

# #HR Week Lisbon

#HR  
Week  
Europe

Designing HR Futures,  
Igniting Questions,  
Teaming Humans x AI

April 28-29  
2026

LISBON CONGRESS CENTER

Conference  
Agenda





# #HR Week Europe

**2**  
DAYS

**60+**  
SPEAKERS

**50+**  
HR TECH EXPO

**900+**  
PARTICIPANTS

09:00 **TRICKY HR BUSINESS OF NAVIGATING UNCERTAIN 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? | **Dr. JITSKE KRAMER**

**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**

To be confirmed

Panel discussion **WILL FUTURE ORGANIZATIONS STILL NEED HR?** We are entering an era of human-AI collaboration, where technology is reshaping the way we work, our culture, and leadership. This panel poses bold questions to CEOs about the role of HR in this new reality: what must change, what can evolve, and what might disappear entirely?

10:30 **COFFEE BREAK**

PART II

ROOM I

ROOM II

ROOM III

11:00 **FUTURE OF HR: FIVE PATHS TO REINVENTING THE PROFESSION.** This talk sketches five bold, research-backed trajectories for HR's future ranging from architecting skills-first organizations to stewarding ethical AI and designing antifragile systems, challenging HR professionals to reflect and choose which future they're preparing for. | *Speaker TBC*

**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**

**PRODUCTIVITY WITH PAUSE: WHY DIGITAL SILENCE IS YOUR NEW PERFORMANCE TOOL.** This talk introduces the concept of digital silence / intentional periods of no emails or pings and shows how embedding them into organizational rhythms can protect well-being while boosting performance, supported by real-case metrics on focus, stress reduction, and retention.

**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**

**NEXT STOP: FRAGILE STABILITY - HR IN A WORLD OF GEO-ECONOMIC SHOCKS.** On the world's shifting fault lines, such as rising geopolitical tensions, fragmented supply chains, and slowing global growth and challenges ahead for HR leaders

**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**

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**

Panel discussion **TRAMPOLIN: 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, MARIA FALÇAO**

**WELL-BEING AS WHITEWASH: WHEN WELLNESS PROGRAMS MASK DEEPER FLAWS.** Many organizations spend millions on well being perks: mindfulness apps, fitness classes, and meditation rooms, while the real issues lie in toxic leadership, misaligned work design, and inefficient systems. This talk will challenge HR to stop treating well being as a bandage and instead use it as a spotlight to expose and reform the dysfunctional structures that truly drive burnout.

**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**

**REWRITING 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**

Topic to be confirmed | Remote

12:40 **LUNCH BREAK**

## PART III

## ROOM I

## ROOM II

## ROOM III

13:30

**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 AND SUSTAIN HIGH PERFORMANCE WITHOUT FEAR?**

Psychological safety is not about being nice, it's about enabling people to speak up, challenge ideas, and perform at their best. This session explores how leaders can build and sustain high performance without fear, silence, or hidden disengagement.

**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**

**TALLENTE INTELLIGENCE: FROM GUT-FEELINGS TO DATA-DRIVEN HR.**

Learn how evidence-based insights help HR leaders anticipate skill gaps and stay ahead of workforce needs. | **MARLIEKE POLS**

**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, MARISIA GIORGI, RAQUEL REBELO**

*Topic to be confirmed* | **SOFIA DE CASTRO**

**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**

**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**

**THE KALEIDOSCOPE OF IDENTITY: CULTURAL AGILITY IN A COMPLEX WORLD.**

Identity is a kaleidoscope, not a label. This keynote shows why cultural agility, not cultural competence, is essential for leaders who want to perform, connect, and lead in a complex world. | **JOY WIGGINS**

**UNLOCK TALENT, AND CREATE WORKPLACES WHERE EMPLOYEES DON'T JUST BELONG, THEY THRIVE**

| **THEO SMITH**

**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. | **ANTONIO VIEIRA SANTOS, CLAUDIA MENDES SILVA, ANTONIO RICARDO MIRANDA, LIA RAQUEL NEVES**

**LIFE CAN'T WAIT: RETHINKING CAREERS, PRIORITIES, AND TRANSITIONS IN THE FUTURE OF WORK**

| **RITA PIÇARRA**

15:10 **COFFEE BREAK**

## PART IV

15:40

**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**

**PSEUDO-WORK: HOW DID WE END UP BUSY DOING NOTHING?** Learn 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**

**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?

**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

ROOM I

ROOM II

ROOM III

09:50

**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. | **GONCALO SEQUEIRA**

**UNCERTAINTY LITERACY: HOW TO STAY GROUNDED WHEN NOTHING IS STABLE.** In a world of constant disruption, performance depends on internal stability, not external certainty. This session explores cognitive flexibility, emotional regulation, and practical tools HR leaders can use to help themselves and their organizations stay effective when change never slows down.

