



IEBA

International Employee
Benefits Association

IEBA CONFERENCE

BRUSSELS 2026

9 - 11 JUNE 2026

THE HOTEL, Blvd de WATERLOO, BRUSSELS





INTERNATIONAL EMPLOYEE BENEFITS ASSOCIATION
24TH ANNUAL CONFERENCE
BRUSSELS, 9-11 JUNE 2026
PROGRAMME

TUESDAY, 9 JUNE 2026 – OPTIONAL PRE-CONFERENCE SESSIONS

LOCATION

13:30	<i>Coffee and registration</i>	Foyer 26th Floor
14:00	<p>IEBA Education Module 6: Managing Benefits Globally: <i>This can be booked separately from the main conference, if desired.</i></p> <p>14:00 Introduction</p> <p>14:15 The role of the benefits manager; setting strategy; improving quality of information</p> <p>15:30 Break</p> <p>15:45 Common challenges faced by practitioners</p> <p>17:00 Close</p>	26th floor: Meeting Room 26.3
14:00	<p>Focus Session 1 : EU Pay Transparency : From regulation to real-world practice</p> <p>14:00 Introduction</p> <p>14:15 Regulatory Landscape and Trends; Beyond Disclosure</p> <p>15:05 Case Study</p> <p>15:30 Break</p> <p>15:45 Implications for your holistic employee value proposition; Group work</p> <p>17:30 Close</p>	26th floor: Meeting Room 26.1
14:00	<p>Focus Session 2 : Pensions : Opportunities and challenges for multinationals</p> <p>14:00 Welcome and overview of pensions around the world</p> <p>14:15 Optimise the future: Trends, challenges and opportunities; Case study and group work</p> <p>15:30 Break</p> <p>15:45 Simplify the legacy: Trends, challenges and opportunities; Case study and group work</p> <p>17:30 Close</p>	26th floor: Meeting Room ???
17:45	<p>Annual General Meeting of IEBA An opportunity for members to learn about the work of IEBA, and to provide input to the IEBA Committee</p>	26th floor: Meeting Room 26.1
18:30	Conference Welcome Reception - sponsored by Generali	27th floor: Foyer Vista
20:30	<i>Free evening</i>	



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WEDNESDAY, 10 JUNE 2026

Session Chairperson : Karin Steinhauser – Chairperson IEBA

LOCATION

08:00	Breakfast Buffet and Registration	Foyer 1st Floor
08:50	Introduction Karin Steinhauser, Chairperson, IEBA	Grand Ballroom
09:10	KEYNOTE: Europe's demographic future: Challenge, Choice and Opportunity Marco La Marca, EU Commission	Grand Ballroom
09:55	Total Rewards & Artificial Intelligence Martin Smit, Head of Digital & Strategy, Total Rewards, Takeda	Grand Ballroom
10:45	Break	Foyer 1st Floor
11:15	IEBA Education Launch – An Introduction to Employee Benefits: A Modular Course Robin Scott, IEBA	Grand Ballroom
11:30	Global Minimum Benefits Speaker to be confirmed from MAXIS and a client co-speaker	Grand Ballroom
12:10	Breakout Sessions 1 - Delegates can attend a breakout session of their choice	1st Floor: Grand Ballroom Park Ballroom 26th Floor: Meeting Room 26.1
	<div style="width: 30%; border: 1px solid black; padding: 5px;"> <p style="text-align: center;">STREAM 1 : BROADER BENEFITS</p> <p>Strong foundations, smarter AI-powered decisions: Enterprise Benefits Intelligence explained</p> <p>Speaker from Origin and a client co-speaker to be confirmed</p> </div> <div style="width: 30%; border: 1px solid black; padding: 5px;"> <p style="text-align: center;">STREAM 2 : RISK & EMPLOYEE HEALTH</p> <p>Challenges of mental health in the workplace</p> <p>Ryan Hopkins, JAAQ; speaker to be confirmed, Bupa;</p> </div> <div style="width: 30%; border: 1px solid black; padding: 5px;"> <p style="text-align: center;">STREAM 3 : RETIREMENT & SAVINGS</p> <p>Global ESG Index for pension plans</p> <p>Peter Devlin, Deloitte;</p> </div>	
13:00	Lunch sponsored by Benifex	Foyer 1st Floor
14:30	Innovation and New Technologies to support employees' benefits, health and wellbeing – Delegates can attend a session of their choice	1st Floor: Grand Ballroom Park Ballroom 26th Floor: Meeting Room 26.1
	<div style="width: 30%; border: 1px solid black; padding: 5px;"> <p>1 : The parent who doesn't come back: Why post-parental leave attrition is a benefits blind spot</p> <p>Maggie Lester, Merck; Astrid Gyllenkrok Kristiansen, Leia Health</p> </div> <div style="width: 30%; border: 1px solid black; padding: 5px;"> <p>2 : Perks that connect: Designing employee benefits for a digitally-enabled workforce</p> <p>Jean-Baptiste de La Mettrie, Collaborative Perks; and a client co-speaker</p> </div> <div style="width: 30%; border: 1px solid black; padding: 5px;"> <p>3 : Employer of Record Services: benefits for employees in countries where you have no local legal entity</p> <p>To be confirmed</p> </div>	
15.20	Break	Foyer 1st Floor
15:40	Help us shape the future of IEBA Education – input from members Robin Scott, IEBA	Grand Ballroom
16:00	The People P&L: How workforce intelligence will redefine global benefits strategies Speaker to be confirmed from IGP and a client co-speaker	Grand Ballroom
16:40	Breakout Sessions 2 - Delegates can attend a breakout session of their choice	1st Floor: Grand Ballroom Park Ballroom 26th Floor: Meeting Room 26.1
	<div style="width: 30%; border: 1px solid black; padding: 5px;"> <p style="text-align: center;">STREAM 1 : BROADER BENEFITS</p> <p>Harnessing change to move the needle on benefits around the world</p> <p>Speaker to be confirmed from WTW and a client co-speaker</p> </div> <div style="width: 30%; border: 1px solid black; padding: 5px;"> <p style="text-align: center;">STREAM 2 : RISK & EMPLOYEE HEALTH</p> <p>Building resilient workforces: How a leading enterprise reimaged risk and employee health globally</p> <p>Speaker to be confirmed from Telus Health and a client co-speaker</p> </div> <div style="width: 30%; border: 1px solid black; padding: 5px;"> <p style="text-align: center;">STREAM 3 : RETIREMENT & SAVINGS</p> <p>Global Pension Index: how plan sponsors can enhance retirement outcomes</p> <p>Owen O'Sullivan, Mercer and a client co-speaker</p> </div>	
17:30	Break	Foyer 1st Floor
18:30	Depart hotel for Reception and Gala Dinner sponsored by Generali	Hotel reception



