employer Brand & Value Proposition

A closer look at why an inclusive culture plays an increasingly important role in attracting and retaining your talents and what you can do to create one and use it for your employer branding.

13:00 – Why diversity matters. Returnships – a way to re-integrate women and men into workforce

Presentation of main results from the diversity index: focus on the gender diversity and why Returnships matter. Showcasing of the Returnship project – one way how companies can address lack of skilled labor and demographic change.

14:00 – Insights and Overview of Swiss Educational Landscape

Closer look into infrastructure of Swiss occupational education from an international angle and options available for bilingual internships in canton Zug.

15:00 – Do's and don'ts when planning your estate in Switzerland

A different country - different laws. "Wills" and "Inheritance" are words we all wish to avoid but what if...? Sandra Spirig's presentation will give you some guidance on inheritance and estate planning, with focus on individuals with multiple citizenship and multi-national couples like many employees of member companies of the Zug Commodity Association.

16:15 – Stability in the time of change and HR role in it

Stability and change are the opposites, yet they can go hand in hand in the times of organizational transformations. Why HR can play pivotal role in ensuring stability in the time of change and what are the tools to use for managing anxiety that accompanies change.

Venue

Campus Zug-Rotkreuz
Suurstoffi 1, CH-6343 Rotkreuz
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The campus Zug-Rotkreuz is located right next to the Rotkreuz railway station. From Zug it is only 8-13 minutes by train and 15 minutes by car.

Date & Time

Wednesday, 6 November 2019

09:30 Welcome Coffee and Introduction
10:00 Seminar
12:00 Sandwich lunch
14:00 Seminar
17:00 Networking drinks

Admission fee per person

- Participants from ZCA member firms CHF 100.-, every further person CHF 50.-.
- Non-members CHF 200.-, every further person from the same company CHF 100.-.

Registration

Please register on our Website until Friday, 1 November 2019.

Once the deadline for applications has expired, the ZCA will decide whether or not it will be confirmed. In the event of too few applications, the ZCA can postpone or even cancel the course. Should this occur, applicants will be informed shortly after the deadline for applications has expired. The fee becomes payable once it has been confirmed that the course is running. The fees remain payable in their entirety in the event of withdrawal following confirmation that the course is running.

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