

HUMANITARIAN
HR CONFERENCE

Building Trust in People, in Organisations and in the Sector

2-4 October | Antwerp, Belgium



Join the conversation #HHR2019



CHS Alliance
MAKING AID WORK BETTER FOR PEOPLE

WHAT TO EXPECT

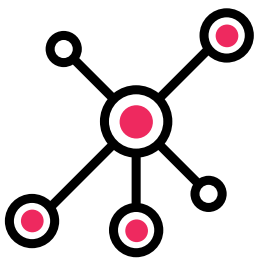


Gain knowledge

Explore proven approaches coupled with actionable solutions that you can bring back to implement in your organisation.

Be inspired

Hear leadership thought comments from our presenters and discover the role HR should play in the creation of open, transparent, honest and dialogue-centered cultures.



Expand your network

We have created many opportunities for you to connect with your peers and subject matter experts who can offer insight and share ideas around your current organisational challenges.

AGENDA AT A GLANCE

2 October

13:00 - 14:00	Arrivals and Registration Sky Lounge Room (12th floor)
14:00 - 14:20	Welcome to HHR 2019 and opening remarks!
14:20 - 14:50	Participant Mixer: Who is in the Room?
14:50 - 15:40	KEYNOTE: Christine Williamson Director, Duty of Care International
15:40 - 16:10	Afternoon coffee and networking break
16:10 - 17:00	KEYNOTE: Faye Ekong Managing Director, RavelWorks Africa
17:00 - 17:15	Day one closing activities
17:15 - 17:30	Short break
17:30 - 17:45	Short walk from hotel to CIGNA offices
17:45 - 21:00	Networking cocktail and canapés offered by our sponsor CIGNA

Themes

On day two, there will be concurrent sessions. You will have the chance to attend four sessions. Use the theme guide to help you decide.

- **TEAM** - Shanghai (3d floor)
- **ORGANISATION** - Hamburg (3d floor)
- **SECTOR** - SkyLounge (12th floor)

HUMANITARIAN HR CONFERENCE

3 October

07:00 - 08:30

Breakfast - Sky Lounge Room (12th floor)

08:00 - 08:30

Introductory guided mindfulness session with Hitendra Solanki (optional)

08:30 - 08:45

Welcome back! Review of day one and outline of day two

08:45 - 09:00

Break to change rooms for concurrent sessions

Themes

Team (3rd floor)

Organisation (3rd floor)

Sector (12th floor)

09:00 - 10:30

Remaining trustworthy in our HR role.

by Christine Williamson and Hannah Scott

Trust at the core: the role of operations staff in building trust.

by Tim Boyes-Watson

Building trust through fair reward.

by Shana O'Brien and Ishbel McWha

10:30 - 11:00

Coffee break and networking - Sky Lounge Room (12th floor)

11:00 - 12:30

Are we listening? Exploring the power of transparent conversations.

by Cameron Hall

Code of Conduct: paper in the drawer or a living document to increase trust?

by Gozel Baltaeva, Vanessa De Malmazet and Humanitalents

Let's start with ourselves: building trust through caring and compassion.

by Mary Ann Clements and Melissa Pittoti

12:30 - 13:30

Lunch break - Sky Lounge Room (12th floor)

13:30 - 15:00

Improved Individual Self-Management for Authentic Environment of Trust.

by Hitendra Solanki

Building trust through better integration of HR and Security Risk Management.

by Lisa Reilly

How can affected populations trust aid workers to be professional?

by Rory Downham

15:00 - 15:30

Coffee break and networking - Sky Lounge Room (12th floor)

15:30 - 17:00

Trust: In the search of the holy grail.

by Guillermo Rogel

Communities, Corporate social network – A tool for enhancing Trust

by Florence Sarret

Building a conscious culture of trust and trustworthiness.

by Smruti Patel

17:00 - 17:15

Day two closing activities

18:00 - 20:00

City tour offered by our sponsor CIGNA (optional)

4 October

07:30 - 08:30	Breakfast - Sky Lounge Room (12th floor)
08:00 - 08:30	Introductory guided mindfulness session with Hitendra Solanki (optional)
08:30 - 08:45	Welcome back! Review of day two and outline of day three
08:45 - 09:30	Campfire session with Magnus Bucht, Chris Hoffman and Don Present
09:30 - 10:30	HHR: Way Forward and Action Planning
10:30 - 11:00	Coffee break and networking
11:00 - 12:00	KEYNOTE: Frances Longley Executive Director, Programmes and Policy, CARE International UK
12:00 - 12:30	Closing remarks
12:30 -	Lunch

MEET OUR PARTNERS AND SPONSORS



HHR 2019 partner

HHR 2019 Sponsor



HUMANITARIAN HR CONFERENCE

MEET OUR PRESENTERS



Christine Williamson,
Director, Duty of Care International

Christine founded Duty of Care International in April 2016. Her expertise comes from 20 years of working in highly challenging environments, supporting and leading HR functions in many humanitarian responses across Africa and Asia. As the lead consultant of Duty of Care International, Christine provides specialist advice and practical support to organisations on their people management and duty of care responsibilities.