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THURSDAY, 11 JUNE 2026

Session Chairperson : Christian Keller – Chairperson-elect, IEBA

LOCATION

08:00	Breakfast Buffet		Foyer 1st Floor			
08:50	Introduction Christian Keller, Chairperson-elect IEBA		Grand Ballroom			
09:00	The coming of age of benefits Speaker to be confirmed from Generali and a client co-speaker		Grand Ballroom			
09:40	Breakout Sessions 3 - Delegates can attend a breakout session of their choice	<table border="1" style="width: 100%;"> <tr> <td style="width: 33%; text-align: center;"> STREAM 1 : BROADER BENEFITS Contemporary global benefit trends <u>Nick Dobelbower</u>, Lockton and a client co-speaker; </td> <td style="width: 33%; text-align: center;"> STREAM 2 : RISK & EMPLOYEE HEALTH Meeting the needs of a modern healthy workforce <u>Greg Casson</u>, Optum Health Services; speaker to be confirmed, UHC Global; </td> <td style="width: 33%; text-align: center;"> STREAM 3 : RETIREMENT & SAVINGS Designing financial wellbeing programs for global consistency Speaker to be confirmed from nudge and a client co-speaker </td> </tr> </table>	STREAM 1 : BROADER BENEFITS Contemporary global benefit trends <u>Nick Dobelbower</u> , Lockton and a client co-speaker;	STREAM 2 : RISK & EMPLOYEE HEALTH Meeting the needs of a modern healthy workforce <u>Greg Casson</u> , Optum Health Services; speaker to be confirmed, UHC Global;	STREAM 3 : RETIREMENT & SAVINGS Designing financial wellbeing programs for global consistency Speaker to be confirmed from nudge and a client co-speaker	1st Floor: Grand Ballroom Park Ballroom 26th Floor: Meeting Room 26.1
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10:30	Break		Foyer 1st Floor			
10:50	Breakout Sessions 4 - Delegates can attend a breakout session of their choice	<table border="1" style="width: 100%;"> <tr> <td style="width: 33%; text-align: center;"> STREAM 1 : BROADER BENEFITS Pay Transparency: Diving into real-world practice Speaker to be confirmed from Gallagher and a client co-speaker </td> <td style="width: 33%; text-align: center;"> STREAM 2 : RISK & EMPLOYEE HEALTH Innovative risk management: Exploring the Virtual Captive concept for employee benefits <u>Jonathan Clarey</u>, PMI; speaker to be confirmed, Allianz; </td> <td style="width: 33%; text-align: center;"> STREAM 3 : RETIREMENT & SAVINGS Global retirement: strategy, governance and trends Speaker to be confirmed from MBWL and a client co-speaker </td> </tr> </table>	STREAM 1 : BROADER BENEFITS Pay Transparency: Diving into real-world practice Speaker to be confirmed from Gallagher and a client co-speaker	STREAM 2 : RISK & EMPLOYEE HEALTH Innovative risk management: Exploring the Virtual Captive concept for employee benefits <u>Jonathan Clarey</u> , PMI; speaker to be confirmed, Allianz;	STREAM 3 : RETIREMENT & SAVINGS Global retirement: strategy, governance and trends Speaker to be confirmed from MBWL and a client co-speaker	1st Floor: Grand Ballroom Park Ballroom 26th Floor: Meeting Room 26.1
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11:40	Break		Foyer 1st Floor			
12:00	The Personal Resilience Index Speaker to be confirmed from Zurich and a client co-speaker		Grand Ballroom			
12:40	Keynote : The Future of Benefits <u>Celine Ng Tong</u> , Aon		Grand Ballroom			
13:20	Chairperson's Comments		Grand Ballroom			
13:30	Lunch sponsored by Aon		Foyer 1st Floor			
15:00	Closing Reception		Foyer 1st Floor			