



CONTINGENT AND PERMANENT WORKFORCE

11th and 12th February 2025 | Melia, Berlin

Driving best in class procurement of contingent and permanent workforce

Advisory Board:

- Amit Chitanand, Global Head of HR Services and External Workforce, Unilever
- Sarah Ockendon, Procurement Manager - Retail & Professional Services, John Lewis Partnership
- Maurice Schumacher, Global Category Director Professional Services, HR & Mobility, Coty
- Karl Whelpdale, Global Contingent Workforce Lead

Speakers:

- Martin Thomas, Head of Total Workforce Strategy, Philips
- Amit Chitanand, Global Head of HR Services and External WF, Unilever
- Riccardo De Sabato, Contingent Workforce Program Manager, TikTok
- Sarah Ockendon, Procurement Manager - Retail & Professional Services, John Lewis Partnership
- Ben Weston, Talent Acquisition Procurement Senior Manager, BP
- Shannon Swift, Global Programme Lead - External Workforce, Siemens
- Marcel Bischof, Global SCM Tower Lead – Professional Services, Hitachi Energy
- Maurice Schumacher, Global Category Director Professional Services, HR & Mobility, Coty
- Maarten Hansson, Global Head of Integrated Workforce Management, Novartis
- Matthew Craske, Global Procurement Associate Director HR Services, AstraZeneca
- Nicola Smith, Culture & Capability Director, Global Procurement, AstraZeneca
- Roy Smith, Director, Contingent Talent, Ecolab
- Dunja Zivanovic, Senior Global Category Manager, Global Procurement, Delivery Hero
- Peter Schmutzer, Director ER&D Ecosystem and Alliances, Intel
- Kevin Hackl, External Partnering Lead Directs, Bayer
- Pooja Sen, Global Category Lead & Supplier Manager - Indirects, Bayer



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- Carolina Bittencourt, Partner, Future of Work Strategic Procurement, UCB
- Choaib Stambouli, Global Head Corporate Services, Nestlé
- Petra Rajkovic, Global Contingent Workforce Procurement Manager, Nestlé
- Agata Żywiołek, Procurement People Partner, Avon
- Xenofon Kontargyris, Compliance & Privacy Business Partner for Global HR, IT & Procurement, Olympus
- Ramon Maspons Bosch, Chief Innovation Officer, AQuAS - Salut
- Rossana Alessandrello, Director Value Based Procurement, AQuAS – Salut

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PROTEAMS

Day 1: 11th February 2025

08:00	Registration
08:45	Welcome Address Georgia Sklinidjis, Content Director, ProcureCon
08:50	Chair's Opening Remarks Richard Beaumont, Procurement Expert and Founder, Euridict
Attaining Total Talent	
09:00	Opening Keynote - <u>Our pioneering centralised talent story</u>: How we streamlined our workforce acquisition processes and tech to push towards the “total talent holy grail” Martin Thomas, Head of Total Workforce Strategy, Philips
Shaping Future Talent	
09:30	Fireside chat– <u>Defining your role in future talent</u>: How can you align your procurement strategy with emerging workforce trends to proactively influence future talent management? Maurice Schumacher, Global Category Director Professional Services, HR & Mobility, Coty Nicola Smith, Culture & Capability Director, Global Procurement, AstraZeneca <i>Following the panel you will then break out into a small group roundtables</i>
10:20	Morning networking break
Leveraging AI	



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11:00	<i>Presentation - <u>AI for workforce visibility</u> -</i> How to use AI models to align your outside talent procurement strategy with your organisation’s needs Maarten Hansson , Global Head of Integrated Workforce Management, Novartis		
11:20	<i>Fireside chat– <u>AI to optimise procurement:</u></i> How can you seamlessly integrate AI into your processes to improve transparency and enhance decision-making? <i>Following the fireside chat you will then break out into a small group roundtables</i> Relevant vendor category: HR/CS Analytics, Consulting, and Automation		
Navigating Regional Regulations			
12:10	<i>Fireside chat – <u>Mastering regional regulatory complexities:</u></i> How can you use local expertise and MSP provider guidance in work force procurement to mitigate regional regulation challenges? Amit Chitanand , Global Head of HR Services and External WF, Unilever Riccardo De Sabato , Contingent Workforce Program Manager, TikTok <i>Relevant vendor category: Contingent Labor Solutions (RPO, Staffing, MSP)</i> <i>Following the fireside chat you will then break out into a small group roundtables</i>		
12:30	Lunch	<i>Workshop –</i> How to implement talent-driven workforce models to future proof your business Relevant vendor category: Total Talent Management Platforms	
	Track A – Revolutionising Contingent Workforce	Track B – Innovating Permanent Workforce	Workshops Track