*To be confirmed*

10:30 COFFEE BREAK

PART II

ROOM I

ROOM II

ROOM III

11:00

**FROM IDEA TO IMPACT: A BLUEPRINT FOR IMPLEMENTING AI IN YOUR HR.** AI adoption rarely fails because of technology; it fails because of design, trust, and ownership. This workshop offers a clear blueprint for moving from experimentation to real impact, helping HR identify meaningful use cases, build internal legitimacy, navigate resistance, and put light but effective governance in place, based on what actually works inside organizations.

*To be confirmed*

**LEADING WHEN YOU DON'T KNOW THE ANSWER: CONFIDENCE WITHOUT CONTROL.** Confidence built on answers is fragile. Confidence built on sense-making lasts. This session reframes leadership for a world where ambiguity is permanent and control is an illusion.

*To be confirmed*

**THE ART OF FRICTION: HOW TO HOST (NOT AVOID) CONFLICT.** Most organizations don't have too much conflict, they have too little of the right kind. Avoiding conflict feels safe, but it quietly kills performance and learning. This workshop reframes friction as leadership work and equips participants with practical ways to hold disagreement without losing trust, momentum, or direction.

*To be confirmed*

12:40 LUNCH BREAK

PART III

13:30

ROOM I

**SOURCING AND HIRING WITH AI (Without Losing the Human).** AI is already shaping who gets seen, shortlisted, and hired, often without enough scrutiny. This workshop maps where AI genuinely adds value in sourcing and hiring, where it quietly introduces new risks, and how HR can use automation without surrendering judgment, responsibility, or the human signal in recruitment.

**CREATIVITY AT WORK – THE LAST HUMAN ADVANTAGE.** Creativity at work is shaped less by individual talent and more by the conditions organizations design. This workshop questions how rules, metrics, and automation quietly suppress creative thinking and what HR must unlearn, redesign, and protect if creativity is to remain a living capability in everyday work.

ROOM II

**CHATGPT, GEMINI, OR SOMETHING ELSE? HOW TO REALISTICALLY IMPROVE EVERYDAY HR WORK WITH AI.** A practical, hands-on session showing how HR can actually use AI tools in daily workflows, from writing job ads and preparing interview questions, to summarizing exit interviews, structuring development plans, generating training ideas, and drafting HR policies. Delivered in a clear, practical format: "do this & don't do that." | *Speaker to be confirmed.*

*To be confirmed*

ROOM III

*To be confirmed*

**BUILD YOUR OWN HR CHATBOT (IN ONE HOUR).** A highly practical, "follow-along" workshop where participants build a simple internal chatbot for answering HR FAQs (leave policy, benefits, onboarding steps, etc.) using tools like Tidio, Landbot, or Chatbase. Focus on low-cost, no-code options. Great session for HRs who are constantly repeating the same info and want to free up their time. | **RUI MIRANDA**

15:10 COFFEE BREAK

PART IV

15:40

ROOM I

**AI-POWERED PERFORMANCE REVIEWS: LESS PAIN, MORE INSIGHT.** Performance reviews are often painful because they measure the wrong things in the wrong way. This workshop explores how AI can reduce administrative burden while surfacing sharper insights, helping HR and managers move from ritualized reviews to clearer conversations, better judgment, and continuous development.

*To be confirmed*

ROOM II

**HOW GENERATIONS BUILD SHARED QUALITY AT WORK? FRESH IDEAS AND PROVEN EXPERIENCE.** Generational tension at work is often treated as an inevitability rather than a design failure. This workshop challenges age-based stereotypes and explores how organizations can intentionally combine experience and fresh perspective, through practices like reverse mentoring, mixed project teams, and future boards, to build shared quality, trust, and performance across generations.

*To be confirmed*

ROOM III

*To be confirmed*

**FROM PERFORMANCE MANAGEMENT TO ENERGY MANAGEMENT.** Most performance systems measure output while quietly draining the energy that makes performance possible. This workshop reframes leadership as the ability to read, direct, and renew collective energy, offering practical ways to build momentum, pace teams, and sustain ambition without burnout.



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