



2015 TALENT FORUM

Speaker and host biographies



Christina Anagnostopoulou, Generali

Christina is the Head of Group Talent Management for Generali Group since September 2014, being responsible for the Performance and Talent Management, Leadership and Career Development processes group-wide.

Christina graduated in Economics in Thessaloniki, Greece, where she was born, and got her MSc in Human Resources from the London School of Economics in 1998. She has lived and worked in five different European countries, while gaining experiences in different fields of HR, Leadership Development and HR Management, with companies like General Electric, Unicredit and Vodafone. Mother of one and a half years old Dafne, Christina likes horse riding and writes crime stories in her free time.



Konrad Deiters, Mercer

Konrad is a Partner and leads Mercer's Talent Business for Central Europe. With a wealth of experience in international HR management gained from both line management and consulting roles, he has worked for 11 years in the area of HR consulting in an international context and supports clients in all aspects that matter from an HR perspective.

He works with companies to design and execute tailor-made leadership and competency frameworks supplemented by management assessment and development programs. During the last years, he led several culture change and executive alignment projects with a focus on the manufacturing, pharmaceutical and the communication sectors. He has also assisted clients in transforming the HR Function and led numerous M&A projects pre and post deal.



Sue Filmer, Mercer

Sue is a Principal in Mercer's Talent business in London. Her client work covers the areas of design and implementation of talent strategies, business strategy and workforce alignment, organisation design and development, workforce planning and analytics, and the design and implementation of performance, career and talent management systems. Sue has extensive experience in HR consulting, management training, and senior management facilitation across a range of industry sectors, working as a consultant with Mercer for 17 years.

Sue has an MSc in Human Resource Management and an MBA. She is a regular speaker at national and international conferences, is a qualified teacher, and is a Chartered Member of the Institute of Personnel and Development.



Charlotte Harding, Mercer

Charlotte is a Principal within Mercer's Talent business. She led a two-year project to develop the *Human Capital Report* produced by the World Economic Forum (WEF) and Mercer. As Strategy Officer to the WEF she represents Mercer's interests in the Professional Services community, and continues to provide support to collaborative projects in the area of Employment, Skills and Human Capital. She is also responsible for commercialising Mercer's research agenda.

Charlotte is currently studying for an MBA at Warwick Business School. She has a joint honours degree in French and Criminology, with additional University qualifications in Law and Psychology.



Satu Heschung, Sodexo

Satu is Director Diversity Initiatives at Group Sodexo with over 6-year experience of designing and developing internal programs and implementing D&I strategy successfully. Satu has a strong expertise in supporting business by transforming the global strategy into practical actions locally. Satu is responsible for Sodexo's Global Gender Inclusion initiatives; including managing the senior advisory board SWIFt. Furthermore is responsible for different regions in D&I strategy and initiatives, manages the D&I learning and development initiatives as well as D & I effectiveness measurements. Satu joined Sodexo in 2001.

Satu is a graduate of the University of Jyväskylä, Finland in Vocational teacher education. She holds a Master's degree in Hospitality Management and Leadership. She was one of the first training managers designing a state certified "Hotel & Restaurant service" program in English targeted to multicultural students in Finland in 1995. Satu is an active mother of Emilie (20y) and Matts (16y) and a real outdoor person.



Julia Howes, Mercer

Julia is a Principal in Mercer's United Kingdom Talent business. She has worked in professional services organisations for over 12 years and specialises in strategic workforce planning, workforce analytics and workforce metrics.

Julia has conducted workforce planning consulting and analytics engagements for clients in a variety of industries including telecommunications, air services, mining, manufacturing, banking and finance, health and IT, in a number of countries and regions including Australia, Asia, Europe, the Americas and Africa. Julia has Bachelor's degrees in law and in business from QUT in Brisbane, Australia. She also practices as a lawyer in Australia and Vietnam.



Dieter Kern, Mercer

Based in Munich, Dieter is a Partner responsible for HR Strategy & Management Consulting in Central Europe. He has more than 15 years' experience in management consulting, having lead numerous international HR programmes and projects. Typical programmes and projects are: HR strategy, HR organisation & processes, organisational design & development, grading, talent and change management. He has worked in various industries including automotive, high-tech, financial services, energy and chemicals.

