



## DAY 1 - Tuesday, 17 September

### 11:00 - 12:30 The Future of Talent: Socio-Economic Shifts in Aviation

Regulations and socio-economic shifts are driving the aviation industry to prioritize equal pay, inclusion, and strategic talent acquisition.

- **Anton Grove**, SVP People, Performance and Development, IATA
- **Ana Benevides**, Chief of Staff, ANAC Brazil
- **IATA Economics Team, 25by2025 report**
- **Simonetta Sommaruga**, President of the Equal Salary Foundation, Former President of Switzerland
- **Noemie Storbeck**, co-CEO, Equal Salary Foundation

### 12:30 - 13:30 Lunch Break

### 13:30 - 15:00 Elevating Diversity, Equity & Inclusion Impact in Aviation

Airlines are integrating DEI into their employer value propositions to attract, engage, and retain diverse talent, enhancing business success and contributing to a more equitable world.

- **Adrian Binfield**, Head of People & Culture, IAG
- **Marjan Rintel**, CEO, KLM
- **Rachel Douglas**, Organisational Behaviour Manager, DNATA
- **Icema Gibbs**, Vice President, Corporate Social Responsibility, JetBlue

### 15:00 - 15:30 Coffee Break

### 15:30 - 17:00 Redefining Talent Attraction and Retention in Aviation

To meet evolving demands, aviation is recasting talent strategies by adopting innovative methods to attract and retain the new generation of professionals.

- **Henrike Weiser**, Senior Director Talent and Diversity Management, Lufthansa Group
- **Robynne Sam**, Senior People Specialist, Air New Zealand
- **Jóhanna á Bergi**, CEO, Atlantic Airways
- **Julián Solórzano**, Manager Diversity, Equity and Inclusion, Avianca

### 17:30 - 18:30 Interactive Keynote

**Doug Manuel**, Keynote Speaker, Doug Manuel International

### 18:30 - 20:30 Networking Drinks



## DAY 2 - Wednesday, 18 September

### 9:00 - 10:30 AI and the Workforce: Navigating the Uncharted

AI is transforming workforce strategies in aviation, reshaping people strategies to align with the industry's evolving needs and challenges.

- **Vasiliki Christidi**, Group General Manager, Skyexpress
- **Pawel Gmyrek**, Senior Researcher, International Labour Organization
- **Andy Parker**, Managing Director, Innosight
- **Clara Bodin**, Global Head of DEI, Amadeus
- **Arpad Szakal**, Aviation & Aerospace Lead, Cormis Partner

### 10:30 - 11:00 Coffee Break

### 11:00 - 12:30 Mastering Tomorrow's Skills Today

Examining the evolving aviation skills landscape, innovative approaches to skill development are adopted, focusing on identifying key skills gaps and implementing learning strategies

- **Alina Arbongera**, SVP Human Resources, Air Baltic
- **Kendra Kincade**, Founder and CEO, Elevate Aviation
- **Montserrat Barriga**, Director General, European Regions Airline Association
- **Lydia Price**, Head of Aviation Skills, Global Aviation and Aerospace skills taskforce
- **Craig Astridge**, Director of Global Sales, IATA

### 12:30 - 13:30 Lunch Break & IATA Training's Cutting-Edge Simulations

### 13:30 - 15:00 The Power of Culture: The Heart of Airline Branding

Organizational culture is essential for airlines to differentiate their brand, connect with employees and customers, and enhance their reputation.

- **Christianna Scott**, Director DEI, Air Canada
- **Dr Nadia Bastaki**, Chief People and Corporate Affairs Officer, Etihad Airways
- **Donna Codrington**, Head of People Relations and DEI, Virgin Atlantic
- **Owen Francis**, Director, Higher Education & Non-Profit Practice, Alumni Global

### 15:00 - 15:30 Coffee Break

### 15:30 - 16:30 Beyond 2025: What is next?

Evaluating the current state of DEI within the aviation industry and the broader people agenda we aim to chart a path forward, setting ambitious goals and strategies.

- **Joop Smits**, Partner, PwC