



Agenda

13 February 2019

Time	Session	
12:00	Registration & lunch	
12:20	Welcome & opening comments Giles Bentley Aon	
12:30	Employee engagement during M&A Jake Outram Aon	<ul style="list-style-type: none">• What happens to employee engagement during different types of change?• What influences engagement during change?• What can organisations do to understand and manage employee engagement during times of change?
12:50	How talent assessment can harmonise the workforce during M&A Serena Murphy & Skye Trubov cut-e (an Aon company)	<ul style="list-style-type: none">• Transformation: Importance of speed and neutrality during M&A• Identifying and developing leaders• Monitoring progress and identifying risks during M&A
13:10	The importance of an integrated framework for delivering efficient and effective reward (& people) integration Stuart Hyland Aon	<ul style="list-style-type: none">• The focus has to be on ensuring that employees are focussed on their performance and not on change• The need to provide clarity quickly and effectively• Employee Value Proposition (EVP) and Total Reward as a strategic framework for delivering integrated and effective change• EVP and total reward as a mechanism for communicating and delivering NewCo's vision and values
13:30	Break	

Time	Session	
13:40	Employee benefits as a strategic part of the M&A process Helen Payne Aon	<ul style="list-style-type: none">• Comparison and analysis of existing packages during the M&A process• Key considerations when harmonising benefits scheme designs• Using technology to manage benefits administration• How your benefits brand and communications can help facilitate cultural change post M&A
14:00	Pension risk and opportunities in transactions John Harvey Aon	<ul style="list-style-type: none">• What kind of pension/retirement benefit have I got? Navigating the landscape• Price matters: Unfunded retirement liability and what to do with it• Security, continuity and financial wellbeing - a member perspective• Pension opportunities
14:20	Closing comments Giles Bentley Aon	

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Published by Aon UK Limited
Registered office
The Aon Centre | The Leadenhall Building
122 Leadenhall Street
London | EC3V 4AN

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