



Talentism is the Future

FINDING TOP TALENT THROUGH GENDER
EQUALITY, DIVERSITY, AND INCLUSION

APRIL 21 | JURKOVIČOVA TEPLÁREŇ + ONLINE



#womeninbusiness

UNDER
THE AUSPICES OF

President of the
Slovak Republic,
ZUZANA ČAPUTOVÁ



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Ageing population, constant migration flows, and global war for talent are some of the key challenges, changing the way we think about work, career, business, and the well-being of our society. At this conference we will look at the potential and opportunities that new developments in tech and innovation offer us when gender equality, inclusion, and diversity become the foundations on which we build a more inclusive and fair future for all.

**LET WOMEN SHAPE
A FUTURE WHICH
BENEFITS ALL**

PANEL 1

**HOW TECHNOLOGY
CAN HELP US SPOT,
DEVELOP, AND
REMUNERATE TALENT**

PANEL 2

**DIVERSITY
AND INCLUSION
- THE MAGIC FORMULA**

PANEL 3

> AGENDA

11:30 LUNCH

12:00 OPENING

12:05 WELCOME

12:10 **CHAT:**
How can we integrate Ukrainian refugees into Slovak society and the labor market?

12:40 **PANEL DISCUSSION I:**
Let women shape a future which benefits all

13:50 INTERVIEW



Ronald Blaško,
Executive Director AmCham Slovakia



Ingrid Brocková, State Secretary at the Ministry of Foreign Affairs



Michaela Pobudová, Co-founder and Director of Mareena



Zuzana Kovačič Hanzelová,
Moderator



Ľubica Lacinová, Professor at the Slovak Academy of Sciences



Vladimír Šucha, Head of Representation of the European Commission to Slovak Republic



Ľubica Gubová,
Country Lead Slovakia, Visa



Barbora Paulovič Deckerová, Vice President Partner Ecosystem Sales CEE, IBM



Zuzana Kovačič Hanzelová,
Moderator



Guido Longhitano,
Managing Director, EXPANDTECH

14:00 **PANEL DISCUSSION II:**
How data can help us spot, develop, and remunerate talent transparently and fairly



Lucia Šicková, Impact Manager and Co-Founder, Pixel Federation



Pavel Hrica,
Director, Cesta von



Veronika Hudzиковá, Product Developer, Deutsche Telekom IT Solutions



Viera Pejchal,
Human Rights Officer, United Nations



Ivan Tomko,
Talent Transformation Lead, IBM (Moderator)

15:00 **CHAT:**
Shaping an inclusive digital future for all



Violeta Luca, General Manager, Microsoft Czech Republic and Slovakia

15:15 **COFFEE BREAK**

15:45 **PANEL DISCUSSION III:**
Diversity, inclusion, and inclusive design as the virtuous cycle for prosperity and wellbeing



Suzana Šaćirović, General Manager, Novartis Pharma Slovakia



Petra Matoušková, Sr. Director Global Accounts Payable, Dell Technologies



Richard Hargaš, Local Geography Technology Lead and Pride Network Co-Lead, Accenture Slovensko



Martina Sokolíková, Senior Innovation Policy Advisor, Government Office of Slovak Republic



Zuzana Kovačič Hanzelová,
Moderator

16:50 **WINE TALK:**
Foreigners working in Slovakia - real people, real experiences



Naomi Catherine Grega, Project Manager, Deutsche Telekom IT Solutions



Daren Wilson,
General Manager at Roche Slovensko



Lucia Ďuriš Nicholsonová, Member of the European Parliament (Moderator)

> SPEAKERS



/ WELCOME

**RONALD
BLASKO**

Executive Director,
AmCham Slovakia

Ronald Blaško served as GLOBSEC Vice President for corporate and strategic relations until 31 May 2018. He spent 10 years in various capacities at Slovenské elektrárne, including executive director of an engineering subsidiary corporation. Ronald served as external affairs representative at Foratom in Brussels for two years. He holds a master's degree in aviation and transportation from the University of Žilina and has a postgraduate degree in international economics from the Kiel Institute for the World Economy. Ronald Blaško has over 13 years of experience in public finances, management consultancy, insurance, European nuclear safety and energy sector risk management.



/ CHAT

**INGRID
BROCKOVÁ**

State Secretary at the
Ministry of Foreign Affairs

Ingrid Brocková is currently (since April 2020) the State Secretary of the Ministry of Foreign and European Affairs (MFEA SR) of the Slovak Republic. Prior to that she was the Ambassador and Permanent Representative of the Slovak Republic to the OECD (2011-2015, 2018-2020). Between that she was the Director General for Economic Cooperation at the MFEA SR, from 2001 to 2008 the Country Manager of the World Bank in Slovakia. She joined the MFEA SR in 1993, her expertise is mainly in economic diplomacy and development assistance agenda.



