



INSUROPE GLOBAL CONFERENCE

27-28 September 2022

Copenhagen, Denmark

in association with **Danica Pension**

AGENDA

Monday, 26 September 2022 | WELCOME RECEPTION

19:00–22:00

WELCOME RECEPTION

Tuesday, 27 September 2022 | CONFERENCE

08:30–09:00

REGISTRATION AND WELCOME COFFEE

09:00–09:30

Welcome to Insurope's Global Conference and Introduction to Our Multinational Pooling Solutions

Morten Unneberg, Chief Executive Officer, Insurope

Multinational pooling is a method global companies use to manage the risk of their employee benefit plans throughout the world. The presentation will provide an overview of the advantages of using multinational pooling as part of a strategy to manage global employee benefits programs, the latest trends, and introduce the solutions offered by Insurope.

09:30–10:00

Welcome to Denmark and introduction to Danica Pension

Søren Lockwood, Chief Executive Officer, Danica Pension

10:00–10:45

How HR Takes the Lead in Digital Transformation

Dirk Jonker, Chief Executive Officer, Crunchr

Today, many companies are in transformation. Some are rethinking their core business, some are exploring new operating models fueled by new technology, and others are finding deep pockets of cost savings opportunities. During any transformation, complex decisions must be made under pressure of time. This is a massive opportunity for HR to step up as a real business partner. People analytics helps to make informed and fair decisions, using data that companies already have.

10:45–11:15

COFFEE BREAK

11:15–12:00

A digital-first approach to benefits in post-pandemic world

Mathew Sahebjam, Client Director, MMB Multinational

Employee benefit programs and the teams that deliver, manage and report on them were stress-tested to the extreme as a result of the pandemic.

The unique challenge of keeping employees connected, engaged and supported as COVID-19 spread across the globe meant that for the majority of organizations, benefits shot up the corporate agenda. Providing a globally-consistent employee experience increased in importance and unsurprisingly, wellbeing was a big focus for organizations in terms of both support and funding.

Benefits now have a seat at the top table, with the investment to prove it. The work for HR and reward teams now is to continue to build out engaging, effective and impactful benefits strategies—underpinned by agile tech solutions and data analytics—to deliver real value to their people.

12:00–12:30	<p>Nature is under pressure – How do we fix the biodiversity crisis? Mads Steinmüller, Chief ESG Specialist, Danica Pension</p> <p>The biodiversity crisis is considered by experts and the UN to be a potentially much bigger crisis than climate change. Nature’s biodiversity plays a crucial role in preventing destructive climate change and preserving the quality of soil, air and water, and thus the ability to produce food, clean drinking water, fuel and textiles. Yet society are not focusing on the biodiversity crisis. What can we do about the biodiversity crisis in Danica Pension? What can politicians do? And what can companies do?</p>
12:30–13:30	<p>LUNCH</p>
13:30–14:30	<p>Multinational Pooling Panel – from a Global Company’s Perspective</p> <ul style="list-style-type: none"> – Belinda Harris, Vice-President Global Benefits, Bain & Company – Christian Pfeifer, Head of Health & Benefits, DVA GmbH (Deutsche Bahn AG) – Amy Waickman, Global Total Rewards Manager, Accenture – Silvina Besada, Risk Management Director, Globant – Anna Conti, Director Global Benefits, Avnet
14:30–15:00	<p>COFFEE BREAK</p>
15:00–15:40	<p>Rewiring How We Learn—and Lead—to Succeed in Our New World Dianna Anderson, Chief Executive Officer, Cylient</p> <p>With change comes opportunities and challenges. We need to learn and lead differently to succeed, and how to address people’s fears and help them find calm in times of uncertainty. The speaker is the CEO Dianna Anderson from Cylient. The company is a leadership training company, specializing in coaching and digital learning. The Cylient System is a comprehensive learning process that prepares leaders to engage in the kinds of coaching or feedback conversations they are expected to have in the flow of work.</p>
15:40–17:10	<p>The art of making the impossible possible Luis Benitez, Mountain climber, and motivational speaker</p> <p>We are living in a world full of surprises, challenges, and opportunities. We have been through a world crisis and rapid and sudden changes. At times, it can be overwhelming, and things can seem impossible. Therefore, it is sometimes refreshing and motivating to get inspiration from people that have made the “impossible” possible.</p> <p>Luis is a motivational speaker that uses his career as a professional mountaineering climbing experience as a guide. Luis has summited the top of the famed “Seven Summits” a cumulative 32 times, including being a six-time summiteer of Mt. Everest. Because of this, between managing expeditions on some of the most remote peaks in the world, Benitez works to tie the lessons available from the outdoors and carry them back to the everyday challenges of life and business while always holding a keen focus on the global development and advancement of the outdoor industry. If there is any message that Luis likes to leave with the clients he works with, it is this: “If you really challenge yourself, you can truly change your world.” the changes come with opportunities and challenges. We need to learn and lead differently to succeed, and how to address people’s fears and help them find calm in times of uncertainty.</p>
19:00	<p>DINNER</p>

Wednesday, 28 September 2022 | CONFERENCE

08:30–09:00

REGISTRATION AND WELCOME COFFEE

09:00–10:00

Anne Skare Nielsen, Futurist and motivational speaker

The world is moving so fast that it is an absolute necessity to be able to envision what comes next. Those who are ignoring the future risk being left behind and standing back and feeling like a victim. Much is at stake – and you can lead the way.

