#HR Week Lisbon

Designing HR Futures, Igniting Questions, Teaming Humans x AI

April 28-29 2026

LISBON CONGRESS CENTER

Conference Program

remote

factorial

coverflex

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Welcome and thank you for being here at this particular moment.

We gather at a time of genuine transition. Not the slow, incremental kind, but the kind that rewrites the rules before we've finished reading them. Industries are reshaping, institutions are questioning their own foundations, and the assumptions we once built our strategies on are quietly, sometimes loudly, expiring.

Transitions, of course, are full of paradox. We need stability to manage change, yet it is change that forces us to let go of the stability we cling to. We are asked to lead with confidence while navigating uncertainty. We must move quickly and think slowly at the same time. The old maps still feel familiar, even when we know the territory has shifted.

"The old maps still feel familiar, even when we know the territory has shifted."

So how do we find clarity in the middle of all this? Perhaps not by seeking certainty, but by getting better at doubt. By learning to question our assumptions not once, but continuously. By treating clarity not as a destination we arrive at, but as something we keep earning through honest, rigorous challenge.

That is what this gathering is about. Not answers delivered from a stage, but questions worth sitting with - together, in good company. We hope conversations you will have at HR Week Lisbon disturb you just enough to move you forward.

Welcome. Let's begin.

Dainius Baltrusaitis
Co-Founder, HR Week Europe

FREQUENTLY ASKED QUESTIONS

Ticket

Don't forget to bring your ticket, your good mood, and your willingness to connect and share. Our team will be ready to welcome you and ensure a smooth and efficient registration experience.

Haven't received your ticket?
Please check your spam folder. If you still can't find it, contact us at **+351 910 572 111** - we'll be happy to assist you.

Venue

Lisbon Congress Centre
Praça das Indústrias 1, 1300-307 Lisboa, Portugal

If you are arriving by car, please note that all parking zones around the Lisbon Congress Centre are paid.

Registration

Participant registration opens at **8:00 AM** on the day of the event.

We encourage you to arrive early to avoid queues and secure the best seats in the venue.

Lunch & Coffee Breaks

Lisbon Congress Centre's chefs will invite you to enjoy a delicious lunch from **12:00 PM to 1:30 PM.**

During coffee breaks, you'll be treated to coffee and sweet bites - the perfect moment to recharge and network.

If you have any special dietary requirements due to health or other reasons, please take care of it in advance.

Live Translation on Your Phone

Presentations in English and Portuguese will be translated into your preferred language.

To access live translation on your device:

1 Scan the QR code

2 Choose a room

3 Select your preferred language

4 Connect your headphones

5 Press Play

09:00

TRICKY HR BUSINESS OF NAVIGATING UNCEERTAIN TIMES! In today's trickster culture, we celebrate spinners of truth as heroes, with Jack Sparrows in C-suites and Pinocchios in politics. How can HR cut through illusions to reveal culture's essence and lead with integrity? **| JITSKE KRAMER**

BEYOND HR: WHO REALLY DESIGNES PERFORMANCE IN THE AGE OF AI? If performance today is shaped less by policies and more by how people think, decide, and show up, the real question becomes: who is designing the cognitive architecture of work? **| AMY BRANN**

RE-IMAGINE HR: FROM PERFORMANCE TO TRUE IMPACT. Are we ready to redefine HR's identity before we transform our organizations? What changes when HR stops just "delivering" and starts acting as a true co-architect of the future? **| TERENCE MAURI**

