

SPIBA Digest March 2019

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March Highlights 2019

On March 1st, St. Petersburg International Business Association for the second time took part in the St. Petersburg International Labor

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Forum and organized two round tables. In the section "HR-technologies (# HRtech)" a round table was dedicated to Agile HR. Olga Titova, Deputy Head of HR Department, IKEA, is convinced that



Agile is not just a buzzword, but a symbol for a customer-oriented approach. Ekaterina Vashukova, HR and Corporate Culture Manager, Philip Morris Izhora, spoke about the activities undertaken by the



company to maintain market leadership. The technical side of using Agile principles in business was described by Daria Noskova, manager and developer of the Scrum-team, Baltika Breweries, part of the Carlsberg group. Sales director of ANCOR, Mikhail Abgaryan informed the audince that flexible



management of personnel in their organization is carried out according to the Adizes methodology. Sophia Morozova, HR business partner, said that Nissan does not use the term Agile, but works on the basis of its principles. The actual topic of the round table gathered a large number of participants. They listened with interest about the different methods of using Agile principles in business. A common feature in all the speeches was the statement that the Agile approach grows out of the company's culture and changes it.

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In the framework of the section "Safety and Labor Protection (#safety)" of the International Labor Forum, SPIBA organized a



round table "Building a Safety Culture of Work in Various Industries". Occupational health and safety management systems vary by industry, but at the same time rely on common approaches and principles. Within the framework of the round table, a set of factors was discussed that

determine the specifics of the creation and functioning of labor protection management systems in individual industries and organizations. Mikhail Tsygankov, Head of the Directorate for Labor Protection and Ecology of the Alliance Renault-Nissan-Mitsubishi, Russia, moderator of the event, emphasized that the round table was not about labor protection issues, legislation, and other





activities, but an safety culture at the international level. Roman Bogdanovsky, business development

manager, Pilz Rus, shared a set of measures to prevent industrial injuries. Andrei Savchenko, Head of the department of Labor



Environment protection. Safety, Philip Morris Russia, shared his experience of using the company tools to increase the responsibility personal of employees, ensure the necessary safety and reduce costs. Svetlana



Efremova, Director of Social Partnership and Labor Relations Service, Baltika Breweries, part of the Carlsberg Group, presented a cross-

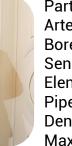
functional project in which the HR and Safety functions work consistently. Alina Rusnak, Project implementation manager, spoke about the tools that IKEA Industry Novgorod uses to build a safety culture. Petri Hagman, the training director of the educational consortium GRADIA (Finland), shared his European experience in the field of work safety.

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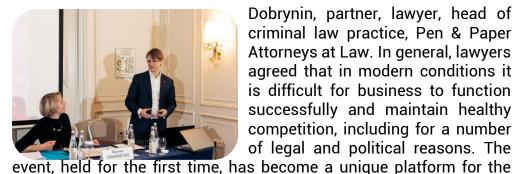
On February 15th, SPIBA Legal Committee initiated the event devoted to the summing up of the legal



results of 2018. Issues related to sanctions pressure, antimonopoly regulation, changes in legislation in the field of intellectual property and information technology, etc. were discussed at the event. Speakers were recognized leaders in their field: Irina Onikienko.



Partner, Capital Legal Services, Zhavoronkov, Artem Partner, Borenius. Sergey Spasennov, Senior partner, Pepeliaev Group, Elena Mikhailovskaya, partner, DLA Piper, Georgy Pchelintsey, partner, Dentons, Natalya Dyatlova, Partner, Maxima Legal, and Alexey



Dobrynin, partner, lawyer, head of criminal law practice, Pen & Paper Attorneys at Law. In general, lawyers agreed that in modern conditions it is difficult for business to function successfully and maintain healthy competition, including for a number of legal and political reasons. The



exchange of professional experience. The experts agreed to hold such meetings annually. Read more – See photos – Read post release in Russian





On March 27th, There was SPIBA Annual Meeting. The event was





devoted to high technologies and was held under the motto "Smart city - the innovative future of the urban environment". Invited experts in the field of innovations told about environment changing under the influence of autoevolution and what trends prevail in this market: Iya Gordeeva, Chairman Association for the Development of **Electromobile Unmanned Connected** Transport and Infrastructure(AETI), Kirill Zhanaydarov, Project Manager of the Transport Infrastructure of the Fund Skolkovo, and Tatiana





