## XIV International HR Conference program

### Day 1. 25 April 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>09.00 - 09.45</td>
<td>Registration &amp; Safety Briefing</td>
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<tr>
<td>10.00 - 10.40</td>
<td>Conference opening</td>
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<tr>
<td>10.40 - 11.10</td>
<td>Welcome speeches of honored guests</td>
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<tr>
<td></td>
<td><strong>Speakers:</strong></td>
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<tr>
<td></td>
<td>Akhmetzhan Yessimov</td>
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<tr>
<td></td>
<td>Member of the Board, Chairman of the Management Board of Samruk-Kazyna JCS</td>
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<td></td>
<td>Alisher Pirmetov</td>
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<td></td>
<td>Deputy Chairman of the Management Board, Samruk-Kazyna</td>
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<td>Toktar Aubakirov</td>
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<td>The first Kazakh astronaut, Advisor to the Chairman of Management Board, NC KTZ JSC</td>
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<td></td>
<td>Mikhail Lavrentyev</td>
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<td>Professor, Dean of the IT Faculty at the Novosibirsk State University, Deputy Director for Research, IAE SB RAS.</td>
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<td>Patee Sarasin</td>
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<td>Founder and Chairman DDG International</td>
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<tr>
<td>11.10 - 11.40</td>
<td>Coffee break «Friends area»</td>
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<tr>
<td>11.40 - 13.00</td>
<td>Panel session with top managers and partners</td>
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<td></td>
<td><strong>Speakers:</strong></td>
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<td></td>
<td>Peter Foster</td>
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<td>President &amp; CEO of Air Astana</td>
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<td>Lyazzat Ibragimova</td>
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<td>Board Chair, House Construction Savings Bank of Kazakhstan</td>
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<td>Dauletzhan Khasanov</td>
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<td>Managing Director, HR Management</td>
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<td>Batyr Kotyrev</td>
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<td>Managing Director, Chief Engineer, NC KTZ JSC</td>
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<td>Anar Mukhamedzhanova</td>
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<td>Director, HR Management Department, Samruk-Kazyna JSC</td>
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<td>Yekaterina Smirnova</td>
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<td>Senior HRBP &amp; PMO of regional Head of HR MEE, SAP</td>
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<td>Nina Putintseva</td>
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<td>Head of Pre-Projec*t Consulting, Oracle Russia and CIS, Moscow</td>
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<tr>
<td>Time</td>
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<tr>
<td>13.00 - 14.00</td>
<td>Lunch break «Energy area»</td>
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<tr>
<td>14.00 - 18.50</td>
<td>Working in sections</td>
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</table>
### Attracting and Managing Talent

**Develop your own talents or search externally**

**Moderators:**
- Yolanta Strikitsa
  - Founder and Managing Director, Strikitsa Consulting Ltd.

**Speakers:**
- Balgul Raissova
  - Member of the Supreme Judicial Council of the Republic of Kazakhstan, member of the Council on Legal Policy under the President of the Republic of Kazakhstan
- Andrey Beshko
  - Deputy Director of the Personnel Policy Department, ROSATOM
- Oleg Sychugov
  - Expert in Talent Management
- Gulnur Zhassekenova
  - Head of the Zhas Orken project, Digital Summer, Samruk-Kazyna Corporate University
- Abdinadir Aitmatov
  - Certified HR Professional (CIPD), Head of Recruitment and Development, JV Inkai

### Transformation of the role of HR. Development of Common Service Centers

**Moderators:**
- Akmaral Kadyrbayeva
  - Director, Samruk-Kazyna Corporate University
- Yelena Lazareva
  - Teaches MBA at AlmaU Graduate School of Business, Kazhakstans first certified tutor and trainer in emotional intelligence, EACEIP

**Speakers:**
- Oksana Karmishina
  - Head of Personnel Policy Department, Rosatom State Corporation
- Yekaterina Smirnova
  - Senior HRBP & PMO of regional Head of HR MEE, SAP
- Alexey Pokidov
  - Head of Personnel Service Centre, Severstal - Shared Services Center
- Natalya Hvalyun
  - Head of Organizational Development Projects at Metinvest Holding (Ukraine), Six Sigma Green Belt.
- Karina Zmirenkova
  - Director, IT Department, Samruk-Kazyna Corporate University.