10:30 COFFEE BREAK

PART II

	ROOM I	ROOM II	ROOM III
11:00	**PSEUDO-WORK: HOW DID WE END UP BUSY DOING NOTHING?** How to identify tasks that waste time, cut activities that add no value, and free employees to focus on the work that truly drives results and efficiency? **| DENNIS NØRMARK**	Panel discussion **WHAT KIND OF HR ORGANIZATIONS WILL NEED IN THE FUTURE?** If algorithms shape culture, systems make decisions, and AI reallocates power, this panel dares to unsettle the obvious: not whether HR will survive, but whether it has the courage to redefine what humans are still indispensable for. **| MARINA FERNIE, RICARDO MACEDO, REGINA CALDAS, MATT DELAC.** Hosted by **LU RODRIGUES**	**RETHINKING PERFORMANCE MANAGEMENT: WHO LEADS WHEN AI ENTERS THE ROOM?** As AI becomes a constant companion to both leaders and employees, the monopoly of human judgment over performance and development is quietly eroding. This session explores how leadership must evolve as Human–AI teaming reshapes decision-making, highlighting new tensions around judgment, accountability, and development, and offering practical lenses for navigating performance conversations. **| JOÃO PAULO FEIJOO**
	WHAT DOES THE FUTURE OF THE JOB MARKET REALLY LOOK LIKE? In this thought-provoking presentation, we will dive into the dynamic shifts and emerging trends shaping the global labor market. Learn how to overcome challenges, seize the opportunities of an ever-evolving workplace and, most importantly, avoid missing the chance to shape your own future! **| HERTTA VUORENMAA, PhD**	**BEHAVIOUR BY DESIGN.** The real HR frontier in the age of AI explores a simple but powerful idea: as artificial intelligence makes knowledge, structure, and technical execution more accessible, the true differentiator inside organisations will become increasingly behavioural. **| JOÃO FRANQUEIRA**	**LEADING WHEN YOU DON'T HAVE THE ANSWER** In fast-moving organisations, leaders are increasingly expected to decide without full information, without certainty, and often without consensus. This session explores how leaders can build trust, fairness, and performance when "knowing the answer" is no longer the job. **| OANA IORDACHESCU**
	PURPOSE AT PACE – HOW HR SHAPES HUMAN-CENTRED TRANSFORMATION IN AN AI ERA. A practical fireside chat on how leaders can embed AI into daily workflows without losing trust, accountability, or human judgment, covering the concrete habits, team norms, capability shifts, and leadership behaviors required to make AI adoption both high-performing and deeply human.	Fireside chat with **UZAIR QADEER**	Panel discussion **RETHINKING EDUCATION IN THE AGE OF AI.** As AI reshapes how we access, create, and validate knowledge, traditional models of education face a deep transformation. If machines can analyse, write, and even teach, what is the future role of research and of degrees themselves? **| JOÃO COUVANEIRO, STEPHAN DE MORAIS, NELSON PIRES.** Hosted by **ISABEL PATRICIO**	**REWIRING OUR ANCIENT BRAIN FOR MODERN TECHNOLOGY.** Burnout, distraction, and poor decisions aren't individual failures, they're biological mismatches. This keynote challenges HR and leaders to rethink work design, technology use, and performance through the lens of our ancient brain. **| CARLOS PINTO**
	FAR TOO MANY PROJECTS AND FAR TOO FEW THAT REALLY MATTER! Organization's success comes not from starting more, but from stopping what no longer creates value. Well, easy said; how it's done? **| ANTONIO NIETO-RODRIGUEZ**	Panel discussion **TRAMPOLIM: THE FUTURE WORKFORCE BETWEEN HUMANS AND AGENTS.** How we build a sustainable talent pipeline in a world where human potential and artificial intelligence must co-evolve? **| RICARDO ZOZIMO, EDUARDO MENDES, FERNANDO ANTAS.** Hosterd by **MARIA FALÇAO**	**HOW HR UNLOCKS PEAK PERFORMANCE?** What if high performance isn't an outcome, but a fragile process shaped by attention and emotional state? How should HR redesign work when cognitive resources, not motivation, are the real limiting factor? **| CATARINA FERREIRA**

