

2017 LATIN AMERICA FORUM
THE NEW DIGITAL WORKPLACE

UNLOCKING OPPORTUNITIES TO ACHIEVE BUSINESS OUTCOMES AND DRIVE ORGANIZATIONAL CHANGE



FORUM AGENDA

DAY 1 – Wednesday, May 24

12:00	Forum registration opens
12:00–13:00	Lunch
13:00–13:30	Welcome to Forum 2017 – Opening Remarks <i>Julio Portalatin, CEO, Mercer</i>
13:30–15:00	Reimagining the Employee Experience and Our Digital Workplace: A Mercer Perspective <i>Barney Loehnis, Partner – Global, Mercer</i> <i>Special Guest TBC</i> <i>Employees expect their employers to provide sophisticated digital tools to enable them to focus on their work and develop fulfilling careers. How can employers ensure they’re designing experiences that will engage employees and win the talent war?</i> <i>Digital has afforded many opportunities to enable employees to work remotely and on the go, while improving their ability to build their networks, collaborate with their clients, and share content and learning opportunities. What is the digital workplace roadmap — critical to success in the next five years?</i>
15:00–15:30	Networking Break
15:30–17:00	Mend the Gap: How to Bring Financial Security to an Aging Workforce in Latin America <i>André Maxnuk, Principal – México, Mercer</i> <i>Global retirement systems play a critical role in society and impact virtually every major stakeholder group as well as the broader economy and financial system. Historically, public and private institutions had managed and pooled the risks of individuals and guaranteed certain outcomes to individual participants, but that system has slowly been supplanted by one where each individual is personally responsible for his or her retirement and financial well-being.</i> <i>This is a serious concern in Latin America, as, in general, there is a limited retirement savings culture, the social security systems provide limited coverage and are generally underfunded, and the population is aging. Retirement readiness has become a critical topic for organizations across the region to support a multigenerational workforce, succession planning, attraction and retention.</i> <i>In this session, we highlight key aspects of Mercer's latest research and explain what these evolving trends mean for the future of retirement. We discuss what stakeholders can do to drive change — from the individual level to the corporate level to the government level. In this</i>

	<i>discussion, we also share an overview on public and private systems tracked by the Melbourne Mercer Global Pension Index (MMGPI), the world's most comprehensive comparison of global pension systems, measuring 27 systems against more than 40 indicators to gauge their adequacy, sustainability and integrity.</i>
17:00–18:30	Client Case Study – Hogan <i>Tomas Chamorro-Premuzic, CEO, Hogan Special Guest TBC</i>
18:30–19:30	Networking Break
19:30	Conference Dinner

DAY 2 – Thursday, May 25

07:15–08:15	Breakfast
08:15–08:30	Welcome to Day 2 <i>Speaker TBC</i>
08:30–10:00	Keynote Address <i>Jacob Morgan, Best-Selling Author, Keynote Speaker and Futurist</i>
10:00–11:30	Panel Discussion: Innovation in Health Care <i>David Kaplan, Senior Partner – San Francisco, Mercer Special Guest TBC</i>
11:30–12:00	Networking Break
12:00–13:30	GROUP SESSION A
	Interactive Session: Practicing Innovation in Health Care <i>David Kaplan, Senior Partner – San Francisco, Mercer Special Guest TBC</i>
	A Holistic Approach to Gender Diversity: Leveraging Technology to Address the Unique Career, Health & Financial Needs of Women in your Workforce <i>Ana María Weisz, Wealth Argentina, Chile, Paraguay, Bolivia and Uruguay & Women@Mercer Latam Leader – Argentina, Mercer Special Guest TBC</i>
	Andean Region — Workshop <i>Simbad Ceballos, Country Leader – Colombia, Mercer Gabriel Regalado, Principal – Mercer</i>
	Emotional Salary: How Can Intangible Rewards Improve Engagement, Reduce Turnover and Optimize the HR Strategy? <i>Leandro Ribeiro, Senior Associate – México, Mercer Rosa María Espinosa, Regional Director of Compensations and Benefits for LA, American Express</i> <i>The phenomenon of people moving laterally from one company to another due to offers they</i>

