






Our Keynote Speakers:

**Compensation 2012 – 2014:
What does the future hold?**

Wednesday, November 2nd, 2011

<p>Dr. Daniel Kalt, Managing Director, Chief Economist, UBS Switzerland</p> <p>Daniel started his career with UBS in 1997 as an economist covering the Swiss economy after he had graduated in economics at the University of Zurich. During 1998 and 1999, while working part-time for UBS at the Corporate Center's Group Economic and Policy Research unit, he earned his Ph.D. in economics at the University of Bern. From 2000 until 2003 Daniel headed the Strategy Development team at UBS Swiss Bank's credit portfolio management unit. In 2003 Daniel joined UBS Wealth Management Research and was appointed Head Swiss Economic Research. In 2006 he took over responsibility for the global macroeconomic research team at UBS Wealth Management Research, covering economic, FX and fixed income forecasts for the developed economies. In 2011 Daniel was appointed Chief Economist of UBS Switzerland.</p>	
<p>Martin Emmerich Director, Towers Watson</p> <p>Martin is the Leader of the Rewards, Talent Management and Communication Line of Business for Germany, Austria and Switzerland. He also acts as a Client Relationship Manager for a number of important clients. Martin has more than 18 years of experience in the field of HR Strategy, Rewards and Talent Management. He has led a large number of local and international consulting projects. Before joining Towers Watson, Martin spent eight years with an international HR Consulting firm in Germany in the Rewards and Performance Management Practice. Prior to this he worked for one of the largest German banks, where he held several positions within the retail banking business of the bank, finally as a branch manager. Martin has led a significant number of projects in the following industries: Financial Services, Fast Moving Consumer Goods, Chemical and Pharmaceutical Industry, Utilities and Manufacturing.</p>	
<p>Thomas Haussmann Senior Vice President, Practice Leader Reward, Hay Group Germany</p> <p>Thomas is responsible for reward business development in Germany, Austria and Switzerland and is the member for this region of the Hay Group European Reward Leadership Team with a special responsibility for Variable Pay. Moreover, he is responsible for further developing the Reward business in Germany, Austria and Switzerland: in this he helps clients design their overall reward systems as well as short- and long-term incentive schemes. Thomas has 20 years experience as a consultant. He has advised a wide range of companies with a special focus on large international clients. He is the author of two books on variable pay and of many articles on various reward subjects.</p>	
<p>Moderation: Michelle Holmes Managing Partner of M Rewarding</p> <p>Michelle is Managing Partner of M Rewarding, a Performance and Reward consultancy firm based in Zurich and is a member of the IHRC. Michelle originates from Edinburgh, Scotland and holds a BA (Honours) in International Commerce and French from Napier University, Edinburgh, Scotland and an MBA in International Business from IMEA (L'Institut de Management Européen des Affaires), Besançon, France. With 15 years experience in Corporate HR functions in the US, France and Switzerland, specialising in Executive Compensation and Performance Management, she set up her own consultancy practice in 1997 and today supports a wide variety of clients both in Switzerland and abroad. Additionally, Michelle is CEO of ACT Actor-based Corporate Training which was established in 1998 and which provides a unique and dynamic approach to the development of soft skills and people skills using actors and techniques from the world of theatre.</p>	