12:40 LUNCH BREAK

PART III

	ROOM I	ROOM II	ROOM III
13:30	**DESIGNING THE AI-HUMAN TEAM 101.** The future of work won't be human or AI; it will be designed by those who understand how the two should collaborate. This keynote exposes why most AI initiatives stall and what it really takes to build high-performing AI-human teams. | **Dr. WILSON WONG**	**HR IN THE AI ERA: FROM FRAGMENTATION TO ONE INTELLIGENT SYSTEM.** Based on insights from 1,500+ business leaders, Lurie Galazzini, Pre-Sales Director at Factorial, unpacks where HR teams are losing time, trust, and talent today, and what it takes to fix it? | **LURIE SOLIS GALAZZINI**	**BEYOND QUANTITY: EVALUATING GOAL SETTING QUALITY WITH AI.** Most organizations track goal setting by quantity, not quality. In this case study, Kimmo shows how AI can evaluate the real quality of employee goals against SMART criteria and reveals how many objectives truly meet the standard despite clear guidance. | **KIMMO PAASO**
	HOW TO BUILD THE "RIGHT SKILLS" STRATEGY? The advantages and undeniable drawbacks of skills-based learning methods. Skills at the core: rethinking learning for real impact. | **AMANDA NOLEN**	**ARE WE TRAINING AI OR IS AI TRAINING US? CRITICAL THINKING IN AI ENABLED ORGANISATIONS.** AI now produces work that appears complete, reasonable, and confident, raising fundamental questions about the role of human judgment at work... | **VANESSA MONSEQUEIRA**	🇵🇹 Panel discussion **FUTURE LEARNING: FROM KNOWLEDGE TRANSFER TO CAPABILITY BUILDING.** Learning can no longer be episodic or static in a world shaped by accelerating technology and AI. This session explores how learning must evolve into a continuous, human-centred system, using new formats, intelligent tools, and AI as a learning partner to build future-ready skills and sustainable performance. | **CRISTINA CASTRO, JAIME MORAIS SARMENTO, ANA PINTO.** Hosted by **RAQUEL REBELO.**
	PERFORMANCE REVIEWS, REBUILT: FROM WEEKS TO 48 HOURS. In a world that moves in real time, why do performance reviews still take weeks - and what it really takes to make feedback timely, relevant and aligned with the pace of work? | Fireside chat with **REGINA CALDAS**	**WHO IS THE ADULT IN THE ALGORITHM?** Power, Gender, and Responsibility in AI Systems. If algorithms now hire, fire, rank, and reward, who is the grown-up in the room when bias scales at machine speed and are we ready to admit that power, gender, and accountability were never neutral to begin with? | **MANJURI SINHA**	**THE FUTURE IS SELF-EMPLOYED: UNLOCKING GLOBAL POTENTIAL THROUGH INDEPENDENT TALENT.** HR was built to manage employees, but nearly half the global workforce no longer wants to be one. What happens when autonomy, independent talent, and outcome-based work collide with legacy HR thinking, and why the future of HR is less about control and more about leverage? | **LILIA STOYANOV**
	UNLOCK TALENT, AND CREATE WORKPLACES WHERE EMPLOYEES DON'T JUST BELONG, THEY THRIVE. What if the real performance gap lies not in people, but in systems built for sameness: challenging organizations to move beyond inclusion as a gesture and redesign work so neurodivergent talent doesn't just adapt, but redefines what excellence looks like. | **THEO SMITH**	**A VIDA NÃO PODE ESPERAR:** Rethinking Careers, Priorities, and Transitions in the Future of Work. If life cannot wait, why do our careers still follow scripts written for another era: confronting the uncomfortable trade-offs we normalize and redesigning work around courage, timing, and what truly matters. | **RITA PICARRA**	🇵🇹 Panel discussion **RE-DEFINING HR IN A WORLD THAT WON'T WAIT.** Panel discussion with CHROs summarizing the first day of the conference. Will the HR we know survive the changes in the labor market, new technologies, and organizational models? What expectations must it meet and how must it transform to stay relevant? | **JOÃO RODRIGUES, CARLA REGINA OLIVEIRA, EDUARDO ANDRADE.** Hosted by **RUI MENDES DA COSTA.**

15:10 COFFEE BREAK

PART IV

15:40 **WHO DECIDES? AI, PEOPLE INTELLIGENCE AND THE FUTURE OF HR.** A presentation of Sesame HR's latest study on AI in Human Resources, based on insights from over 500 HR professionals in Portugal, exploring adoption, trust, and decision-making. The session introduces People Intelligence as a new approach to combining AI and human judgment in the future of HR. \| **TIAGO SANTOS**