Frances Longley
Executive Director for Programmes
and Policy, CARE International UK

Frances Longley joined CARE in July 2019. Frances has over 20 years' experience in the not-for-profit sector focusing on leadership, strategy and communications. Her career reflects a passion for the promotion of access and inclusion for marginalised and disadvantaged groups, especially women and girls. Since March 2018 Frances has co-chaired the UK NGO sector working group on Leadership and Culture for Safeguarding.



Guillermo Rogel,
Head of Organisational
Effectiveness, Oxfam GB

Guillermo Rogel has more than 25 years of experience in the international development field. Over the last ten years, Guillermo has focussed on organisational development, working with a variety of civil society organisations across the world. He is currently Head of Organisational Effectiveness for Oxfam GB. Guillermo is a certified coach, a long time meditation practitioner and a yoga teacher.



Tim Boyes-Watson
Global Director of Alliance and
Advocacy, Humentum

As Global Director of Alliances and Advocacy, Tim Boyes-Watson is responsible for developing Humentum's membership, strategic partnerships, and regional hubs in order to create an influential global network of those working to improve how organisations achieve social good. Before the merger of Mango with Humentum and LINGOs to create Humentum, Tim had been serving as Mango's CEO since 2010.



Faye Ekong,
Managing Director, RavelWorks Africa

Faye Ekong is the Managing Director and Co-founder of RavelWorks Africa with over 10 years' experience in human resource management, implementing learning & development and employee engagement programs including at executive level in Africa, Europe, Asia and North America. She is currently pursuing her PhD with a focus on organisational transformation and the evolution of the HR function in sub-Saharan Africa.



Rory Downham
Director of Learning and
Development, Bioforce

With a Master's Degree in Adult Learning and extensive experience in the field of vocational and academic training, Rory has been in charge of learning development and delivery at the Bioforce Institute since 1996. Rory is now in charge of Bioforce's capacity strengthening strategy which involves the development of innovative approaches and tools to support learning for individuals, organisations, and the sector.



Tanya Wood
CEO, CHS Alliance

Tanya Wood has more than 20 years of experience in the international humanitarian sector. Her career has been focused on leadership within international membership organisations including the International Federation of Red Cross and Red Crescent Societies (IFRC) and the International Council of Voluntary Agencies (ICVA). She combines this leadership in international membership organisations with experience of humanitarian standards.



Ishbel McWha
EC Fellow in IHRM, University of
Edinburgh Business School

Ishbel McWha-Hermann is an EC Fellow in IHRM at the University of Edinburgh Business School, UK. She has a particular interest in issues of social justice and diversity, and the application of work and organisational psychology to international development contexts. Ishbel studies HR policies and practices in international NGOs, and specifically examines reward and its role in the success of capacity development and poverty reduction initiatives.

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MEET OUR PRESENTERS

**Lisa Reilly**

**Executive Director, European
Interagency Security Forum (EISF)**

Lisa is the Executive Director of the European Interagency Security Forum since 2011. As such, she supports the collaboration, exchange of information and best practice between EISF members and various actors to improve policies and practices in humanitarian security risk management. Lisa worked for over 16 years in the development and humanitarian response sector.

**Cameron Hall**

HR Director for Mercy Corps Europe

Cameron Hall is the HR Director for Mercy Corps Europe. He has been a member of the Mercy Corps team for over five years, participating in a variety of HR leadership roles in Portland, Oregon, USA and Beirut, Lebanon, with a particular focus on the delivery of holistic HR support to team members in complex programme locations. Cameron's HR philosophy is informed by over ten years of previous professional experience in the military, education and banking sectors.

**Alex Farrington**

**Head of Strategic Partnership and
Initiatives, Humanitarian Leadership
Academy**

Alex Farrington is the Humanitarian Leadership Academy's Head of Strategic Partnerships and Initiatives, and oversees the implementation of HPass—an online platform offering a one-stop shop for humanitarian professional development. He has a background in implementing learning programmes across both the international development and humanitarian sectors.

**Smruti Patel**

**Founder of Global Mentoring
Initiative (GMI)**

Smruti is the founder of Global Mentoring Initiative (GMI). Humanitarian since 1995, she has been facilitating reflections on accountability and safeguarding over the last 10 years. She is now actively involved in advocating for the change in the humanitarian system to more locally led response.

