

# THE WINNING MOVE IN YOUR HR STRATEGY



## Salon RH Suisse

12<sup>th</sup> Trade Fair for Human  
Resource Management

**3-4 October 2018**

Palexpo Geneva

Parallel Event on  
October 3<sup>rd</sup> 2018



Salon de l'Événementiel  
et du Tourisme d'Affaires

Opening Hours: 9:00 am - 5:30 pm

We  our Partners:



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Visit us for more information:  
[en.salon-rh.ch](http://en.salon-rh.ch)

We are pleased to present you the English program of Salon RH Suisse 2018.

For 12 years, the Salon RH Suisse has been the highlight of HR management in the French-speaking part of Switzerland as well as the meeting place to exchange opinions and network in the HR sector.

The 12<sup>th</sup> trade fair for HR management in Geneva offers a broad overview of current trends and developments in all areas of the human resources field and serves as a compass for forward-thinking HR management.

Geneva and the entire region of the “Arc Lémanique” is the most important location for international institutions, companies and associations in Switzerland. Therefore, the Salon RH Suisse offers a lecture program with international topics in the English language.

We warmly invite you to participate in this program. See you at Geneva Palexpo.

## The Salon RH:

### Meets the concrete needs of:

- Company directors, CEOs, CFOs
- Human Resources Managers
- Head of Department
- Assistants Manager
- HR consultants
- Recruiters
- HR Employees
- Training Managers
- Corporate Health Managers
- Pension Specialists
- IT Consultants and Managers
- Journalists and Editors of the daily and specialized press

### Offers an overview of the following products and services:

- Software solutions
- Corporate Health Management
- Further Education, Training and Personal Development
- New Workspaces & Workplaces Strategies
- HR and Management Consulting, Legal Advices
- E-Learning & Blended Learning



## Wednesday, October 3<sup>rd</sup>



### The challenges and opportunities of an agile global workforce

**Ross Hamilton**, Deloitte AG

Employees are seeking more flexibility than ever before in relation to their working arrangements. At the same time, employees need to leverage the value of their global workforce whilst operating in an ever-changing complex global environment. This session will look at some of the key disrupters that present new challenges and opportunities for organisations as they seek to ensure that they have both an agile and effective global workforce.

09:20 am - 09:50 am



### Why happiness at work matters – And what to do about it!

**Annika Månsson**, Fondatrice, Happy at Work

What's the link between happiness and productivity? Studies show that people who feel unhappy at work experience more stress and conflicts, are less productive and get sick more often. Studies also show that happy workplaces do much better than unhappy ones. They make more money, achieve their goals more rapidly and deal better with change. But how do we develop happiness at work? What does it take to create happy workplaces? Who is responsible for that? Get the answers in this inspiring conference, where we reveal what happiness at work is, why it matters and how to get it.

10:00 am - 10:30 am



### Employer Branding in the Era of Talent Intelligence

**Caroline Michaud**, LinkedIn

The era of talent intelligence is here – it's using data and insights to make people your competitive advantage. Letting data guide you to the right audience, and even the right messaging, can enable you to win the best talent. Learn how data can help answer key questions, pinpoint your target audience, measure your culture, and more.

11:30 am - 12:15 pm



### Le monde de travail se flexibilise: Quels sont les défis qui en découlent pour les RH?

**Irène Righetti**, Fondée de pouvoir, Swissstaffing – Verband der Personaldienstleister der Schweiz Verband Arbeitgeber

Employés, employeurs, monde de l'économie: les besoins évoluent très rapidement dans la sphère du travail. Des plateformes de recrutement en ligne se sont établies. Les «gigs» ont le vent en poupe. De nombreuses nouvelles technologies sont devenues une aide incontournable. Quels sont les défis qui en découlent pour les RH? Quelles sont les méga tendances à attendre? En même temps, toutes ces perspectives constituent un réel challenge pour nombre de travailleurs. Comment

pouvons-nous aider ces personnes à se mettre à jour? Une discussion avec des experts de la branche de recrutement. Modération: Irène Righetti, fondée de pouvoir, swissstaffing.

11:30 am - 12:15 pm



### Crazy Busy – Self-inflicted inferno. How to get out of it!



**Clément Cohen**, CEO – Chief Energy & Optimism, Performant AG

**Helen Gailey**, Performant AG

Are you working after hours, again, to get "stuff" done? Does your inbox dictate your day? Is your life a series of endless Meetings? Does your day end with no real sense of accomplishment? Does it sound like your day?