	<p><i>believe are more attractive...and then regretting their decision after some months on the new job is especially common in Latin America. People don't appreciate what they have until they lose it.</i></p> <p><i>Companies currently invest heavily in HR strategies to improve the workplace experience and enhance engagement. Over time employees become used to their environment, focus only on their base salary, and lose the Total Rewards concept, which includes Intangible Remuneration.</i></p> <p><i>Emotional Salary is a program with an individual perspective, which helps companies and employees identify, value and optimize their total rewards, taking into consideration differences in age, gender, and hierarchical levels. This concept has been helping companies increase engagement, reduce turnover, improve the results of organizational climate survey, and validate the remuneration strategy.</i></p>
13:30–15:00	Lunch
15:00–16:30	GROUP SESSION B
	<p>Compensation Planning 2017: Latin America Forecasts and Trends</p> <p><i>Gerardo García Rojas, Information Solutions Leader – México, Mercer</i> <i>Christian Pereira, Executive Compensation & Pay For Results Leader – México, Mercer</i></p> <p><i>A tradition of our HR conference, this session presents a detailed overview of the compensation and benefits trends in Latin America, as identified by the Mercer's Total Remuneration Survey, focusing specifically on what's behind the numbers. By correlating information and indicators from different countries and contrasting the region's results with trends identified by Mercer's global surveys, delegates will have an updated overview of key current compensation and benefits issues and trends across Latin America.</i></p>
	<p>A Holistic Approach to Gender Diversity: Leveraging Technology to Address the Unique Career, Health & Financial Needs of Women in your Workforce</p> <p><i>Ana María Weisz, Wealth Argentina, Chile, Paraguay, Bolivia and Uruguay & Women@Mercer Latam Leader – Argentina, Mercer</i> <i>Special Guest TBC</i></p>
	<p>Inside CEOs' Minds: CEO Challenge Survey 2017</p> <p><i>Daniel Nadborny, Partner & Global Consulting Leader LA – Argentina, Mercer</i> <i>Special Guest TBC</i></p>
	<p>Mexico — Workshop</p> <p><i>Julieta Manzano, Director, Business Development – México, Mercer</i> <i>André Maxnuk, Principal – México, Mercer</i></p>
16:30–17:00	Networking Break
17:00–18:30	GROUP SESSION C
	<p>Digital Recruiting – New Technologies for Hiring Best Fit Talent</p> <p><i>Barbara Marder, Senior Partner, Global Innovation Leader for Talent business – Mercer</i> <i>Special Guest TBC</i></p>
	<p>Argentina & Chile — Workshop</p> <p><i>Cecilia Giordano, Country Leader – Argentina, Mercer</i> <i>Diego Guaita, Country Leader – Chile, Mercer</i></p>
	Emotional Salary: How Can Intangible Rewards Improve Engagement,

	<p>Reduce Turnover and Optimize the HR Strategy?</p> <p><i>Leandro Ribeiro, Senior Associate – México, Mercer</i> <i>Rosa María Espinosa, Regional Director of Compensations and Benefits for LA, American Express</i></p> <p><i>The phenomenon of people moving laterally from one company to another due to offers they believe are more attractive...and then regretting their decision after some months on the new job is especially common in Latin America. People don't appreciate what they have until they lose it.</i></p> <p><i>Companies currently invest heavily in HR strategies to improve the workplace experience and enhance engagement. Over time employees become used to their environment, focus only on their base salary, and lose the Total Rewards concept, which includes Intangible Remuneration.</i></p> <p><i>Emotional Salary is a program with an individual perspective, which helps companies and employees identify, value and optimize their total rewards, taking into consideration differences in age, gender, and hierarchical levels. This concept has been helping companies increase engagement, reduce turnover, improve the results of organizational climate survey, and validate the remuneration strategy.</i></p>
	<p>Brazil — Workshop</p> <p><i>Marcelo Ferrari, Director, Market Development – Brazil, Mercer</i> <i>Eduardo Marchiori, Country Leader – Brazil, Mercer Marsh Beneficios</i></p>
18:30–21:00	Networking Cocktails