Dieter is an active thought leadership contributor on HR Trends, Business Partnering and Talent Management. Dieter studied science of education, psychology, philosophy and social sciences.



Joachim Krotz, Oliver Wyman

Based in Munich, Joachim is a member of the Strategic Solutions Group of MMC. In this role, he is responsible for the development and execution of strategies, tools, and new product offerings to deliver the full capabilities of the MMC operating companies to client organisations in Europe with focus on four key areas: Health Care, Life Science, Restructuring, Strategic HR & Energy.

Joachim has 26 years of consulting experience, leading numerous holistic programmes for corporate development, corporate performance and restructuring.



Anca de Maio, Mercer

Anca is the Regional Client Growth Leader for Mercer's Talent business in Europe and a member of the Europe & Pacific Talent Leadership team. Since she joined Mercer in 2000, she has held several regional Marketing, Sales and Relationship Management roles, and worked on a series of Sales Effectiveness, Communication, M&A and Talent Consulting projects.

Prior to 2000, Anca was a journalist and adult trainer in Jordan, Croatia, Peru, Israel & Romania.

A mother of two, Anca holds a Bachelors' in English Language & Literature, a Master's in Comparative Linguistics, and a Post-graduate degree in Public Relations.



Marco Morelli, Mercer

Marco is the Italy Mercer CEO and Talent Business head. He is a member of Europe & Pacific Regional Leadership Team as well as a Marsh Italy Board of Directors member. Marco has 20 years' experience in business and HR consulting, focusing on finance, energy, transportation sectors, managing relationship with large Italian multinationals. Marco also worked in the public sector with central & local government, large state-owned companies, and authorities.

Marco has extensive subject matter expertise in performance measurement, planning and controlling, executive remuneration, reward strategy, organisational design, business processes re-engineering and change management. Prior to joining Mercer, Marco was a director at Ernst & Young and Hay.



Elena Nizzero, Nestlé

Since 2012 Elena is Head of Recruiting, Learning and Development for Nestlé in Italy. During her career in Nestlé, she has covered different HR roles in organisation development, compensation & benefits, and was as HR Business Partner for different businesses.

Before joining Nestlé, Elena has worked in the HR Function of two American multinational companies. She holds a university degree in Economics and, more recently, one in Psychology.



Stuart Turnbull, Mercer

Based in the UK, Stuart is a thought leader, consultant, advisor, and coach to clients seeking a strategic, business-oriented, and experienced professional in the fields of Leadership, Organisation Development and Transformation, Learning, Talent, and Performance. Stuart has a broad, multicultural perspective, having worked in more than 20 countries in Africa, Asia, the Americas, and Europe in international, public, and private-sector companies in the financial services, IT, telecoms, engineering, and branded apparel sectors.

Stuart has a Master's degree in Organisational Consulting from Ashridge and a BSc in Mechanical Engineering from Loughborough University. He also holds MBTI® and FIRO-B® certifications, a Ned Hermann Brain Dominance certification, as well as a Certificate in Training and Development.



Silvia Vanini, Mercer

Silvia works with top managers at International companies helping them to widen and enhance their influence and performance through the development and implementation of people strategy and change management plans. As an executive coach, she also specialises in competency, talent, performance management and appraisal. She is an expert in facilitating the understanding of change through one-to-one coaching and in designing and facilitating innovative learning and development programmes.

Silvia graduated in Clinical Psychology at the University of Padua. She also has a degree as Director en Tecnicas from the Escuela Superior de Psicodrama in Mexico.



Felicitas von Kyaw, Vattenfall

Felicitas is Vice President of HR at Vattenfall, in charge of Business Area Customers & Solutions located in the Nordics and the Continent.

Prior to this role, she was Corporate Vice President of Organizational Development & Change at Vattenfall Group in Stockholm.

She has a Master's in Economics and is a DBVC (Deutscher Bundesverband Coaching , German Federal Association for Executive Coaching) certified consultant and coach.