HOW HR BUILDS RESILIENCE IN AN ORGANIZATION? How can HR equip organizations with the emotional and social skills needed not just to survive, but to adapt and thrive in this ever-changing world? \| **ELKE GERAERTS, PhD**

FUTURE-READY HR: ACT BEFORE IT'S TOO LATE. The future won't arrive as a neat forecast - it's being shaped now by the choices HR makes. Instead of waiting for certainty, HR leaders must test, adapt, and act. This session gives practical direction on how to experiment, challenge assumptions, and position HR at the forefront of tomorrow's winners. \| **MAGNUS LINDKVIST**

17:30 COCKTAIL RECEPTION & NETWORKING

The program and agenda may be updated

PART I

09:00   **WHAT STAYED WITH US.** A shared reflection on Day 1—key insights, tensions, and questions worth carrying forward. A simple reset to align our thinking and step into Day 2 with greater clarity. **| HR WEEK LISBON COMMUNITY**

THE ORANGE SWEATER PARADOX: RESKILLING AND HUMILITY IN LEADERSHIP. Pedro Bandeira has reinvented his career five times - from law to AI - and now leads digital transformation. This session explores reskilling as a lived practice, what happens when leaders let go of status, and what the age of AI reveals about simply showing up as a human.

	ROOM I	ROOM II	ROOM III
09:25	**THE QUESTIONS WE CANNOT IGNORE - SO WE ASK THEM AI IS MOVING FAST.** Tools are being deployed, roles redefined, decisions reshaped. But beneath the noise, a quieter layer of questions is emerging: about trust, judgment, meaning, agency, contribution, and what we actually want this technology to serve. These are deeply human questions. And they are already shaping what happens next: whether people trust change, resist it, engage with it, or quietly disengage from it. **| ILIANA GROSSE-BUENING**	**PEOPLE FIRST OR BUSINESS FIRST? THE HONEST TRUTH HR AVOIDS.** We say people are our greatest asset. But the moment numbers drop... they become our biggest cost. **| JOSÉ ALBERTO RODRIGUES**	🇵🇹 **FROM PURPOSE TO PRACTICE: UNDERSTANDING HOW PEOPLE CONNECT WITH CULTURE.** How employees experience and internalize a company's mission and values, and what drives real alignment between what organizations say and what people feel? Through practical insights and reflection, it invites HR professionals to question how culture is lived day-to-day, not as a statement, but as a shared belief. **| LUIS SOTTOMAYOR, RICARDO GOMES**
	REWIRING THE WORKPLACE WELLBEING FOR SUSTAINABLE PERFORMANCE. What if wellbeing isn't a soft add-on, but a core performance strategy? This session reframes workplace wellbeing as a lever for sustainable results, healthier cultures, and organizations that don't burn out their best people. **| BEATRIZ LERER**	**Roundtable THE QUESTIONS WE CANNOT IGNORE - SO WE ASK THEM.** As AI reshapes how we work, the real shift begins with the questions we ask. What should this technology serve? Where does human judgment remain essential? In this roundtable, we bring our own contexts and tensions into a shared space of inquiry, exploring the questions already shaping trust, decisions, and engagement, and what becomes possible when we ask them together. **| ILIANA GROSSE-BUENING**	**DELETE THE ROLES. DEPLOY THE SKILLS.** Stop acting as a Librarian of Jobs and become an Architect of Potential. Rigid roles are the silent killers of innovation, creating mercenary cultures that erode belonging. This session delivers the definitive roadmap to engineer high-velocity Skills-Flow and integrate humans and AI into a single, high-output Agentic Organization. **| ALESSANDRO RIMASSA**
	FROM EMPLOYEE TO AI BUILDER: THE UPSKILLING PLAYBOOK FOR THE AI ERA. How do you predict which employees will succeed as AI practitioners before training begins? Rui Ferrão shares the talent prediction framework behind real corporate deployments, then walks through the Agentic AI curriculum that turns identified talent into in-house AI builders. Leave with a practical playbook: who to train, in what sequence, and how far to take them.		

