



IEBA GERMANY - Country Report 2017

Essen and Stuttgart provided the German branch with well attended events and a variety of topics for the participants.

The German branch members were once again invited to participate at two branch meetings in 2017. The first one was organized at Evonik Industries on May 31 and the second event was hosted on October 26 by Mercer Germany using a room at BW-Bank.

Members status quo

Registered members: 151

First time at Evonik Industries in Essen

Participants: 27

Evonik industries is one of the largest companies within the specialty chemical business. They employ approximately 33,000 employees and are active in more than 100 countries worldwide. For all football fans, Evonik is the main sponsor of the German Bundesliga team, Borussia Dortmund.

The branch meeting started with an introduction from the global head of Compensation & Benefits at Evonik, Robert Wagenblast. He was followed by Kai Deharde from Evonik, who held a talk about "SHARE", the current global employee share plan at Evonik. Martin Nuninga from AON followed up with a discussion about "a different approach to global benefit management".

A short networking break for the participants then gave Tobias Neumann from Allen & Overy the stage. He talked about the highly anticipated topic of "Brexit & Employee Benefits". The participants actively engaged in a discussion of different Brexit scenarios, but moreover assessed a number of effects on employee

benefits, data protection, employee mobility and UK pension schemes.

Mark Horbag (IGP) closed the event with a presentation on the IEBA diploma in international employee benefits and the certified practitioners certificate.

Branch meeting in Stuttgart at the BW-Bank office

Participants: 47

With a significant increase from the May meeting, the November meeting nearly doubled in participants.

Our moderator, Norman Dreger from Mercer, introduced the panel discussion with corporate representatives (pictured below, left side) and network representatives (right side) to discuss the topic "Is pooling dead?"

The corporate representatives were from SAP, Deutsche Telekom and BMW, whereas the represented network members were from Insurope, GEB and IGP. The panel discussion allowed for the corporate participants to present their company's pooling strategy, as well question the network representatives on best practice and other possibilities. Additionally, the audience was invited to ask questions across the board and bring in their opinion on the topics being discussed.

Hugh Gallagher from IEBA followed the panel discussion with "a short overview of IEBA's educational opportunities".

Last, but not least, Hans van der Heijden, director from Deloitte Netherlands, was invited onto the stage and held a presentation of his latest book "*Seven Megatrends about living and doing business in the new reality*".

Hans' presentation gave the participants a valuable and entertaining insight into the psychology and mentality of modern-day employees.

Outlook for 2018

Two meetings for 2018 are scheduled and the corresponding save-the-dates are available on the IEBA meetings calendar.

The first meeting will again happen in May, this time in Munich (location to be confirmed). The German branch committee is currently preparing the agenda.

The second meeting will take place in Hamburg at the Kühne & Nagel university during September. ❖

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