



**WEBINAR**  
**Rethinking Careers – Unlocking Flexibility & Mobility**  
**2<sup>nd</sup> July 2015 (15.00-16.00 CET)**



According to the results to date of CSR Europe’s Lifelong Employability Assessment (LEA), 60% of assessed companies are at an average beginner level of integrating lifelong employability criteria into HR processes and developing adapted policies for all employees. Flexibility and mobility was identified as the weakest area of assessment with only 6% of companies being seen as advanced. The way companies manage their workforces on a lifelong course does not receive the attention it deserves.

As the profile, expectations, and motivations of labour forces change, companies’ ability to attract, retain and motivate workers, and ultimately deliver high returns on the cost of employing them, is becoming increasingly important. Making the way employees evolve inside and outside the Group more flexible is key to assuring lifelong learning and sustainable growth.

This webinar aims to provide a concise overview of the ideal framework, tendencies as well as risks and opportunities related to the flexibility and mobility of workers throughout their career and life course.

HR Managers of member companies as well as National Partner Organisations are invited to join the webinar to:

- ✓ **Learn about the LEA outcomes:** What is at stake? What are the trends among industries? What are some examples and lessons learned?
- ✓ **Hear the practical experience from HR Managers and experts:** What challenges did they face and what opportunities did they identify? How did they respond and what solution did they implement?
- ✓ **Share your own experience:** What bottlenecks and opportunities did you identify?

**Agenda**

TIME	TOPIC	SPEAKER
<b>15:00 – 15:15</b>	<b>Welcome &amp; Introduction</b>	
	Context setting Results, lessons learnt, and best practices	<b>Erik Edman</b> , Project Manager Assistant <b>Sarah Dekkiche</b> , Operations Manager
<b>15:15 – 15:45</b>	<b>Innovative approaches by businesses</b>	
	Flexisecurity at ENGIE Randstad Flexibility and Mobility Observatory Experience@Work	<b>Jacques Spelkens</b> , CSR Manager <b>Randstad</b> (tbd) <b>Inge Janssens</b> , CEO (tbd)
<b>15.45 – 16.00</b>	<b>Q&amp;A – Wrap Up</b>	
	Discussion Wrap-up and closing	All <b>Sarah Dekkiche</b> , Operations Manager

This event is part of CSR Europe’s project on Rethinking Careers. For more information please visit: <http://www.csreurope.org/rethinking-careers#.VL94w0f91Y>

**We look forward to your participation!**

For more information please visit contact Erik Edman (csr8@csreurope.org)