10:30 COFFEE BREAK

PART II

	ROOM I	ROOM II	ROOM III
11:00	**THE AI PARADOX: SMARTER SYSTEMS, UNCERTAIN HUMANS:** the tensions between augmentation and replacement, speed and meaning, intelligence and judgment, asking how individuals and organizations can thrive in a world where machines grow more capable while human certainty grows thinner. **|** Fireside chat with **DAVID TIMIS.** Hosted by **RADU BACANU**	**PERSONAL BRANDING FOR TA AND HR PROFESSIONALS.** Your personal brand speaks before HR does. This session shows TA and HR professionals how to build visibility, credibility, and influence without losing authenticity. **| GONÇALO SEQUEIRA**	🇵🇹 **BUILD YOUR OWN TEAM OF AI ASSISTANTS FOR HR.** A hands-on workshop where participants learn how to design, structure and create their own AI assistants for HR, without programming. Instead of talking about AI in general, we focus on building practical assistants that support real HR activities such as employee support, recruitment, onboarding and manager guidance. **| EDGAR FRANCISCO, MÁRCIA SANTOS**
	CURIOSITY: THE COURAGE TO QUESTION WHAT EVERYONE ELSE ACCEPTS. This session reframes curiosity not as passive interest but as a disciplined act of care and disruption—challenging assumptions, confronting comfortable narratives, and moving organizations beyond the status quo. **| STEFAAN VAN HOOYDONK**	**AI-POWERED PERFORMANCE REVIEWS: LESS PAIN, MORE INSIGHT.** This should tackle how to make performance reviews faster, more insightful, and less bureaucratic using AI. Could cover how to generate review summaries, prepare talking points for managers, flag development needs, and track progress over time. Tools: ChatGPT, Lattice, Leapsome, or even internal templates powered by AI. **| INÊS FRADE**	🇵🇹 Panel discussion Para Além da Cota: Inclusão Real, Talentos Ocultos e o Futuro do Trabalho **DIVERSITY WE CELEBRATE VS. DIVERSITY WE STRUGGLE TO MANAGE.** Neurodiversity tests how inclusive organizations really are. This panel goes beyond storytelling to examine where systems break and what leaders must redesign to make inclusion work in practice. **| ANTÓNIO VIEIRA SANTOS, CLAUDIA MENDES SILVA, ANTÓNIO RICARDO MIRANDA, LIA RAQUEL NEVES, LUIS DE MATOS**

12:40 LUNCH BREAK

PART III

ROOM I

ROOM II

ROOM III

13:30

YOUR AI STRATEGY HAS A PEOPLE PROBLEM. Most AI initiatives fail before the technology ever gets the chance to work. In this session, Stephany Oliveros breaks down the five patterns behind failed AI adoption, and why the answers sit closer to your org chart than your tech stack. A practical, no-nonsense framework for HR and people leaders who want to get AI implementation right from the inside out. **| STEPHANY OLIVEROS**

AI IN HR UNDER THE MICROSCOPE AI is increasingly embedded in HR processes such as hiring, performance evaluation, and promotion, but its use also raises critical questions around bias, accountability, and legal compliance. How AI reshapes decision-making through a DEI and EU legal lens? Using two concrete case studies, hiring and performance and promotion, participants will explore where risks emerge, how bias can be amplified through data and human–AI interaction, and when AI systems fall under high-risk obligations of the EU AI Act. **| MAHMOUD ASSY**

🇵🇹 **USING AI TO REDESIGN HR:** From Busywork to High-Impact PeopleOps. A practical, straight-to-the-point workshop designed for HR leaders who want to free their teams from low-value tasks and redesign the function for greater impact. Using a Lean PeopleOps approach, we'll map where HR loses capacity, simplify critical cycles, and apply artificial intelligence to boost efficiency and elevate HR's role within the organisation. **| RUI MIRANDA**

