

Time	Subject	Speaker(s)
<b>Day 1</b>		
08:30-09:00	<b>Registration</b>	_____
09:00-09:05	<b>Welcome speeches</b>	<b>Mr. Ferenc Turi</b> CEO of HungaroControl
09:05-09:10		<b>Ms. Marina Moric</b> chairperson of CANSO Global HR Working Group, Head of HR Croatiacontrol
09:15-09:30	<b>B</b> <b>Benchmark, Baby, Benchmark!</b> <b>Why to be more active in benchmark activities?</b> <i>Why to benchmark Part One? - Brief introduction of CANSO's HR related benchmarking activities</i>	<b>Ms. Marina Moric</b> chairperson of CANSO Global HR Working Group, Head of HR Croatiacontrol
09:30-09:45		<b>Mr. Benedek Fluck</b> Deputy CEO for HR HungaroControl
09:45-10:30	<b>A</b> <b>Automation and AI</b> <b>How can HR pave the way for AI based transformation in ANSPs?</b> <i>Keynote speech: People First, Tech That Lasts - A Behavioural Science Approach to AI Adoption</i>	<b>Ms. Luca Karig</b> Behavioural Science expert, Head of Organisational Development Consulting BeHive Consulting
10:30-11:15		<i>Panel discussion</i> Panellists: to be confirmed
11:15-11:35	<b>Coffee break</b>	<b>Coffee speaks for itself</b>
11:35-12:20	<b>L</b> <b>Learning, reskilling &amp; training capacity</b> <b>New approach to training</b> <i>Keynote speech: From Classroom to Competence - Transforming ANSP Training for Tomorrow's Challenges</i>	<b>Ms. Anne Chatrine Jensen</b> CEO of Entry Point North Group
12:20-13:00		<i>Panel discussion</i> Panellists: to be confirmed

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<b>Day 1</b>		
13:00-13:30	Presentation of Findings from the Study of Next generation ATCO Licensing Rules	<b>Mr. Pál Péter Bárdos</b> Study Lead Integra Consult
13:30-14:15	<b>Lunch</b>	<b>Good conversations over delicious food</b>
14:15-14:55	<div style="display: flex; align-items: center;"> <div style="background-color: #0056b3; color: white; padding: 20px; font-size: 48px; margin-right: 10px;">A</div> <div> <p><b>Attraction, recruitment &amp; retention</b> <b>How to address ANSP staff shortages?</b></p> <p>Keynote speech: <i>No More Empty Rosters: Tackling ANSP Staff Shortages with Smarter Attraction and Retention</i></p> </div> </div>	To be confirmed
14:55-16:25	<p><i>World Café:</i> <i>Breakout Sessions on Attraction, Selection and Retention:</i></p> <p>14:40-14:50 (10') Opening, framing, ground rules, seating (<i>Orientation</i>)</p> <p>14:50-15:05 (15') Rotation 1 (15' discussion)</p> <p>15:05-15:08 (3') Transition between tables</p> <p>15:08-15:23 (15') Rotation 2 (15' discussion)</p> <p>15:23-15:25 (2') Transition between tables</p> <p>15:25-15:40 (15') Rotation 3 (15' discussion)</p> <p>15:40-15:45 (5') Harvest 1 – Attraction</p> <p>15:45-15:50 (5') Harvest 2 – Selection</p> <p>15:50-15:55 (5') Harvest 3 – Retention</p> <p>15:55-16:10 (15') Plenary discussion: summary, lessons learned, next steps</p>	
16:25-17:10	<b>OPS Room and remoteTWR visit</b>	<b>Where theory comes to life</b>
17:10-	Transfer to the hotels	
19:00-20:00	<b>Social event and dinner hosted by HungaroControl</b>	venue to be conformed

Time	Subject	Speaker(s)
<b>Day 2</b>		
09:00-09:40	<b>N</b> <b>New generations and how to make them ANSP staff members</b> <b>How to address generational issues?</b>  <i>Keynote speech: Facts, not smart talk. Reality, not theory</i>	<b>Young trainees, ATCOs and ATSEPs talk about why they chose this profession, what attracted them to it, what their plans and dilemmas are, and how they can be encouraged to stay in their field</b> Panellists: to be confirmed
10:30-10:50	<b>Coffee break</b>	<b>Coffee, Conversations, Connections</b>
10:50-11:30	<b>C</b> <b>Culture, inclusion and equity</b> <b>Is DEI a new buzzword or does it make sense?</b>  <i>Keynote speech: From Slogan to Substance: Making DEI Work in Aviation Organisations</i>	<b>Ms. Jessica MOUNT-KINGETT</b> ED&I Programme Manager NATS, chairperson of CANSO DEI Working Group  Panellists: to be confirmed
12:20-13:20	<b>Lunch break</b>	<b>Lunch that feeds ideas</b>
13:20-14:00	<b>E</b> <b>Evolution of HR</b> <b>What HR needs to provide to ANSP-s in the near future?</b>  <i>Keynote speech: HR's Clients: What They Need Today – and What They'll Expect Tomorrow</i>	<b>Recorded interviews with ANSP CEO-s talking about their expectations towards HR function, and HR managers and experts</b>  Panellists: to be confirmed
14:40-15:20	Rep up and closing remarks	<b>Mr. Benedek Fluck</b> Deputy CEO for HR HungaroControl <b>Ms. Marina Moric</b> chairperson of CANSO Global HR Working Group
15:20-	A little 'Me time' in Budapest, the jewel of the Danube, ready to be explored	

Time	Subject	Speaker(s)
<b>Day 3</b>		
09:00-11:00	Canso Global HR Working Group meeting	Tbd
11:00-11:20	<b>Coffee break</b>	<b>Coffee, just between us</b>
11:20-12:30	Canso Global HR Working Group meeting	Tbd
12:30-13:30	<b>Lunch break</b>	<b>Ending on a full plate and a full mind</b>
13:30-15:00	Canso Global HR Working Group meeting	Tbd

**HR WG  
meeting**

# KEEP PEOPLE ON THE RADAR

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