DAY 3 – Friday, May 26

07:30–08:30	Breakfast
08:30–10:00	GROUP SESSION D
	<p>Andean Region — Workshop</p> <p><i>Simbad Ceballos, Country Leader – Colombia, Mercer</i> <i>Gabriel Regalado, Principal – Mercer</i></p>
	<p>Argentina & Chile — Workshop</p> <p><i>Cecilia Giordano, Country Leader – Argentina, Mercer</i> <i>Diego Guaita, Country Leader – Chile, Mercer</i></p>
	<p>Brazil — Workshop</p> <p><i>Marcelo Ferrari, Director, Market Development – Brazil, Mercer</i> <i>Eduardo Marchiori, Country Leader – Brazil, Mercer Marsh Beneficios</i></p>
	<p>Inside CEOs' Minds: CEO Challenge Survey 2017</p> <p><i>Daniel Nadborny, Partner & Global Consulting Leader LA – Argentina, Mercer</i> <i>Special Guest TBC</i></p>
10:00–10:15	Break
10:15–11:45	GROUP SESSION E
	<p>Compensation Planning 2017: Latin America Forecasts and Trends</p> <p><i>Gerardo García Rojas, Information Solutions Leader – México, Mercer</i></p>

	<p><i>Christian Pereira, Executive Compensation & Pay For Results Leader – México, Mercer</i></p> <p><i>A tradition of our HR conference, this session presents a detailed overview of the compensation and benefits trends in Latin America, as identified by the Mercer's Total Remuneration Survey, focusing specifically on what's behind the numbers. By correlating information and indicators from different countries and contrasting the region's results with trends identified by Mercer's global surveys, delegates will have an updated overview of key current compensation and benefits issues and trends across Latin America.</i></p>
	<p>Mexico — Workshop</p> <p><i>Julieta Manzano, Director, Business Development – México, Mercer</i> <i>André Maxnuk, Principal – México, Mercer</i></p>
	<p>Interactive Session: Practicing Innovation in Health Care</p> <p><i>David Kaplan, Senior Partner – San Francisco, Mercer</i> <i>Special Guest TBC</i></p>
	<p>Digital Recruiting – New Technologies for Hiring Best Fit Talent</p> <p><i>Barbara Marder, Senior Partner, Global Innovation Leader for Talent business – Mercer</i> <i>Special Guest TBC</i></p>
11:45–12:00	Break
12:00–13:30	<p>Mercer Global Talent Trends Study 2017 — Empowerment by Design: Today's Business Imperative</p> <p><i>Kate Bravery, Partner – Hong Kong, Mercer</i> <i>Juliana Van Waveren, Talent Director – México, Mercer</i></p> <p><i>The world has changed – and globally, organizations are changing with it. They seek to create an agile, more nimble company, with the ability to learn and respond. But how do you achieve this change?</i></p> <p><i>During this interactive session, we will discuss how AI and robotics is shaping the nature of jobs and how organizations are evolving in response. We will also share what talent strategies can help future-proof your business and share the skills that are most in demand today.</i></p> <p><i>Find out how C-suite executives, HR professionals, and employees around the world are adapting and thriving in this rapidly changing environment.</i></p> <p><i>Topics will include:</i></p> <ul style="list-style-type: none"> • <i>The Disconnect: The C-Suite and HR on the Future of Work</i> • <i>Leading on the New Deal: What to focus on to attract top talent</i> • <i>Building a Resilient Organization: How to mitigate risk and build to adapt</i>
13:30–13:45	Conference Close
13:45–15:00	Lunch

Agenda is subject to change.