Gorovaya, Director of Government Relations, Nissan Manufacturing Rus. Stefan Van Doorslaer, Chairman of the SPIBA Executive Committee, thanked all those present for their participation and summarized the activities of the Association for 2018. Traditionally the Annual Meeting held an award ceremony of SPIBA members and partners following the results of the past year. The winners were Petro Factory, JTI Russia; Consulate General of the Kingdom of the Netherlands in St. Petersburg; Valery Ermakov, Rostelecom; Irina Koshelkova, BC Communications; Stanislav Murashov, Raiffeisenbank; Nana M. Gvichia, Committee for the Development of Tourism in St. Petersburg; Theater "Na Liteinom"; SPIBA HR Committee, represented by Alexander Korkin, Baker McKenzie, Timur Komarov, PepsiCo, Svetlana Efremova, Baltika Breweries, part of the Carlsberg Group, and Sergey Bundalevsky, Philip Morris International Affiliates in Russia. The business program of the event ended with a raffle drawing from the official sponsor of the meeting – Audi Center Vyborgsky.

<u>Read more</u> – <u>See photos</u> – <u>Read post release in Russian</u>

March Events 2019

05.03	Finance Committee: Conference "Taxes 2019" Read more - See photos	FORTE TAX & Los Factor on the basis of the
06.03	Innovation and Intelligent Systems Committee: Biometrics – new opportunities for solving business problems Read more – See photos	
06.03	Quality of life Committee: Excursion: Museum of Art and Industry Academy named after the Baron A. L. Stieglitz Read more — See photos	
06.03	SPIBA Directors' Club	
12.03	Innovation and Intelligent Systems Committee: Striving for new IT solutions Read more	SPIB [®] A VOUR BUSINESS UNIVERSE

14.03	Green Code signing <u>Read more</u> – <u>Read post release in Russian</u>	
25.03	Look@Danone Read more - See photos	NEAR MISS
28.03	Breakfast with the Director: Michael Bjorklund, Chairman of the Board of Directors, Bonava St. Petersburg Read more – See photos	

Events calendar for April 2019

Date	Title	Description	Location
Tuesday 02/04 16:30	Finance Committee #SPIBATaxTalks	The abolition of the tax on movable property or the start of a tax campaign on the recognition of movable property	Bar Nove, Hotel Domina St. Petersburg , 99 Moika Embankment
Wednesday 03/04 09:30	Marketing & Communications Committee	Media Meeting: Татьяна Турикова, «The St.Peterburg Times»	Business Center Mertens House, Nevsky pr., 21, conference room on 6th fl.
Thursday 04/04 09:30	Finance Committee	Conference on Development Trends in International Taxation in Russia	St. Petersburg State University (22-ya Liniya V.O. 7)
Friday 05/04 10:00	Business Meeting	Meeting with Laurent Bardon, Head of the Economics and Trade Section of the Delegation of the European Union to Russia	Nevsky pr., 21, SPIBA office 506
Friday 05/04 19:00	English speaking club with Jerry	Discussion club	Nevsky pr., 21, SPIBA office 506
Tuesday 09/04 10:30	Look@It	Look@Coca-Cola HBC Россия	Coca-Cola HBC Russia, 50 Pulkovskoye sh.
Thursday 11/04 09:30	Workshop	Speech as a tool of thinking and influence: types of discourses in the organization".	Atelier99, Hotel Domina St. Petersburg , 99 Moika Embankment
Friday 12/04 19:00	English speaking club with Jerry	Discussion club	Nevsky pr., 21, SPIBA office 506
Tuesday 16/04 10:00	Look@IT	Look@Greenstate	Industrial Park Greenstate, Industrial zone Gorelovo, Volkhonskoe Highway 2B
Wednesday 17/04 09:30	Workshop	Мастер-класс по трансформации корпоративной культуры	Etude Hall, Hotel Indigo SPb-Tchaikovskogo, 17 Chaikovskogo ul.
Thursday 18/04 09:30	HR Комитет & Marketing & Communications Committee	HR 4.0 About business: a series of fairy tales about folk omens, magical knowledge and heroic teams	Coworking Yasnaya Polyana, st. Lev Tolstoy 1- 3
Friday 19/04 19:00	English speaking club with Jerry	Discussion club	Nevsky pr., 21, SPIBA office 506
Tuesday 23/04 10:00	Industrial Committee	Meeting with the management of the Vodokanal St.Petersburg.	Vodokanal St.Petersburg, "Congress" Conference Hall, Shpalernaya ul. 56

Wednesday	Real Estate &	Intellectual property in construction: what the customer needs to know	Business Center Mertens
24/04	Construction		House, Nevsky pr., 21,
09:30	Committee		conference room on 6th fl.
Friday 26/04 19:00	English speaking club with Jerry	Discussion club	Nevsky pr., 21, SPIBA office 506

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