14:20

Panel discussion **MORE THAN AN APP: THE FUTURE OF WORKPLACE MENTAL HELATH.** Mental health has made it onto the agenda in most organisations. But having a policy, an app, or an EAP is not the same as having a workplace culture where people genuinely thrive. This panel brings together founders, innovators, and practitioners at the forefront of digital mental health to ask the harder questions. Why are so many workplace mental health programmes still falling short? Where does technology help and where does it get in the way? And what does it actually take to build environments where people feel safe, supported, and able to do their best work? **| YOHAY ELAM, ANA GIGASHVILI, Dr. ANASTASIA DEDYUKHINA.** Hosted by **VALERIE PETERSON.**

THE CONFERENCE IS OVER. THE EXPERIMENT STARTS NOW. For two days we explored bold ideas about AI-human collaboration, the redesign of work, the future of skills, and the evolving role of HR. But insight without courage changes nothing. When you return to your organization, what assumptions will you challenge, what systems will you dare to redesign, and what future will you actively shape rather than wait for? Because the organizations of tomorrow will not emerge from strategy decks, they will be built by leaders willing to question what everyone else still accepts **| GIULIETTA PEZZANITI, EMILY FIRTH, DAVID TIMIS.** Hosted by **SHLOMIT GRUMAN-NAVOT**

The program and agenda may be updated

PRACTICAL SMALL GROUP WORKSHOPS

BUILD YOUR HR POLICY AI AGENT — LIVE!

Most AI sessions for HR professionals fall into one of two traps: they're either too technical (full of engineering jargon that loses the room) or too vague (inspiring buzzwords with zero practical takeaway).

This workshop is neither. In 45 minutes, participants will watch a fully functional AI-powered HR policy assistant get built from scratch — live, using no-code tools they can access themselves. The assistant answers employee questions about leave policies, remote work rules, and expense guidelines by reading actual policy documents and generating accurate, cited answers in seconds. This isn't just a tech demo. Participants will leave with a clear framework for understanding the difference between AI workflows, agentic workflows, and AI agents

Workshop hosted by **Tiana Zivkovic**

Time slots: Apr. 28, 11:00 – 11:45

          Apr. 28, 13:30 – 14:15

          Apr. 29, 09:45 – 10:30

          Apr. 29, 13:30 – 14:15

Pre-register at INFO COUNTER

POWERING ENGAGEMENT WITH GAME-BASED LEARNING

This interactive session explores how game-based dynamics can be used to transform learning and engagement at work. Participants will understand the difference between games, gamification, and game-based learning, then experience a fast-paced, hands-on game that brings core motivational drivers to life through play. Participants will realize how different motivational forces influence behavior and engagement. The session is designed to turn abstract ideas into practical experience that can be used immediately in learning, leadership, or change initiatives.

Workshop hosted by **Thiago Barrionuevo**

Time slots: Apr. 28, 11:45 – 12:45

          Apr. 29, 11:45 – 12:45

Pre-register at INFO COUNTER

SPEAKERS 2026

Antonio Vieira Santos
Sociologist & Innovation Broker, Innovation Strategist at Atos, Accessibility & Digital Inclusion Leader, CxO Advisor, Co-founder AXSChat & Digital Transformation Lab, European Digital Mindset Award Winner

Claudia Silva
Sustainability Manager at Siemens Portugal, DEI Leader, Director at Women in Tech, Ambassador of "Raparigas nas STEM"

Eduardo Andrade
VP of People at Feedzai

Fernando Antas da Cunha
Founder & Managing Partner at Antas da Cunha Ecija, Corporate, M&A, Private Equity & Venture Capital Lawyer, Leading Portugal's First Full AI Law Firm

Mahmoud Assy
Founder of Eufonia Diversity, DEI Consultant and Facilitator Focused on Organisational Systems and Power Dynamics

Radu Bacanu
Senior HR Business Partner & HR AI Literacy Lead at ING Belgium, Leadership & Digital Transformation Advocate

Thiago Barrionuevo
CEO of Cuboo Experience, Entrepreneur and speaker specialising in gamification and experiential learning for corporate development

Amy Brann
Neuroscience Expert, Author and Advisor to Global Brands, Specialist in Applying Brain Science to Leadership and Performance

