

Global Trends in HR Management**Peer Panel Meeting****September 9th, 2013****The Economist Group
750 Third Avenue, 5th Floor (Wilson Room)****Meeting Objectives:**

By the end of this meeting, we will have:

- a common understanding of the EIU-SHRM project objectives
- a common understanding of the project progress to date, including EIU survey results
- inputs from diverse perspectives on emerging global HR trends
- a consensus of the main forces that will drive HR management in the coming years
- a list of top 10 critical themes/issues impacting the future of HR management

Moderator: David Humphreys, Director, Custom Research (Economist Intelligence Unit)

AGENDA September 9, 2013		
When	What	Who
8:30-9:00 am	Continental Breakfast	
9:00-9:15am	Welcoming Remarks <ul style="list-style-type: none">• Meeting goals• Day's agenda• EIU-SHRM team introductions	EIU / SHRM
9:15-9:30 am	Panel Introductions	Panel
9:30-10:15 am	Project Introduction <ul style="list-style-type: none">• Project overview• EIU outlook on emerging global talent trends and issues.• EIU Executive Survey Summary (survey components, survey sample, main findings, etc.)	EIU
10:15-10:30 am	Coffee Break Personal Interviews	

10:30-11:15pm	<p>Round 1: Globalization</p> <ul style="list-style-type: none"> • Top HR challenges to competing in foreign markets <ul style="list-style-type: none"> -Hiring/outsourcing people across global markets -Diversified wages and benefits compensation -Regional investment priorities (R&D, supply chain, workforce hiring, materials sourcing, etc.) -Cross cultural leadership • Globalization as a driver of emerging HR challenges (developed and emerging markets) <ul style="list-style-type: none"> - Corporate perspective -Multilateral perspective -Academic perspective • Session wrap up: Identification of most pressing globalization issues impacting the future of HR management 	EIU/Panel
11:15-12:00pm	<p>Round 2: Talent Scarcity and Skills Shortages</p> <ul style="list-style-type: none"> • Forming, identifying and retaining top talent <ul style="list-style-type: none"> -Education and training -International benchmark/standardization of qualifications and certifications -Top skills gaps (short term vs long term, industry, job function) -Development of specific yet flexible skills to adapt to new technology -Matching supply of talent with demand -Development of global career paths • How growing talent wars are impacting overall business strategy and HR management <ul style="list-style-type: none"> -Corporate perspective -Multilateral perspective -Academic perspective • Session wrap up: Identification of most pressing talent and skills shortages issues impacting the future of HR management 	EIU/Panel
12:00-12:45pm	<p>Lunch Personal Interviews</p>	
12:45-1:30pm	<p>Round 3: Demographics</p> <ul style="list-style-type: none"> • Changing labor force <ul style="list-style-type: none"> -Impact of women in global market - Migration and immigration - Demographic challenges in different parts of the world: ageing and the youth bulge - Working with youth (Millennials & Generation X) -Managing cultural diversity • Changing workforce dynamics and HR challenges <ul style="list-style-type: none"> -Corporate perspective 	EIU/Panel

	<ul style="list-style-type: none"> -Multilateral perspective -Academic perspective <ul style="list-style-type: none"> • Session wrap up: Identification of most pressing demographic issues impacting the future of HR management 	
1:30-2:15 pm	<p>Round 4: Understanding changing costs and regulations</p> <ul style="list-style-type: none"> • Costs and regulations <ul style="list-style-type: none"> -Rising health care/childcare costs - Rising compensation and benefits expectations among new workers -Matching revenue and productivity -Competition over recruitment among firms (“talent wars”) -Impact of unions in the global perspective -Restrictiveness of labour laws - Expansion and differentiation of government regulations across markets • Managing HR with raising costs and different regulations <ul style="list-style-type: none"> -Corporate perspective -Multilateral perspective -Academic perspective • Session wrap up: Identification of most pressing costs and regulation issues impacting the future of HR management 	EIU/Panel
2:15-3:00pm	<p>Round 5: Technology</p> <ul style="list-style-type: none"> • Technology as an enabler of strategic HR capabilities <ul style="list-style-type: none"> - Use of big data and analytics to assess emerging human capital needs/gaps -Communication technology and other monitoring tools -Collaboration tools to enhance performance and cross border management (cloud-based, enterprise social networks, videoconferencing, etc) • Innovation and technology as drivers of global HR strategy <ul style="list-style-type: none"> -Corporate perspective -Multilateral perspective -Academic perspective • Session wrap up: Identification of most pressing technology issues impacting the future of HR 	EIU/Panel
3:00-3:15 pm	<p>Coffee Break Personal Interviews</p>	
3:15-4:00 pm	<p>Recap Session</p> <ul style="list-style-type: none"> • Top 10 HR global trends identified • Alternative scenarios for coming years • Closing remarks 	EIU