You might wish to explain it. You might wish for a couple of extra hours in the day. Or, you might actually do something about it. Don't work hard. Work smart. Let's share & learn how to

- sustainably manage your day
  - combat time pressures and master the art of collaboration and Delegation
  - manage interruptions rather than let interruptions manage you
  - measure the impact of the changes you have made
- Gain insights and stay focused on making your workplace less crazy and more productive.

12:25 pm - 12:55 pm



### Pension Benefits: What's in for HR?

**Ileana Christodorescu**, PhD, Principal, Mercer Suisse SA

Pension benefits, and more particularly the Swiss second pillar, are an important part of the package employers offer to their current and future employees. Do HR departments use these benefits to the full possible extent in attracting and keeping talents?

**Presented by: IHRC International Human Resource Community**

1:05 pm - 1:35 pm

## Thursday, October 4<sup>th</sup>



### Identity-kit of the future Leader

**Frode Hvaring**, Managing Partner New Wind, International Geneva Executives Forum

Today's economies face unprecedented challenges and opportunities. To remain effective, business Leaders need to develop a new repertoire of strategic leadership capabilities. Learn how to create a competitive advantage by building a future-proof leadership model, which includes new and diverse areas such as:

- Digital Leadership capabilities
- Pro-active intergenerational Leadership skills
- Effective cross-cultural Leadership
- Choosing the best new tools...

**Presented by: bording exposition**

1:45 pm - 2:15 pm



■ 9:20 am - 9:50 am ③

## The challenges and opportunities of an agile global workforce

Ross Hamilton, Deloitte AG

Employees are seeking more flexibility than ever before in relation to their working arrangements. At the same time, employers need to leverage the value of their global workforce whilst operating in an ever-changing complex global environment. This session will look at some of the key disrupters that present new challenges and opportunities for organisations as they seek to ensure that they have both an agile and effective global workforce.

■ 10:30 am - 11:00 am - ATELIER 1

## Effective Leadership Starts in Your Intimacy

George Vascan, Program Director, Inner Alchemist Leadership Program

Great Leaders are life-long learners that strive to improve on a daily-basis and help others to grow and develop beyond their own expectations. We believe - having the latest science to back us up - that effective leadership is homemade. Why? Because, undoubtedly - happiness is homemade. INNER ALCHEMIST LEADERSHIP PROGRAMS invites you to join an event that will completely REVOLUTIONIZE your personal and professional approach and will IMPACT your daily performance! This is a HOLISTIC APPROACH that has generated multi-dimensional impact on thousands of practitioners, so far.

■ 11:00 am - 11:30 am  
- ESPACE START-UPS

## Engagement through Digitalization

### 1. AIM Feedback – Fast Feedback Solution

Dr Marco Iotti, CEO, Altrove Innovation Sàrl

Digitalization and System of Engagement are two of the big trends in HR Management. Altrove Innovation is one of the leading Swiss company in the field and its CEO will be happy to share view points on the Topic. The first seminar is focusing on the Fast Feedback culture and the opportunity that digitalization offers.

■ 2:30 pm - 3:00 pm - ATELIER 1

## Steps for Self-Awareness Development in Organizations by a Personal Smart Practice

Ioana Jigau, Program Manager, Inner Alchemist Leadership Program

One of the keys for any high performer in any field is to truly understand and be aware of their strengths and areas of improvement because in that lies our motivation and ability to create confidence. If we state our strengths as areas we want them to be or that they should be (based on external influences) we lose performance objectives and tend to get on a negative train that does not make very many stops. Organizations

benefit more from leaders who take responsibility for what they don't know than from leaders who pretend to know it all. We present an evidence-based model that integrates a complex taboo, a practice that leads to a strong level of self-awareness.

■ 3:30 pm - 4:00 pm - ATELIER 1

## Coaching – Fad, Fashion or Profession

Esther Goette, ICF CH President, PCC, ICF Switzerland / International Coach Federation

Last trends of the profession in organizations and results of recent ICF studies

■ 4:10 pm - 4:40 pm ②

## Megatrends shaping the job market and redefining successful careers

Paolo Gallo, Former CHRO at World Economic Forum, Author & Keynote Speaker

The new reality of the Fourth Industrial Revolution forces us to think and act in a new way. We cannot solve new problems by applying old methodologies or outdated mindsets. To truly adapt to the future of work, we will need to be guided by a moral compass and a radar to help us avoid dangers and allow us to discover opportunities for everyone. Thus we must re-evaluate what is a truly successful career. In this inspiring presentation, Paolo Gallo will share his rich experience as a Human Capital and Learning and Development Leader from The World Economic Forum and The World Bank. He will cover questions including:

What are the "megatrends" in the evolving job market? How can we redesign organizations to keep people empowered?