Anne is one of Scandinavia’s leading futurists, spreading hope and enlightenment through keynotes, writings, radio shows, and tv programs. She will use the coolest insights from the world of science mixed with intuitive and empathetic superpowers and a lot of humor about how can use your future sense to ignite your business and use the future to learn how to make better decisions.

10:00–10:30

Workforce Resilience and Wellbeing

Auneet Kaur, Head of Advisor & Specialty Practice, EMEA, Aon London

According to researchers, health behaviors play a significantly larger role in health outcomes than access to, and quality of, care. As employers focus on strengthening workforce resilience and supporting a safe physical return to the workplace, they cannot overlook their part in influencing health behaviors and related health outcomes. Returning to a physical workplace after the pandemic is now a priority for many organizations. It’s critical this is done with a clear focus on safety, using technology and human-centered changes to policies and processes to help employees stay safe and feel valued. We are using one of the consultants to give the presentation and provide insight into this topic.

10:30–11:15

Multinational Pooling panel - from a consultant’s perspective

- **Stephen James, Senior Global Benefits Consultant, Lockton**
- **Dieter Gistelinck, Managing Consultant & EMEA Growth Leader, Multinational Benefits & Human Resources Consulting, Gallagher Benefit Services, UK**

11:15–11:45

COFFEE BREAK

11:45–12:30

Diversity, Equity and Inclusion and the impacts on benefits strategy and design

Valentina Rocchi, Senior International Benefits Director, Willis Towers Watson

Our world is changing at unprecedented speed, with advancements in technology, shifting demographics, and a changing workforce. The way we work and those we work with are changing too – bringing forth greater challenges to solve with less time. Yet we find ourselves at a unique crossroads, where diverse environments become the building blocks for broader thinking and innovation. To thrive in this changing world, organizations need to adopt a healthy company culture, where inclusion and diversity are steeped in the talent experience, and employees bring their best selves to work to increase overall engagement, productivity, financial results, and employee wellbeing. Willis Towers Watson will talk about how to create or enhance culture and supporting programs that are built on mutual respect and trust, purpose, and values, where colleagues can experience a sense of self-respect, pride, and self-worth (also known as workplace dignity) – and how inclusion and diversity increase company performance.

<p>12:30–13:15</p>	<p>Climate and the Next Pandemic <i>Lorna Friedman, Senior Partner, Mercer</i></p> <p>The pandemic has exposed the vulnerability and resilience of our benefit programs, health systems and supply chains.</p> <p>How do we anticipate and adapt to the next crisis brought on by climate volatility? What are the risks and how can HR and benefits mitigate and adapt to a new normal of people and planet risk? Lastly as we move forward what are leading organizations implementing and how does this align to business and ESG objectives.</p>
<p>13:15–14:15</p>	<p>LUNCH</p>
<p>14:15–15:00</p>	<p>Ministry for the Future: How to Win Adding Purpose to the Digital Economy <i>Erik Häggblom, Chief Executive Officer, TRIBALDATA</i></p> <p>As the pandemic has accelerated our transition into the digital economy, businesses need to find the right engagement mechanics with future customers and employees, in order to grow and retain talent whilst operating sustainably. Tribaldata presents its experience and learnings on how to spur this engagement through aligning businesses Net Zero goals with people’s climate concern.</p>
<p>15:00–15:30</p>	<p>Your Inner Guide to “In the Moment Coaching” <i>Dianna Anderson, Chief Executive Officer, Cylint</i></p> <p>Most “in the moment” coaching happens as short conversations in the flow of work and life, such as helping a colleague think through how to address a never-before-seen challenge, supporting a direct report to prepare for a difficult conversation, or encouraging your teenager to view a situation from a new, more empowering perspective. “In the moment” coaching approaches can also be woven into any conversation, with anyone, at any time.</p>
<p>15:30–16:00</p>	<p>COFFEE BREAK</p>
<p>16:00–16:50</p>	<p>StepCare™ - A journey towards happier and healthier employees <i>Camilla Sunesen, FVP, Concepts and Health Development, Danica Pension</i> <i>Ida Gaarde Andersen, Lead Strategy Business Partner – Health, Danica Pension</i></p> <p>In recent years Danica has invested heavily in expanding in their product offerings and capabilities on Prevention and Wellbeing and has become one of the leaders in the industry in Denmark. Through a multifaceted approach - including the innovative StepCare™ - Danica is the only provider in the Danish market to succeed in breaking an otherwise steady negative trend. As a result, Danica has managed to reduce, not only the number but also the duration of the disability claims. In this session Danica will share some of the many interesting insights and surprising findings on a journey towards higher client engagement via the ease digital services, apps, and a paradigm shift in working with early intervention services.</p>
<p>16:50–17:00</p>	<p>Closing Remarks <i>Morten Unneberg, Chief Executive Officer, Insurope</i></p>