**Rosa Argent**

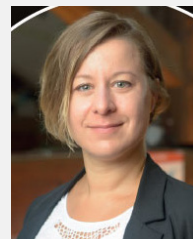
**Head of Membership and
Communications, HHR Facilitator
CHS Alliance**

Rosa is a communications specialist and plain English champion who believes in the power of stories to change the world. Originally from Aotearoa/New Zealand, she has worked for NGOs in NZ, UK, India and Switzerland across environment, global health and humanitarian sectors.

**Florence Sarret**

**Change Adviser, International
Committee of the Red Cross**

Passionate about motivation and engagement at work, Florence spent 15 years in HR talent management for Veolia, crafting cutting edge skills development programs in leadership, strategic thinking and entrepreneurship together with IMD and Wharton School. Two years ago she became change advisor at ICRC, ensuring successful change management through co-creation, storytelling, constant feedback, early adopters and coaching.

**Estelle Robert**

Founder of Humanitalents

Estelle Robert worked in the field and at head office for Handicap International, Action Against Hunger, Oxfam and Solidarités International. In 2017, she founded Humanitalents with a view to positioning herself at a meta level and offer her skills, enthusiasm and energy to all humanitarian and development organisations. With ambition to resolve problems, Estelle works on teasing out solutions and creating new synergies so that human resources are transformed into human riches.

**Hitendra Solanki**

**Mindfulness and Wellbeing Adviser,
Action Against Hunger UK**

Hitendra is currently the Mindfulness & Wellbeing Adviser at Action Against Hunger UK. He has been active in the development and humanitarian sector for over 16 years, and in hunger and health related programming for 10 years. More recently, he led the 3-year Mindfulness & Wellbeing project as part of the Start Network's Transforming Surge Capacity programme.

HUMANITARIAN HR CONFERENCE

MEET OUR PRESENTERS



Melissa Pittoti
Freelance Consultant

Melissa started working in humanitarian affairs as teenager, tutoring a refugee child who'd been resettled in her community. She's spent time as a donor (BPRM), a rapporteur (UNHCR's Executive Committee), a co-chair (IASC Humanitarian Financing Task Team), a policy advocate (ICVA NGO network), and a consultant. Her passions are bringing people together to find solutions and creating compelling, user-friendly content.



Magnus Bucht
CEO and Co-founder of Impactpool

Magnus has 20 years of experience in Human Resources Management. Before co-founding Impactpool, Magnus was the HR Director at the Stockholm Environment Institute (SEI). Before SEI, he worked as an advisor to the Director-General and HR Strategist at the Swedish International Development Cooperation Agency (Sida). Magnus has also worked as HR Officer at UNHCR and as a Management Consultant in the private sector.



Don Presant
Learning Consultant, Humanitarian Leadership Academy

Don is a learning consultant specializing in eLearning and workforce skills recognition programs using digital credentials and has been working with HPass since 2017. He works in Canada and internationally for organizations such as Save the Children, Doctors Without Borders, the Supply Chain Management Association and the Institute for Performance and Learning. He is Canada's leading expert on Open Badges as digital credentials.



Shana O'Brien
Freelance Consultant specialised in HR in humanitarian organisations

Shana O'Brien is a freelance consultant specialised in HR. She believes that people-focused HR is crucial to the well-being of personnel, the success of organisations, and ultimately the ability of humanitarians to help people in need. Her consultancy firm, Humanitarian Resources Consulting, assists in a variety of HR topics as staff dynamics and engagement, PSEA and sexual violence in the workplace, learning and development, and more.



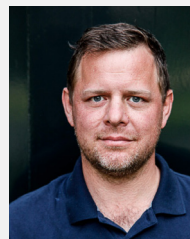
Gözel Baltaeva
People Management Adviser, HHR
Organiser, CHS Alliance

With master's degree in business administration and offering 15 years of international Human Resources experience, Gözel's passion lies in leading multicultural and multi-skilled teams in challenging environments, and providing HR expertise, solutions and advice to organisations. Gözel, originally from Turkmenistan, has worked with the ICRC, Action Against Hunger and Doctors Without Borders.



Vanessa De Malmazet
HR Advisor, War Child Holland

After 5 years working within HR in the private sector, Vanessa joined the humanitarian sector in 2013. Since September 2015, she has been working as HR Advisor for War Child Holland in Amsterdam; the first 3.5 years as HR Advisor for the field and since March 2019 focusing on HR Projects and Policies. One of her current responsibilities is to develop and implement an Integrity Framework for War Child Holland globally.