/ CHAT

**MICHAELA
POBUDOVÁ**

Co-founder and Director of
Mareena

Michaela completed her BA and MA at the Faculty of War Studies at King's College London, UK. She trained as a policy analyst at The Hague Center for Strategic Studies in the Netherlands and collaborated with the Amman-based Arab Institute for Security Studies. Following her return to Slovakia, she worked in the area of international security and development before joining an initiative to resettle refugee families from Syria and Iraq in 2015. As a result of this engagement she co-founded and became the director of a civic association Mareena which assists refugees and migrants in the integration process and raises awareness about migration and integration. She was involved in the evacuation of Afghans with ties to Slovakia as a result of the Afghans to Safety campaign, co-initiated with the Human Rights League. Currently, Mareena is amongst the leading organisations supporting the reception and integration of refugees coming from Ukraine, both at the border and in several cities across Slovakia. Michaela's interests lie in designing and implementing programs that strengthen social cohesion.



/ MODERATOR

ZUZANA KOVACIČ HANZELOVÁ

Zuzana Kováčik Hanzelová studied journalism at the Constantine the Philosopher University in Nitra. Main topics Zuzana focuses on in her work include politics, poverty and social inequalities. She has been working at the newspaper SME since 2018 after leaving RTVS. Together with other colleagues she works on video-content and has her own video format called Interviews ZKH.



/ PANEL 1

ĽUBICA LACINOVÁ

Professor at the Slovak
Academy of Sciences

Lubica Lacinova graduated from physics at Faculty of Mathematics and Physics Comenius University. She received PhD in biophysics at Slovak Academy of Sciences. She was a postdoctoral fellow at the University of Pennsylvania Medical School in Philadelphia, USA, a research fellow at Technical University of Munich Medical School in Germany. Currently she is a senior research fellow at the Center of Biosciences Slovak Academy of Sciences and a member of Presidium of Slovak Academy of Sciences responsible for PhD studies. She is also a member of Commission of Slovak Academy of Sciences for Equal Opportunities.



/ PANEL 1

VĽADIMÍR SUCHA

Head of Representation of
the European Commission
to Slovak Republic

Vladimír Šucha is a Head of the European Commission Representation in the Slovak Republic since 2022. Before he was a senior policy adviser at UNESCO, detached from the European Commission. He was in the leading positions of the Joint Research Centre – a scientific and knowledge service of the European Commission since 2012. Before he spent 6 years in the position of director for culture and media in the Directorate-General for Education and Culture of the European Commission. Before joining the European Commission, he held various positions in the area of European and international affairs. Between 2005 and 2006, he was director of the Slovak Research and Development Agency, national body responsible for funding research. He worked at the Slovak Representation to the EU in Brussels as research, education and culture counselor (2000-2004). In parallel, he has followed a long-term academic and research career, being a full professor in Slovakia and visiting professor/scientist at different academic institutions in many countries. He published more than 100 scientific papers in peer-reviewed journals.



/ PANEL 1

ĽUBICA GUBOVÁ

Country Lead Slovakia, Visa

Lubica Gubová works at Visa as a Country Lead for Slovakia. In this position, she is responsible for the development of the company's business activities on the Slovak market, for strengthening relationships with the company's clients and partners, but also for building brand awareness and representing Visa's values. She joined Visa in 2020, when the company's office was officially established in Slovakia. She has worked in the banking industry in the past. She has worked at Tatra banka since university. There, she achieved the position of Senior Product Manager.



/ PANEL 1

BARBORA PAULOVIC DECKEROVÁ

Vice President Partner
Ecosystem Sales CEE, IBM

Barbora is Director Business Partner Ecosystem in Central & Eastern Europe at IBM. Barbora's main mission is to position our already rich ecosystem of partners for growth with our hybrid cloud platform and IA technology, as well as add new partnerships to deliver even more value to customers. In IBM, she has held several critical leadership roles in IBM's Enterprise Operation and Transformation, leading 3000-employee diverse, multicultural organization. Barbora's passion is about growing valuable skills for the digital era both internally at IBM as well as with our Partner ecosystem. She is an IBM faculty member and champions efforts to enable women leaders in CEE. Most recently she was recognized amongst top 3 Managers in Slovakia by prestigious business TREND magazine, and shortlisted in CRN Woman in Channel Awards as Women of the Year and Role Model of the Year. 3 consecutive years she earned Silver Stevie Award for Customer Service (world's premier business awards).



