

7 Oct 2020

ABSL CEE GLOBAL MOBILITY VIRTUAL CONFERENCE

ORGANIZERS: 





PARTNERS: 







AGENDA

9:30 – 9:45 a.m. CET Welcome & Opening Remarks

Katarzyna Przybysz – Head of Global Mobility, DNV GL

Magdalena Marchlewska – EMEA Global Mobility Account Manager, The Coca-Cola Company

Paweł Panczyj – Strategy & Business Development Director, ABSL Poland

Key Note: Role of Global Mobility in the Companies' New Operating Model

Victoria Youlden – Senior Vice President, Head of EMEA Mobility, Citi

9:45 – 10:15 a.m. Increasing Mobile Workforce in CEE: Results of Annual ABSL Report - Panel Discussion

Moderator:

Paweł Panczyj – Strategy & Business Development Director, ABSL Poland

Panellists:

Iwona Dudzińska - Managing Director, Head of EMEA AML HUB, Citi

Nikoletta Hundt – Immigration Expert, International Organization for Migration

Ben Hartfield – Senior Director, The Hackett Institute (The Hackett Group)

ABSL will share the insights based on their annual report on business services sector. The report presents how important the mobile workforce is in the sector and how the organizations ABSL represents attract expatriates and trigger mobility. Panellists from various industries will discuss what kind of challenges their organizations are facing nowadays from the COVID-19 perspective, how it affects the business models and what kind of new solutions are being introduced to tackle the travel restrictions, reducing the costs and providing flexibility to their employees.

10:15 – 10:45 a.m. COVID-19 Crisis in Mobility & Post COVID-19 World - Panel Discussion

Moderator:

Katarzyna Przybysz – Head of Global Mobility, DNV GL

Panellists:

Magdalena Marchlewska – EMEA Global Mobility Account Manager, The Coca-Cola Company

Bianka Budai – Global Mobility Professional

Klaudia Krawczyk – Talent Mobility Partner, BlackRock

COVID-19 hugely impacts Global Mobility and every area of it. In this panel discussion, Global Mobility experts will get back in time to beginning of 2020 to recall what were the first actions companies took and compare with the current situation. They will focus on the accuracy of actions taken in the beginning of the pandemic, some new assignment types and policies resulting from COVID-19, health and safety of assignees and their families, new barriers for mobility and how to overcome them.

10:45 – 11:00 a.m. Break

11:00 a.m. – 12:00 p.m. Latest Compliance Changes in Tax & Immigration

Emilia Piechota - PwC Director | People & Organisation, PwC

Agnieszka Cedzidło – PwC Manager | People & Organisation, PwC

Michał Balicki – Advocate | PwC Senior Manager | People & Organisation, PwC

PwC will share the results of a global pulse survey on how companies are re-evaluating the current situation in times of COVID-19 and planning for the future and assessing what it means for their global workforce and mobility programs. The results show the new type of assignments are having some popularity and these set-ups will be discussed from the cross-border tax, social security and immigration compliance perspective. In contrary, traditional long-term assignments and international transfers are still the responses to many companies' talent needs. One of the hot topics related to that is the Posted Workers' Directive and its implementation throughout Europe. PwC will share their insight on the obligations resulting from the Directive and present other important law changes impacting mobility.

12:00 – 1:00 p.m. Lunch Break

1:00 – 2:15 p.m. Outbound Process Flow: Step by Step Guide how to Structure International Assignment and how Technology Can Support it

Viviane MacLeod-Domon – Mobility COE Consultant, Mercer Switzerland

Michael Nash – European Mobility Technology Sales Leader, Mercer UK

Finding the right candidate is a milestone. But it is just the beginning of a long journey ahead! This panel will guide you through an international assignment lifecycle. Mercer representatives will cover such subjects as assignment planning, from both logistics and compliance perspective, on assignment ongoing support and post assignment monitoring and compliance. Mercer will also advise how to tackle it from a practical point of view and how available technology can support any Mobility Professional.

2:15 – 2:30 p.m. Break

2:30 – 3:30 p.m. Roundtable Discussions

1. Dynamics of Business Directions: Non-Standard Work Arrangements for Mobile Population

Moderators:

Katarzyna Skrzypczyńska – CEE Global Mobility and Deferred Cash Head

Gracjana Kubak – EMEA Global Mobility Case Manager, Citi

Non-standard cross border work arrangements apply to employees who work in a country other than their country of employment for a temporary period. COVID-19 forced the organizations to implement urgent solutions that would prevent potential personal or corporate implications resulting from the remote working. The processes require formal approvals from relevant stakeholders such as HR, Legal, Corporate Tax in the non-standard work country. The moderators will share their best practices around CBWA and raise this topic among the Roundtable Discussion participants.

2. Global Mobility Advisor as the Strategic Partner to the Business

Moderator: *Magdalena Marchlewska – EMEA Global Mobility Account Manager, The Coca-Cola Company*

Global Mobility function has gone through the evolution throughout the years and GM professionals are still working on improving the relationship with the business and getting a seat at the table. What are the challenges around achieving this goal and whether COVID-19 created the opportunity to prove the value of the Global Mobility expertise? The moderator will share the insights on Mobility business consulting and raise this topic among the Roundtable Discussion participants.

3. The Impact of M&A in Global Mobility

Moderators:

Katarzyna Przybysz – Head of Global Mobility, DNV GL

Aleksandra Bembnista – Global Mobility Expert, DNV GL

In dynamic businesses we are in, we often experience mergers or acquisitions between companies. The discussion will reflect upon how Global Mobility professionals can support such a change while adopting Global Mobility strategy and policy, advising to mobility stakeholders, running current mobility programs and manage vendors relationships. The moderator will share the experience on managing the M&A process in the organization and raise this topic among the Roundtable Discussion participants.

3:30 – 4:15 p.m. Business & Compliance Perspective of Seconding Assignees to the Company's Subsidiaries vs Client Site

Sukanya Ramachandran – Senior Manager (Head of Variable Pay, Incentives & Global Mobility), Wipro

Business environment in our industry is dynamic and flexible. That impacts the mobility of the assignees at Wipro as well. Wipro supports their clients from various places: client sites or internal offices/subsidiaries. This panel will focus on showing the importance of diverse and mobile talent workforce to provide best service to the clients. Going into details, Wipro will also share the various aspects (tax, immigration, risk management) of having the assignees in host offices of their own or their clients'.

4:15 – 4:30 p.m. Closing Remarks

Katarzyna Przybysz – Head of Global Mobility, DNV GL

Magdalena Marchlewska – EMEA Global Mobility Account Manager, The Coca-Cola Company

Paweł Panczyj – Strategy & Business Development Director, ABSL Poland