### Digital Transformation in Human Resource Management

**Moderators:**
- Andrei Basangov
  - "Virtual Learning" Project Manager, Samruk-Kazyna Corporate University
- Marzhin Otarbayeva
  - Senior Manager, Department of Digitalization and IT, Samruk-Kazyna JSC

**Speakers:**
- Nina Putintseva
  - Head of Pre-Project Consulting, Oracle Russia and CIS, Moscow
- Aleksei Suntsov
  - Head of IT Development Department, KazMunayGas
- Olga Davydova
  - Head of the HR Unit, Center for Financial Technologies
- Akmaral Naizabekova
  - Managing Director for Personnel and Change Management, Kazpost JSC
- Raushan Irgaliyeva
  - Director General, Biznes Psikhologi Kazakhstan LLP (SHL Kazakhstan)
- Adil Abdikhanov
  - Participant of the Zhas Orken program.

### Person in the age of publicity

**Moderators:**
- Igor Rodchenko
  - Coaches on public speaking and managerial rhetoric

**Speakers:**
- Dauren Kereibayev
  - Head of the Information Technology Department, Samruk-Kazyna
- Andrey Skabelka
  - Head Coach, Barys hockey club
- Galina Alkeshova
  - PR consultant, Chief Editor at Program Production Unit, Khabar TV Channel
- Yerzatkan Ablaikhanov
  - Participant of the Zhas Orken program.

**Specialization:**
- Politics and Environmental Science
15.30 - 15.50

Coffee break «Friends area»
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<th>Speakers</th>
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<tbody>
<tr>
<td>15.50 - 17.10</td>
<td>High performance culture</td>
<td>Dauren Bespalinov&lt;br&gt;Certified business trainer, Director for Business Development, Samruk-Kazyna Corporate University</td>
<td>Konstantin Kunitsa&lt;br&gt;CEO of HireBee Kazakhstan, co-founder and coordinator of the Agile Community of Kazakhstan&lt;br&gt;Yelena Filipchik&lt;br&gt;Manager, Department of Lean Manufacturing, Philip Morris Kazakhstan&lt;br&gt;Abylay Aikeyev&lt;br&gt;Manager, Center for Continuous Improvement, Samruk-Kazyna Corporate University&lt;br&gt;Iraida Ryaskova&lt;br&gt;Senior Manager, Business Architecture Function, NAC Kazatomprom JSC</td>
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<td>15.50 - 17.10</td>
<td>Corporate Stockholm Syndrome</td>
<td>Adalyat Abdumanapova&lt;br&gt;Expert, IFC (International Finance Corporation). Project Manager for Corporate Governance in Europe and Central Asia. Assel Nurakhanova&lt;br&gt;Business Trainer, Corporate Governance Academy, Samruk-Kazyna Corporate University</td>
<td>Janat Berdalina&lt;br&gt;Chairman of the Board of Trustee of Alma University&lt;br&gt;Zhanar Murzalina&lt;br&gt;Director, HR Department, MFI &quot;KMF&quot; LLC&lt;br&gt;Yertay Ramazanov&lt;br&gt;Corporate Secretary - KEGOC Ombudsman</td>
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<tr>
<td>15.50 - 17.10</td>
<td>Corporate culture</td>
<td>Vladimir Shikov&lt;br&gt;Director of Business Development, Samruk-Kazyna Corporate University</td>
<td>Lyazzat Kozhakhmetova&lt;br&gt;Head of the Human Resource Management Department, Kazatomprom&lt;br&gt;Natalya Yamschikova&lt;br&gt;Head of Organizational Development and Head of the SIBUR Corporate University&lt;br&gt;Saniya Ismailova&lt;br&gt;Head of HR Expertise Center, Samruk-Kazyna&lt;br&gt;Akmaraal Baigabulova&lt;br&gt;Chief Manager, HR Management Department, Kazakhstan&lt;br&gt;Temir Zholy&lt;br&gt;Aigerim Karsybekova&lt;br&gt;HRD, House Construction Savings Bank of Kazakhstan&lt;br&gt;Aizhan Kakenova&lt;br&gt;Participant of the Zhas Orken program. Specialization: Sociology and Political Science</td>
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<tr>
<td>15.50 - 17.10</td>
<td>Motivating with money vs. motivating with idea</td>
<td>Almagul Kazbayeva&lt;br&gt;Human Resources Manager, JV, Shell Kazakhstan. The total work experience in HR is more than 20 years.</td>
<td>Alua Korpebayeva&lt;br&gt;Managing Director, Branch Director, SB Alfa-Bank JSC&lt;br&gt;Anara Kulmambetova&lt;br&gt;Chief, Remuneration Management Practice, Center for HR Expertise, Samruk-Kazyna JSC and Samruk-Kazyna Corporate University&lt;br&gt;Furkat Azimov&lt;br&gt;HR Business Partner, Air Astana&lt;br&gt;Bekmyrza Kulzhanov&lt;br&gt;Participant of the Zhas Orken program. Specialization: Corporate Finance</td>
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</table>
### Temporary agency work