Regina Caldas
REMOTE Director of Total Rewards

Cristina Castro
Head of the Corporate Academy at Banco de Portugal

João Couvaneiro
Director of the Pedagogical Innovation and e-Learning Department, Global Teacher Prize (World Top 50 Finalist), Apple Distinguished Educator & Professional Learning Specialist

Rui Mendes da Costa
Corporate People & Culture Director at AdP, Board Member, International Organisation of Chief Human Capital Officers (DCH)

Luis de Matos
Founder & CEO of Inspire Robotics, Autonomous Robotics & AI Systems Leader

Stephan de Moraes
Co-Founder and Managing General Partner at Indico Capital Partners, President of the Portuguese PE and VC Association

Dr Anastasia Dedyukhina
Global Thought Leader on Digital Wellbeing, two-time TEDx Speaker, bestselling author of Homo Distractus, and Founder of Consciously Digital Institute

Matt Delac
Founder and CEO of She.Inc and SheCodes, which has supported 250,000+ women worldwide in learning online skills; Founder of the SheGrows Foundation

Yohay Elam
Founder of TouchBase, a relationship-focused app tackling disengagement and loneliness, second-time entrepreneur with a background in product management and software development

Maria Falcao
Lead of Innovation, People, and Culture at BPI, Professor and Lecturer at INDEG-SCTE Executive Education, Former Talent & Organisation Consulting Director at Accenture, Former Product Manager at L'Oréal

João Paulo Feijoo
Universidade Autónoma de Lisboa Assistant Professor, APG Board Member

Marina Fernie
General Manager of Danone Portugal, Former Global Brand Director at Unilever

Catarina Ferreira
Head of Learning and Development at Lidl Portugal, Podcast Co-Host: L&D Talks, Founder of the L&D Shakers Community Hub, Psychologist
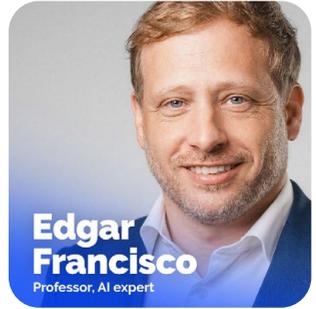
Emily Firth
Co-founder of TruthWorks, former Global Head of Employer Branding at Booking.com, and HR culture advisor

Inês Frade
Co-Founder of AryaHub

Edgar Francisco
Professor, AI expert

João Franqueira
COVERFLEX CPO

Lurie Solis Galazzini
FACTORIAL Pre-Sales Director

Elke Geraerts, PhD
Psychologist and Neuroscientist, researcher at Harvard, St. Andrews, Maastricht, and Rotterdam Universities

Ana Gigashvili
Co-Founder and CEO of Unloop, Tech Entrepreneur with a Background in Neuroscience

Ricardo Gomes
Business Director na Talent Portugal

Iliana Grosse-Buening
Entrepreneur and author. Co-Founder & CEO of Deeply Human Innovation; Chair, IEEE AI Systems Flourishing Initiative; Adjunct Professor at IE University.

Shlomit Gruman-Navot
Transformation & People Executive, Former Chief People Officer (4x), Advisor on Operating Models, Organisational Effectiveness & AI-driven Work Design

Oana Iordachescu
DEI Strategist, Founder of Fair Cultures, ex-Facebook, Booking.com and Criteo, Curator of the Fair – Workplace Inclusion Conference

Dr. Jitske Kramer
Corporate anthropologist who travels all over the world to learn from traditional healers, leaders, surprising innovators and random passers-by

Beatriz Lerer

Head of Experience at Reconnect Happiness at Work, she also co-leads the Lisbon hub of L&D Shakers, Leadership Leacturer at Universidade Europeia, co-author of "A felicidade mora e trabalha aqui"

Magnus Lindkvist

Leading Swedish futurist, author of "Minifesto" and "Creative Friction"

Ricardo Macedo

Managing Partner at Laika Ventures, building and backing early-stage AI companies in industries where a category leader is still up for grabs (10 portfolio startups; €6M+ raised at pre-seed stage)