Chris Hoffman
Managing Director of the Garrison Institute International

Chris is the Managing Director of the Garrison Institute International, advising directly on the Contemplative Based Resilience Project, aiming to bring mindfulness and psycho-social support to humanitarians throughout the world. Chris brings 20 years of experience in the field of humanitarian and development innovation and has a diverse background in a number of varied settings including academia and corporate environments.



Mary Ann Clements
Founder of Healing Solidarity

Mary Ann Clements is a feminist writer, facilitator, activist, coach, consultant and speaker. She's worked on issues of justice and wellbeing in international spaces for the past two decades, including as a Regional Director with the INGO BasicNeeds and as Executive Director of the INGO AbleChildAfrica. In 2018 she initiated the Healing Solidarity conference, an online event about re-imagining international development.

HUMANITARIAN HR CONFERENCE

VENUE



Lindner WTC Hotel & City Lounge Antwerp

Lange Kievitstraat 125
2018 Antwerp, Belgium

Hotel Focal point for HHR:

Philippe Janssens

Meeting & Events Coordinator

Email: meetings.antwerpen@lindnerhotels.be

Tel: +32 3 2277700

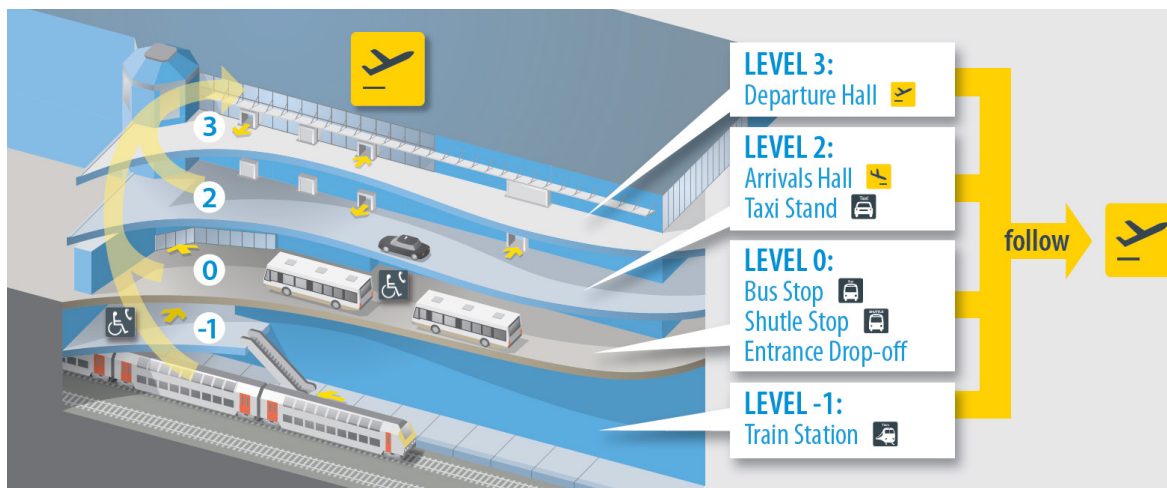
Travelling to and from the hotel from Brussels Airport

Taxi:

- The Zaventem Airport public taxi service is located in front of the arrivals hall.
- Licensed taxi can be identified by the yellow – blue license marks.
- A taxi trip from Zaventem airport (Brussels) to the venue costs around 75 EUR.

Train:

- The train station is located directly under the departures and arrivals halls at level -1.
- You can easily reach the platform via escalator or lifts. (See map below)



- It takes approximatively 30 minutes to reach Antwerp from the train station.
- Trains from Brussels Airport -Zaventem go to two different stations in Antwerp: Antwerpen Centraal and Antwerpen Berchem.
- The Lindner Hotel is located within 22 minutes' walk from Antwerpen Berchem station and within 8 minutes' walk from Antwerpen Centraal. It is therefore recommended to travel to Antwerpen Central.

Full detail of trains to Antwerpen can be found on the following link: <https://www.belgiantrain.be/en>

VENUE

Travelling to and from the hotel from Antwerp International Airport

Taxi:

- The Antwerp Airport public taxi service is located across the road (at the roundabout) from the airport building.
- The venue is located approximatively 15 minutes' drive from the airport.

Public transport:

- To access the venue with public transport:
- From Deurne Luchtaven bus station take the **51 Vremde – Hove – Berchem Station** (6 stops) and get off at **BERCHEM STATION PERRON 2**,
- From Berchem Station Perron 13 take the **tram 9 EKSTERLAAR – P+R LINKEROEVER** (3 stops) and get off at **Antwerpen Plantin Metro**,
- The venue is situated 3 minutes' walk from there (See map below).