What is a successful career? How can we achieve personal and organizational success? After the presentation, you will have the opportunity to purchase Paolo's best-selling book "The Compass & the Radar: The Art of Building a Rewarding Career While Remaining True to Yourself" and to have a personal dedication by the author.

Presented by: **Managerama TV**



Keynotes



In-company Health Management



Book signing



Expert's Choice



Discussion



Round Table



Cocktail



1



2



3 Forum

Prices

One day

Two days

Online saver ticket

CHF 30.-

CHF 60.-

Purchased on site

CHF 50.-

CHF 80.-

Register in advance under:  
[www.salon-rh.ch/billets](http://www.salon-rh.ch/billets)



■ 12:30 pm - 1:00 pm - ATELIER 1

## Why Your Couple Relationship Determines Your Job Performance and What to Do About it

**Ioana Jigau**, Program Manager, Inner Alchemist Leadership Program

Dissatisfaction at home leads to dissatisfaction at office - this is a downward spiral that leads to lack of productivity, stress and lack of creativity. In a time when modern couple relationships face a lot of challenges and a tough majority end in a divorce, in a VUCA world where job insecurity is a factor of big stress and the performance pressure is always present, get ready to discover an amazing practice that smartly explains why you'll fail at office sooner or later if you're unhappy in your private life and what you can do to have it both: happiness and job performance.

■ 1:30 pm - 2:00 pm - ATELIER 1

## Coaching – Fad, Fashion or Profession

**Malin Spratt**, ICF CH member, ICF Switzerland / International Coach Federation

Last trends of the profession in organizations and results of recent ICF studies

■ 4:10 pm - 4:40 pm - FORUM GSE

## Healthy Sustainable Performance at work

**Chris Christiansson**, Founder of Talislife, EXPERTCARE

Talislife cloud-based App puts your health in your hands, test, teach, trains, tracks and tunes you to improve energy and stress resilience whilst learning to anticipate fatigue and early detection of burnout. Talislife enable your employees to perform at their best sustainably every day and prevent health risks.

■ 4:10 pm - 4:40 pm

- ESPACE LEARNING INNOVATION

## Are your leaders ready for digital transformation?

**Bert De Coutere**, IP & Innovation Lead, Center for Creative Leadership CCL

Digital Transformation is about creating a movement in your organization that lies at the intersection of innovation, digital technologies and design thinking. How ready are your leaders for each of these components? Join CCL to discuss how leadership and digital transformation interlink, and what it takes. We'll also share our research on what innovators need from their bosses, how innovation looks different depending on where you sit in the organization and what the elements of an innovation culture are.

■ 4:15 pm - 4:45 pm - ESPACE START-UPS

## Engagement through Digitalization 1. AIM Feedback – Fast Feedback Solution

**Dr Marco Iotti**, CEO, Altrove Innovation Sàrl

Digitalization and System of Engagement are two of the big trends in HR Management. Altrove Innovation is one of the leading Swiss company in the field and its CEO will be happy to share view points on the Topic. The second seminar is focusing on the Validation of trainign effectiveness.

■ 4:30 pm - 5:00 pm - ATELIER 1

## Happy Employees – How Can an Organization Raise Productivity in a Smart and Low-Cost Way

**George Vascan**, Program Director, Inner Alchemist Leadership Program

Employees' happiness has increasingly become an imperative in business. Why? There is now growing evidence that when one's employees are happy, organizations thrive. Pain is one powerful motivator. Often companies seek out our services when they've begun losing valued employees, or a C.E.O. recognizes his own exhaustion, or a young, rising executive suddenly drops dead of a heart attack — a story we've been told more than a half dozen times in just the past six months. In a numbers-driven world, the most compelling argument for change is the growing evidence that meeting the needs of employees fuels their productivity, loyalty and performance. Our own experience is that more and more companies are taking up this challenge — most commonly addressing employees' physical needs first, through wellness and well-being programs. Far less common is a broader shift in the corporate mind-set from trying to get more out of employees to investing more in meeting their needs, so they're both capable of and motivated to perform better and more sustainably.



