



HRPG EUROPE – 2025 SUMMER SUMMIT



The Hotel Estela, Sitges Barcelona Spain

Wednesday, June 18, to Friday, June 20

Our 2025 HR Policy Global Europe Summer Summit is in the Hotel Estela, Sitges, Barcelona, from the evening of Wednesday, June 18 to lunchtime Friday, June 20.

We have put together a program that includes key issues of concern to our member companies. *The rewrite of the EWC Directive; CSRD; Working with works councils; AI in the workplace; Building a global ER function; Populism and DEI.* We may add additional speakers to the program, between now and the meeting... but you can be assured of robust and informed discussions at the sessions.

A highlight this year will be a presentation from Ruud van der Wel from Maersk on the recent negotiations in the US between the dock operators and the ILA, the longshoremen's unions.

On the Thursday night we will have a gala dinner and "rock 'n roll" evening.

Almost all rooms at the Estela had been booked late March... so contact our colleague [Miriam](#) for advice or assistance on alternative accommodation options nearby.

Use this email to contact the Estela Hotel: convenciones@hotelestela.com and reference HR Policy Global

There is no attendance fee for HR Policy Global members for this meeting.

[Register to attend 2025 Summer Summit](#)



This year's summit is generously supported
by our friends at
[ONEIDA Associés](#) and [lus Laboris](#)





Wednesday June 18

19:00 – 21:00 Networking reception at hotel

Thursday June 19

| | Topic/Event | Speakers |
|---------------|--|---|
| 09:00 – 10:30 | EWCs How long have you got to make changes? <i>What can you do now?</i> <i>What we know about the new Directive and what it means for both A13 and A6 agreements.</i> | <ul style="list-style-type: none"> ○ Tom Hayes, HR Policy Global Europe ○ Contributions from HR Policy Global + Europe team |
| 10:30 – 11:00 | Coffee Break | |
| 11:00 – 12:00 | Impact of CSRD report on management annual report to EWC? <i>What will be the impact of the CSRD</i> <i>CSRD has 270 HR data points.</i> <i>What approaches are being taken.</i> | Chair: Auret van Heerden <ul style="list-style-type: none"> ○ Dan Baker, Accenture ○ Susanne Dock, Constellium |
| 12:00 – 13:00 | Working with works councils: <i>Works councils and restructuring</i> <i>German Works Council elections 2026... planning ahead. What management can and can't do.</i> | Chair: Philippe Grabli , Oneida <ul style="list-style-type: none"> ○ Dr. Burkard Göpfert, Kliemt (IUS) ○ Ralf Tuens, GE Vernova ○ Laure Bomo, Coca Cola European Pacific Partners |
| 13:00 – 14:30 | Lunch | |
| 14:30 – 15:30 | Learning from America – the 2024/25 Docks negotiations.: <i>How to give away a 62% pay increase and give the union a veto on automation.</i> | Ruud van der Wel , A.P. Moller - Maersk |
| 15:30 – 16:30 | Populism, “Anti-Woke” and DEI Pushback: <i>Populism, “Anti-Woke” and the DEI Pushback – the US and Europe going their own way?</i> | Chair: Henry Eickelberg , HR Policy Global <ul style="list-style-type: none"> ○ Tara McCormick, Boeing ○ Wen Dong, HR Policy Global |
| 19:00 – 22:00 | Dinner + festivities | |



Friday June 20

| | Topic/Event | Speakers |
|---------------|--|--|
| 09:00 – 10:00 | Building a Global Employee Relations Function - Establishing the Voice of ER | Alan Wild , HR Policy Global |
| 10:00 – 11:00 | Artificial Intelligence <i>Internal Change Management and Considerations for ER Professionals... What's the Direction of Travel?</i> | Oliver Patel , Astra Zeneca |
| 11:00 – 12:00 | Europe + UK: The year ahead: <i>What other issues can we expect to see arise in the EU over the year ahead... and in the UK too?</i> | <ul style="list-style-type: none"> ○ Tom Hayes, HR Policy Global Europe ○ David Hopper, Lewis Silkin LLP |
| 12:00 – 12:30 | Coffee and Departure | |

The Venue:

The Hotel Estela "Hotel del Arte"

Av. Port d'Aiguadolç, 8, 08870

Sitges, Barcelona, Spain

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www.hotelestela.com

[Google Map URL](#)



We will have an optional WhatsApp group where attendees can keep in touch and receive updates. It will go 'live' from Monday June 9th and 'disappear' after July 4th