**Moderators:**
- **Zaure Alzhanova**  
  MSc in HRM, Fellow Member of the Chartered Institute of Personnel and Development (CIPD). Business Trainer, Samruk-Kazyna Corporate University

**Speakers:**
- **Gulnara Bizhanova**  
  Member of the Committee on Legislation and Judicial and Legal Reform, Mazhilis, Parliament of the RK
- **Natalya Gilyova**  
  Associate professor, School of International Law of Al-Farabi Kazakh National University
- **Zemfira Baybinova**  
  Expert in labor law. Director, Department of Administrative and Legal Affairs, Samruk-Kazyna Corporate University
- **Arman Kuibagarov**  
  HR Director, NCOC

### Homo creativus is a CREATIVE person - can you learn?

**Moderators:**
- **Veronika Nassalskaya**  
  Art manager, director, actor and drama teacher

**Speakers:**
- **Mikhail Lavrentyev**  
  Professor, Dean of the IT Faculty at the Novosibirsk State University, Deputy Director for Research, IAE SB RAS.
- **Altair Akhmetov**  
  Rector for Academy of Public Administration under the President of the Republic of Kazakhstan
- **Malik Khassenov**  
  Head of the Astana Football Federation, General Director of Astana Venue Management

### Finance - Variables in success formula

**Moderators:**
- **Irina Turaliyeva**  
  Business Trainer of the Samruk-Kazyna Corporate University, Former Deputy Chair of the Board, VTB Kazakhstan bank

**Speakers:**
- **Adil Nurgozhin**  
  Managing Director, National Managing Holding Baiterek JSC
- **Aliya Dykanbayeva**  
  Deputy Chairman of the Management Board, Fortebank
- **Kevin Gwanjil Kim**  
  Independent Director, “QAZAQ AIR” JSC
- **Naziya Suleimenova**  
  Participant of the Zhas Orken program. Specialization: Finance

### HR Analytics

**Moderators:**
- **Ainur Amanzholova**  
  HR Business Partner, Samruk Kazyna
- **Maksat Zhanseitov**  
  A practicing business trainer, facilitator with Samruk-Kazyna Corporate University

**Speakers:**
- **Eduard Babushkin**  
  The "main" HR analyst in Russia. Speaks to business in the language of numbers. The head and "drive" of the HRM.RU project.
- **Raushan Irgallyeva**  
  Director General, Biznes Psikhologi Kazakhstan LLP (SHL Kazakhstan)
- **Lyudmila Rogova**  
  Head of HR Accounting and Analytics. Directorate of HR Efficiency. ALFA-BANK
Day 2. 26 April 2019

10.00 - 10.55

Speech by **Patee Sarasin**, Founder and Chairman of DDG International

**Speakers:**

- **Patee Sarasin**
  Founder and Chairman DDG International

11.00 - 12.30

Headliner: **Dave Logan**, PhD, New York Times #1 best-selling author *Tribal Leadership*, as well as the Wall Street Journal and USA Today bestseller *The Three Laws of Performance*, teaches leadership and management at the University of Southern California

**Speakers:**

- **Dave Logan**
  PhD, best-selling author, teacher of leadership and management at the University of Southern California

12.45 - 13.15

"HR Today More Than Yesterday" panel session with section moderators

**Speakers:**

- **Yolanta Strikitsa**
  Founder and Managing Director, Strikitsa Consulting Ltd.

- **Dauren Bespalinov**
  Certified business trainer, Director for Business Development, Samruk-Kazyna Corporate University

- **Zaure Alzhanova**
  MSc in HRM, Fellow Member of the Chartered Institute of Personnel and Development (CIPD). Business Trainer, Samruk-Kazyna Corporate University

- **Akmaral Kadyrbayeva**
  Director, Samruk-Kazyna Corporate University

- **Adalyat Abdumanapova**

- **Veronika Nassalskaya**
  Art manager, director, actor and drama teacher

- **Andrei Basangov**
  "Virtual Learning" Project Manager, Samruk-Kazyna Corporate University

- **Vladimir Shikov**
  Director of Business Development, Samruk-Kazyna Corporate University. One of the leading business coaches in the CIS.

- **Irina Turaliyeva**
  Business Trainer of the Samruk-Kazyna Corporate University, Former Deputy Chair of the Board, VTB Kazakhstan bank

- **Ainur Amanzholova**
  HR Business Partner, Samruk Kazyna

13.15 - 14.00

Conference Closing