**FIND THE  
FULL PROGRAM  
ON OUR WEBSITE  
[en.salon-rh.ch](http://en.salon-rh.ch)**

Ad'Missions  
 ADEQUASYS – SIRH  
 Affentranger Kveton + Partners Sàrl  
 AGEFI – Nouvelle Agence Economique et Financière SA  
 AGENTIL  
 Alaya  
 Alphabet Gestion Parc de Véhicules (Suisse) SA  
 Altrove Innovation – AIM  
 Feedback  
 ARFOR – Association Romande des Formateurs  
 AskFor Sàrl  
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 B2Run Le Running des Entreprises  
 BDO SA  
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 BenefitsForYou SA  
 Blings Technologies SA  
 BODET SA  
 boerding exposition SA  
 Business Konzept Sàrl  
 BWT AQUA AG  
 Caisse Inter-Entreprises de Prévoyance Professionnelle  
 CIEPP  
 CEBIG – Centre de Bilan Genève  
 CEGDIM Services Ressources Humaines SA  
 Center for Creative Leadership  
 Chubb Sici  
 Clinique du Travail SA  
 Coaching Square Swiss  
 Collège Romand Centre de formation d'adultes  
 COWORKEES SAS  
 Crésus, logiciels de gestion – Epsitec SA  
 Décideurs – Leaders League  
 Dossiers publics

DroitActif Sàrl  
 Dynam-Marketing sàrl  
 E2Time.com  
 Eidgenössische Koordinationskommission für Arbeitssicherheit EKAS  
 Equilibre Coaching Formation  
 ErgoSum  
 Esprit d'entente SNC  
 Evian-Volvic Suisse SA  
 ExpertCare – Occupational Health Solutions  
 ExpertLine – Unique Outsourcing Solution  
 Fédération des Entreprises Romandes Genève – FER Genève  
 FELFEL AG  
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 NODE LPP  
 Fondation International SOS  
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 Glint International  
 Grand Genève Magazine  
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 Haute Ecole d'Ingénierie et de Gestion du Canton de Vaud (HEIG-VD)  
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 Helvicare SA  
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 IDC Institut de Coaching SA  
 Ignilife

Indeed Schweiz AG  
 Inner Alchemist Leadership Program  
 Innermatrix Suisse  
 Interiman Group  
 Ismat Consulting SA Formation et Conseil  
 IZA – Binkert Publishing GmbH  
 JAM International  
 Kaperli  
 Katapult S.A  
 La Main Tendue 143  
 lemania – pension hub / flp – Fondation Lemanica de libre passage  
 Ligue Pulmonaire  
 LinkedIn Germany GmbH  
 LINKEYS SA  
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 Managerama TV  
 Miss Mandarine  
 MITC Méthode Innovations Technologies Conseil SA  
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 NAPTIME  
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 new perspectives coaching sàrl  
 NODE « Nouvelle Organisation Des Entrepreneurs, depuis 1922 »  
 Novative SA  
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 OFISA Informatique SA  
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 PMD Magazine – Ringier Axel Springer Suisse SA

PMSE SA  
 Point de Mire La Tribune Indépendante des Entrepreneurs de la Finance  
 Privilèges Genève  
 Promotion Santé Suisse  
 Relaxinc  
 Rentes Genevoises  
 RESOURCE – HP media SA  
 Salt Mobile SA  
 Sanitas Health Insurance  
 Scan Assessment  
 Secrétariat d'Etat à l'économie  
 SECO  
 Société Romande de Coaching  
 SR coach c/o Sophie Dey & Marcel Buret  
 Staatssekretariat für Wirtschaft  
 SECO / La Vie économique  
 Suter Howald Immigration & Payroll Sàrl  
 Swibeco AG  
 Swiss Entrepreneur Association  
 Swiss Mobility Circle  
 Swiss Risk & Care  
 Swisstaffing- Verband der Personaldienstleister der Schweiz  
 Verband Arbeitgeber  
 TADEO S.A.S.  
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 WAKAN  
 WEKA Business Media AG  
 Wellness Corporate  
 WellSanum  
 Wellwhere SA  
 Yoopies SAS

## Arrival

### Fairground

Palexpo, Geneva  
 Hall 2  
 1218 Grand-Saconnex/  
 Geneva

### By train:

CFF Station  
 Geneva-Airport  
 (Cointrin)

### By public transport:

Bus line 5 or 28

### By car:

Highway A1,  
 exit 1 "Palexpo Arena"



## Contact

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