/ INTERVIEW

GUIDO LONGHITANO

Managing Director,
EXPANDTECH

Guido Andrea Longhitano, born in Rapallo, Italy, is a manager and a documentary photographer. Since 2016, he holds Italian and Slovak citizenships. After a Law degree from the University of Genoa, and having worked in several law firms, since 2002, he has been living and working in Slovakia, where he is MD of two manufacturing companies. In his aim to contribute to the communities where he lives, he has volunteered as ambulance paramedic, in Italy, and as firefighter, in California. Among other works and exhibitions, he is the author of 3 books, Incredible Slovakia - Folklórny festival Vychodna (2012), Firefighters (2013), Slovak Police Forces (2016), and contributed to a fourth one, Saint Sebastian Cathedral (2018). His new book, About The Future, which will be out in June, contains 51 stories of inspirational women about the health care to come.



/ PANEL 2

LUCIA SICKOVÁ

Impact Manager and Co-
Founder, Pixel Federation

Lucia Sickova is a co-founder of a gaming studio Pixel Federation. Together with her team she has built a strong learning function within the organisation and integrated impact structure into the business processes. She is passionate about education, learning, searching for and developing talent through individualised approach of coaching. Apart from her business and educational activities, she is an activist and initiator of #KtoPomoze initiatives, Slovak Global Network, philanthropist and a mother of three amazingly creative children.



/ PANEL 2

PAVEL HRICA

Director, Cesta von

Pavel leads Cesta von (Way out) which helps solve the problem of generational poverty through early childhood development. They employ Omamas - local Roma women from marginalized communities in Slovakia who give children a better foundations for success in life. They started 4 years ago with zero capital, today they employ more than 70 people in 20 localities and they just have an open recruitment process for new employees. Cesta von cooperates with dozens of companies and has thousands of supporters. Last year, they also launched a joint program together with the National Bank of Slovakia to tackle poverty. They have won several social innovations awards.



/ PANEL 2

VERONIKA HUDZÍKOVÁ

Product Developer,
Deutsche Telekom IT
Solutions

Veronika Hudzíkova is active in start-up world and product development using latest technologies. While she was still studying at the Technical University, together with her team she created and realised Museum Alone project, which helps visually impaired people to navigate inside the museum in Kosice, Slovakia in 2018. Later 2019 she co-founded start-up FaceRehab - digital rehabilitation for pace palsy patients. She led the team throw winning the Innovation Day in Paris and European healthcare start-up competitions to final delivery. In 2021, she joined Forbes Slovakia 30 under 30 ranking and in 2022 she was nominated for prestigious award Crystal Wing in Slovakia. Currently, together with her R&D team at DT ITSO SK, she works on new innovative projects such as Cognity Care and Zvedavo that focus on health care, education and assistance to social groups using virtual or augmented reality.



/ PANEL 2

VIERA PEJCHAL

Human Rights Officer,
United Nations

Viera Pejchal (Ph.D) is a Human Rights Officer at the United Nations.* She has been working at OHCHR for more than five years, both at the headquarters (Geneva) and in the field (Ukraine, Honduras, Bolivia, Poland and Kyrgyzstan). She has extensive experience with the UN human rights mechanisms, particularly, the UPR. Before joining the UN, she worked as the teaching assistant at the University of Geneva and volunteered at Geneva Red Cross. In 2020, she published "Hate Speech and Human Rights in Eastern Europe, Legislating for Divergent Values, based on her Ph.D. thesis (University of Geneva, Faculty of Law). She was an active member of the 'No Hate' Council of Europe Youth Campaign, and has participated in many international conferences and lectured on human rights law. She has published on hate speech and human rights.

*The views expressed herein are those of the author and do not necessarily reflect the views of the United Nations.



/ PANEL 2 - MODERATOR

IVAN TOMKO

Talent Transformation Lead,
IBM

Ivan is a seasoned HR professional with international experience. He has held HR leadership positions in a variety of businesses, including manufacturing, industrial services, and pharma industry. He joined IBM in 2016 and was primarily responsible for Talent Acquisition in Slovakia and Hungary, as well as a variety of regional HR projects. Recently Ivan started leading the Talent Transformation Services at IBM in Slovakia.



/ CHAT

VIOLETA LUCA

General Manager, Microsoft
Czech Republic and Slovakia

Violeta Luca is leading Microsoft Czech Republic and Slovakia since January 1st, 2021. Before she has served as the General Manager in Microsoft Romania for the past two years. As a leader, she has an extensive track record in enabling double digit business growth, transforming business models, driving regional expansion and new market opportunities, and building strategic partnerships to enhance customer experience. She was included among TOP 100 CEOs and Forbes Top 50 most powerful businesswomen in Romania and received recognition for Business Development, Innovative Business Model, Best Digital transformation project, and Best Corporate Responsibility Campaign. Under her leadership, Microsoft Romania was named #1 employer and she is Board member of Digital Transformation Committee under the National Digitization Authority. Prior to joining Microsoft, Violeta held several leadership roles in general management, sales and marketing in leading companies such as Metro C&C, Dante international, Flanco Retail, Whirlpool Romania or AIG. She graduated from the Academy of Economic Studies.