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13:30	Opening presentation – <u>A global contingent workforce strategy</u>: How to navigate challenges and complexities to implement a successful global contingent workforce strategy Roy Smith, Director, Contingent Talent, Ecolab	Opening presentation – <u>Organisational change</u>: How to guide transformation through talent to drive positive organisational change Dunja Zivanovic, Senior Global Category Manager, Global Procurement, Delivery Hero	Workshop – How to determine what contingent sourcing & management model your business needs Relevant vendor category: Contingent Labor Solutions (RPO, Staffing, MSP)
13:50	Presentation – <u>External relationships</u>: How to effectively collaborate with external service providers to create value for your organisation Kevin Hackl, External Partnering Lead Directs, Bayer	Presentation – <u>Ethical talent procurement</u>: How to access the right talent and integrate them successfully into the organisation to mitigate misclassification risks Matthew Craske, Global Procurement Associate Director HR Services, AstraZeneca	
14:20	Presentation – <u>Revolutionising global payroll</u>: How to streamline cross-border payroll processes to ensure compliance and optimise efficiency in global payroll management <i>Reserved for sponsorship - Relevant vendor category: Outsourced Services - Payrolling/EOR</i>	Presentation - <u>Workplace management</u>: How to navigate the use of the workplace and optimise employee experience in a hybrid working environment <i>Reserved for sponsorship - Relevant vendor category: Total Talent Management platforms</i>	
14:40	Fireside chat interactive – <u>D&I</u>: How can we keep diversity and inclusion at the forefront of our decisions when selecting contingent workforce providers to foster a more inclusive working environment?	Fireside chat interactive – <u>Talent attraction</u>: How can we position procurement as an attractive career choice to effectively mitigate future talent and labour shortages?	Workshop – How to develop a robust approach to SOW in your business to offset risk and drive compliance



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	Choaib Stambouli, Global Head Corporate Services, Nestlé Sarah Ockendon, Procurement Manager - Retail & Professional Services, John Lewis Partnership <i>Following the fireside chat you will then break out into a small group roundtables</i>	Nicola Smith, Culture & Capability Director, Global Procurement, Astrazeneca <i>Relevant vendor category: Total Talent Management Platforms</i> <i>Following the fireside chat you will then break out into a small group roundtables</i>	
15:20	Networking Coffee	Workshop – How to rapidly scale up your contingent staffing programme within budget Relevant vendor category: Contingent Labor Solutions (RPO, Staffing, MSP)	
Beer and Bubbles Roundtable Discussions			
16:00	Round Table 1 - How to quickly improve adoption of your new total talent strategy whilst staying flexible to evolving business requirements Round Table 2 – How to use data metrics to measure the success of your total talent management platform Round Table 3 – How to keep sustainability at the forefront of talent management decisions		
Dragons’ Den			
16:40	Dragons’ Den – <u>Hear from the latest and greatest start-ups:</u> Which one can best help you with your talent priorities? – Cast your vote and the winner walks away with the Dragons’ Den trophy! These exciting demos pre-selected technology start-ups who will pitch their innovative tech. The panel of experts will critique and assess their benefits to your business and their likelihood of future success. You will then have the opportunity to vote for the technology start-up you think is the most innovative and adds real value to your business. Will you find the next big thing?		