Terence Mauri

HR provocateur and future leadership expert, founder of HACK FUTURE LAB, entrepreneurship mentor at MIT and IE Business School

António Ricardo Miranda

Electrical & Computer Engineer, President and Founding Partner of OUVIR – Portuguese Association of Hearing Aids and Implants Users

Rui Miranda

Founder and CEO of AryaHub

Vanessa Monsequeira

Works at the intersection of AI, change leadership, and human judgment

Prof. Antonio Nieto-Rodriguez

World Champion in Project Management and Strategy Implementation, recognized by Thinkers50, Author of the "Harvard Business Review Project Management Handbook" and "Powered by Projects"

Amanda Nolen

Learning strategist integrating technology, content, operating models, and new L&D strategies

Dennis Nørmark

Well-known Dannish anthropologist, international bestselling author of "Pseudo-work"

Carla Regina Oliveira

Chief Human Resources Officer at the Brasmar Group and Member at DCH - Organización Internacional de Directivos de Capital Humano

Stephanny Oliveros

Co-founder and CEO at SheAI, AI & Future of Work Keynote Speaker

Kimmo Paaso
Wärtsilä Head of People analytics

Isabel Patricio
Journalist & Editor, Future of Work, Host of the "38.4" Podcast

Valerie Peterson
Scientist, entrepreneur and Co-founder of Nest, a digital mental health foundation connecting and strengthening the professionals building the future of mental health

Giulietta Pezzaniti
Chief People Officer at Upwork, Former HR Leader at Airbnb, Walmart eCommerce, PayPal and eBay

Rita Piçarra
Former Microsoft Portugal Executive Board Member, TEDx speaker, Book Author

Ana Pinto
HR Learning & Talent Development Leader, International Speaker, Guest Lecturer in Talent Management, Former HR Leader at NOS, LIDL, Leroy Merlin and MEO

Carlos Pinto
Member of Parliament, Former Executive Director of Instituto Mais Liberdade, Strategy Management Consultant

Nelson Pires
General Manager and Board Member at Recordati Portugal, Regional Manager at Recordati Greece, Chairman of the Board of Directors at The Marquês de Pombal Foundation
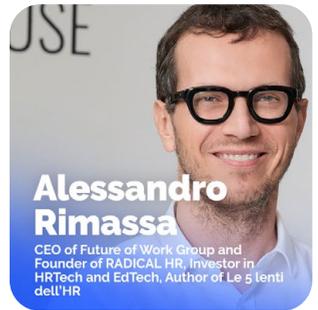
Uzair Qadeer
BBC Chief People Officer (CPO)

Lia Raquel Neves
Technology Ethics & Governance Specialist, Top 100 Women in AI Ethics™ 2024, Global Advisor at Billion Strong

Raquel Rebelo
CEO Skolae Formação Portugal & España

Alessandro Rimassa
CEO of Future of Work Group and Founder of RADICAL HR, Investor in HRTech and EdTech, Author of Le 5 lenti dell'HR

João Rodrigues
Chief People Officer at Aubay Portugal and Assistant Professor at Instituto Politécnico de Setúbal

José Alberto Rodrigues
MOBILEUM Global Senior Human Resources Director

Luciana Rodrigues
Former CEO and innovation executive with leadership experience across media, entertainment and global organisations

Márcia Santos, PhD
University lecturer, Microsoft MVP, ex-Deloitte consultant

Tiago Santos
Tiago Santos, Vice President of Community and Growth at Sesame HR, Keynote Speaker, Founder of HR Club and HR Influencer

Jaime Sarmento
Senior VP Human Resources at Highgate Portugal

Gonçalo Sequeira
Founder and CEO at Hiire, Speaker & Investor, Talent Acquisition Specialist at Trengo, Former Head of Recruitment at Mercedez-Benz

Manjuri Sinha
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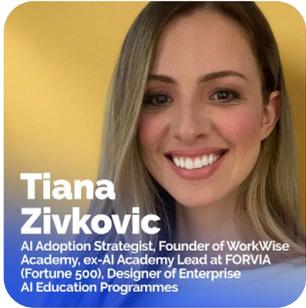
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