/ PANEL 3

SUZANA ŠAČIROVIČ

General Manager, Novartis
Pharma Slovakia

Suzana Šačirovič is the General Manager at Novartis Pharma Slovakia since 2019. Out of her 17 years of experience she has been working at Novartis for 14 years in Portugal, Switzerland and Netherlands, covering various positions on country and Headquarter level. She is passionate about people and their development, following her purpose to create access for patients to innovative medicines through partnerships with key stakeholders. As a strong believer and supporter of diversity, which is not only related to gender, she is an active speaker, coach and influencer in this field.



/ PANEL 3

PETRA MATOUŠKOVÁ

Sr. Director Global Accounts
Payable, Dell Technologies

Petra has a Master's Degree in Commerce from the Economic University in Bratislava. She has been with Dell Technologies for 19 years and has held various positions across Global Business Services and Tech Support. She has moved in her career from Customer Care Agent to Sr. Director position. Petra manages a Global accounts payable team in 10 different locations around the world. She is part of the Senior Site leadership team Bratislava. She is also a member of Women In Action employee resource group (ERG) and site sponsor for the Release Female Potential development program.



/ PANEL 3

RICHARD HARGAS

Local Geography Technology
Lead and Pride Network Co-
Lead, Accenture Slovensko

Richard joined Accenture in August 1999. In his current role he is leading the Accenture Geography Technology division in Slovakia. Richard has started his career in Accenture as a Consultant and participated in many successful implementations of ERP, CRM, Billing and HR projects for Telco clients. He has an extensive experience across entire project delivery lifecycle with more than 15 years of project management skills. During the last 10 years Richard was responsible for delivery of complex CRM transformation projects for Telco companies across Central Europe and Middle East.



/ PANEL 3

MARTINA SOKOLÍKOVÁ

Senior Innovation Policy
Advisor, Government Office
of Slovak Republic

Martina leads Innovation Talent Agenda at the RDI Unit of the Government Office. She joined public service after graduating with MBA degree from the University of Oxford, where she was the Head of Engagement of Oxford Women in Leadership Alliance. Prior to her studies she led educational and marketing activities of Google Slovakia, such as Grow with Google and #IamRemarkable which impacted more than 100 000 people in their career or business. Her passion is to encourage companies and individuals to embrace opportunities brought by innovation and raise awareness about the importance of diversity, equity and inclusion. Throughout her career she has experienced various working cultures and environments, which helped her to gain an insightful perspective on DEI.



/ WINE TALK

NAOMI CATHERINE GREGA

Project Manager, Deutsche
Telekom IT Solutions

Naomi comes from Canada, and she has been part of Deutsche Telekom IT Solutions Slovakia since 2019, where she holds the post of Project Manager within the Quality Department. Currently, she is engaged in various internal programs, where she focuses mainly on agile projects in the field of automation. At work, her efforts are dedicated to diversity becoming a norm in society and for every employee to feel as a fully-fledged member of the team.



/ WINE TALK

DAREN WILSON

General Manager at Roche
Slovensko

Daren Wilson is a Canadian who is passionate about innovation, agile transformation, and leading with people. During the last 15 years as an expat, Daren has experienced cultural diversity in leadership, business, and personal life from his global roles and working/living in 7 different countries. Based on this international experience, Daren is transforming Roche Slovensko into a non-hierarchical culture of empowerment, self-management, and experimentation. His favorite people leadership quote is by Maya Angelou - "People don't always remember what you say or even what you do, but they always remember how you make them feel"



/ WINE TALK

SOŇA ROVENTA- HAKSZER

Safety and Industrial
Channel Leader for East
Europe Region, 3M

Soňa Roventová-Hakszer is Safety and Industrial Channel Leader for East Europe Region as well as Country Leader of Slovak subsidiary at one of the largest companies in the world - 3M, which manufactures a wide range of industrial, healthcare and consumer products. She is skilled in business development, channel key account management or negotiation. Soňa Roventová-Hakszer is a confident leader with multicultural experience who has worked in diverse segments ranging from industrial and safety engineering to retail fashion during her rich and successful career.



/ WINE TALK - MODERATOR

LUCIA ĎURIŠ NICHOLSONOVÁ

Member of the European
Parliament

Lucia Ďuriš Nicholsonová is a Slovak politician currently serving as a member of the European Parliament since the year 2019 and is a member of the Renew Europe fraction. Previously she served as State Secretary of the Ministry of Labor, Social and Family Affairs, and vice-chairwoman of the National Council of Slovakia. As an ex-member of the Freedom and Solidarity political party, Nicholsonová was elected as a member of the National Council during the 2010 Slovak parliamentary election, served as State Secretary and later became part of the Social Affairs Committee. In her work, Nicholsonová focuses on employment and social affairs, rights of people with disabilities, fighting social inequalities and improving the situation and living conditions of excluded communities.

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