



# 15<sup>th</sup> SPAR HR Conference

## Preliminary Programme

*25 – 27 April 2018, Lyon / France*



# Human Resources Conference

25-27 April 2018, Lyon, France

## Preliminary Programme HR Conference 2018

The 15<sup>th</sup> SPAR International HR Conference will be held from 25-27 of April 2018 in Lyon at the Mercure Lafayette Hotel, which is conveniently located in walking distance to both the city centre and the direct airport metro line.

The annual HR Conference provides an excellent platform to look at best practice within SPAR, to meet with HR experts and to discuss important HR topics with peers. The 2018 event will address key HR topics such as Recruitment Algorithms, Onboarding, aligning business and people strategy and the importance of technology in training. The event will also place a spotlight on key developments within the industry and their implications on HR Management.

The conference will be hosted by SPAR France, who have been in the SPAR business for over 60 years and today operate over 860 SPAR stores across France. Training increased in line with the growing business. Just recently, SPAR France opened their Training Academy in Lyon. Delegates will have the opportunity to visit the SPAR Academy along with two excellent SPAR stores. The programme also includes presentations from SPAR Partners as well as two guest speakers.

Wednesday, 25 April		HR Conference – DAY 1	
	Arrival delegates, check-in Mercure Lafayette Hotel, 29 Rue de Bonnel, Lyon		
13:00	<b>Registration and Welcome Lunch</b>		
14:00	<b>Business Session 1 – Aligning HR Management with Business Strategy</b>		
		The quick changing environment in retail and in society in general requires flexibility in People Management. What are the key industry trends and how will they influence HRM? What will HR Management look like in the future? This session includes presentations by the Senior Management of SPAR France, SPAR Partners and SPAR International addressing the future of retail and its implication on our people.	
	<b>Key Note Speaker</b> How will technology help us in selecting the right people? Our key note speaker Bill Boorman, a recruiter by heart, will discuss the new ways of recruitment with us. How can new technology such as recruitment algorithms support HR and where are the gaps in current recruitment strategies to meet future recruitment needs?		
ca. 19:00	<b>Evening Programme</b> Departure (Dinner) River Cruise		
ca. 23:00	Back at hotel		

# Thursday, 26 April HR Conference – DAY 2

09:00 Start of Day 2

## Business Session 2 – First Impressions Matter: How to get Onboarding right

Retaining talent in the retail business is an ongoing challenge and requires people centered action plans throughout the business. Increasingly leading retailers, including SPAR, highlight their commitment to their employees by participating in industry-wide awards such as ‘Top Employers’ or ‘Investors in People’.

This session will focus on the importance of Onboarding as an essential part of the employee retention process. First impressions matter and by taking care of employees right from the start, employers have the best chance of securing talent as well as gaining optimum performance.



Coffee Break

## Business Session 3 – The Importance of Technology in People Development



In 2016, the number of online devices exceeded the world population. Our employees expect us to communicate with them in a way that is convenient, quick and easy for them. In this session, SPAR Partners will present on their newest people development initiatives and the technologies involved. SPAR

International will present on the newly developed SPAR International Learning Platform, which covers a wide spectrum of Partner support in the area of training, talent and professional development.

Lunch

14:00

## Business Session 5 – SPAR in the Community

Departure by bus

Visit of SPAR Brignais and SPAR Thiers

Visit of the newly launched SPAR France Academy



## Evening Programme



Visit of the Basilica Notre-Dame de Fourvière  
Dinner in the city centre

22:30

Back at hotel



**Friday, 27 April HR Conference – DAY 3**

09:00	Start of Day 3
	<p><b>Business Session 5 – Creating a Culture of Excellence</b></p>  <p>The opening session of Day 3 will start with a focus on People Potential, People Efficiency and People Excellence. There is a growing pressure on HR professionals to decrease costs and at the same time increase people productivity and quality of service. This session will showcase SPAR initiatives on how to motivate and develop our people to unleash their full potential.</p>
	Coffee Break
	<p><b>Business Session 6 – Inspiring Leadership for Excellent Performance</b></p> <p>Motivated and efficient staff requires committed management and a leadership style that inspires people. This session will showcase SPAR initiatives on how to engage with the senior management and how to train senior leaders to meet the expectations of future employee generations.</p>
	<p><b>Guest Speaker</b></p> <p>Our closing speaker Lecyca Curiel will evaluate with us if SPAR is really ready for the Generation Z. Understanding the main characteristics of Gen Z will prove to be a wake-up call to any future oriented professional who is creating a brave new workplace.</p> 
	<b>Summary and Conference Closure</b>
12:30/13:00	<b>End of Conference</b>
	Lunch
13:30/14:00 (time tbc)	Departure bus to airport