	Moderator: Richard Beaumont , Procurement Expert and Founder, Euridict
17:10	Chair's Closing Remarks
17:15	Drinks Reception

Day 2: 12th February 2025

0800	Registration
0850	Chair's Opening Remarks Richard Beaumont , Procurement Expert and Founder, Euridict
Reimagining Internal Collaboration	
0900	Opening Keynote - <u>Our collaboration success story</u>: How to achieve true collaboration and bridge the gap between procurement and other departments to deliver total workforce demand management to the business Sarah Ockendon , Procurement Manager - Retail & Professional Services, John Lewis Partnership
0920	Fireside chat – <u>Internal relationships</u>: How can procurement collaborate effectively with HR for a more holistic workforce acquisition strategy? Petra Rajkovic , Global Contingent Workforce Procurement Manager, Nestlé <i>Following the panel you will then break out into a small group roundtables</i>



Mastering Spend

10:10	Case study - <u>Mastering spend management</u>: How to effectively manage and control your global temporary labour spend for increased transparency and optimised use of temporary labour resources Shannon Swift , Global Programme Lead - External Workforce, Siemens	
10:30	Morning networking break	Workshop – How to integrate new analysis tools into your existing infrastructure to improve the visibility of your workforce Relevant vendor category: HR/CS Analytics, Consulting, and Automation

Rethinking Vendor Management

11:10	Fireside chat – <u>Internal vs external MSPs</u>: What are the benefits and drawbacks of an internal MSP vs an external MSP? Pooja Sen , Global Category Lead & Supplier Manager - Indirects, Bayer Karl Whelpdale , Global Contingent Workforce Lead, Pension Insurance Corporation <i>Relevant vendor category: Contingent Labor Solutions (RPO, Staffing, MSP)</i>	
11:30	Case study – <u>Strengthening vendor collaboration</u>: How to build trustworthy relationships with your vendors to drive innovation and ensure the best talent Xenofon Kontargyris , Business Partner, Compliance & Privacy for Global HR, IT & Procurement, Olympus	
12:00	Lunch	Workshop – <u>Talent-Service-On-Demand</u>: How to gain flexibility and speed in workforce services

	Track A – Revolutionising Contingent Workforce	Track B – Innovating Permanent Workforce	Workshops Track
13:00	Case study interactive – <u>Unravelling social trends:</u> How to understand the current social landscape and social impact of contingent workforce trends to navigate them responsibly Carolina Bittencourt, Partner, Future of Work Strategic Procurement, UCB <i>Following the presentation you will then break out into a small group roundtables</i>	Case study interactive – <u>Tech and digital Innovation:</u> How multidisciplinary teams support procurement processes to drive the transformation of the organizations and service delivery Ramon Maspons Bosch, Chief Innovation Officer, AQuAS - Salut Rossana Alessandrello, Director Value Based Procurement, AQuAS – Salut <i>Following the presentation you will then break out into a small group roundtables</i>	Workshop – How to achieve better migration of contingent workers into your talent management platform Relevant vendor category: Contingent Labor Solutions (RPO, Staffing, MSP)
13:40	Case study – <u>Freelancer management:</u> How to enhance your freelancer management system to effectively incorporate freelancers into the contingent workforce procurement process <i>Reserved for sponsorship - Relevant vendor category: Freelance Management System/Talent Marketplace/Direct Sourcing</i>	Case study - <u>D&I:</u> How to implement D&I initiatives in procurement's talent acquisition to foster psychological safety and build an inclusive organisational culture Agata Żywiołek, Procurement People Partner, Avon	Workshop – How to turn your VMS data into more actionable intelligence for major workforce management decisions Relevant vendor category: Contingent Workforce Technology (VMS)
14:00	Coffee break		



Achieving ESG Goals

14:40	Case study interactive – <u>A sustainable talent strategy:</u> How to leverage total talent programmes to shape the future of social responsibility Tatiana Pavlova, Head of Strategic Learning and Development, Procurement, Yara International
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Defining AI Applications

15:20	Oxford style debate: AI will replace the need for temporary labour – FOR & AGAINST FOR – Peter Schmutzer, Director ER&D Ecosystem and Alliances, Intel AGAINST
15:50	Chair's Closing Remarks and Crystal Ball Outlook Richard Beaumont, Procurement Expert and Founder, Euridict
16:00	End of Conference – See you next year!