

Age Inclusive Workplace Conference 2024

26 November 2024 – 9:00 to 14:00

@ The Marmorosch Bucharest, Autograph Collection

Agenda

For the first time in Romania, our **Age Inclusive Workplace Conference** will bring together professionals specializing in Diversity & Inclusion, HR, and talent management. These experts will guide organizations in attracting a diverse workforce, eliminating age-related biases, and improving recruitment practices concerning employees of all generations.

With **12 distinguished speakers**, thought-provoking panel discussions, best practice exchanges, personal interviews, interactive Q&A sessions, and networking opportunities, we are confident that your participation in the inaugural edition of the Age Inclusive Workplace Conference 2024 will inspire positive change in your organization.

Reserve your seat now [HERE](#).

Cannot attend live all day? All talks are recorded so you can revisit or view at a time convenient to you, on our [YouTube channel](#)!

Key topics that will be explored during the conference:

- Understanding the current workplace dynamics in Romania
- The business case for age diversity and inclusion
- **Why embracing multigenerational inclusion is important**
- Challenges and barriers in promoting age-inclusive workplaces
- **Enticing older people back to work**
- Best practices and success stories from leading organizations
- Strategies for recruiting and retaining a multigenerational workforce
- **How can organizations support all generations at work?**
- **Supporting staff through difficult life events**
- Legal and compliance considerations for age-inclusive policies
- **Why older workers could be the answer to skills shortages**
- **The importance of inclusive workplace design**
- Fostering age-diverse teams and improving intergenerational collaboration
- **How can employers embrace an age-friendly workplace culture?**
- **Why addressing young people's social mobility has never been so important**
- Training and development programs to bridge the generation gap
- Empowering employees to address age bias and discrimination

- **Is age ‘the final taboo’ in workplace discrimination?**
- Measuring the impact of age-inclusive initiatives on organizational culture
- Creating mentorship and reverse-mentorship programs
- Employee stories and testimonials on the benefits of age inclusion

Speakers

BRD, DB Cargo, Google, Head Hunting Agency, Kaufland, Lenovo, Lovering Partners, NN Insurance, OMV, Orange, Philip Morris, Pluxee, Primark, Telios Care S.A.

Program

08:40 Participant Registration

09:00 Welcome & Opening Remarks

09:15 Panel 1: "Promoting Age Diversity and Inclusion in the Romanian Workplace"

Moderator:

Andreea Vasile

Speakers: **Andreea Ciulacu, Sonia Mogos, Florentina Ciontea (Pluxee), Ayla Mengazi, Flavia Tioc**

Topic Points:

- Understanding the current workplace dynamics in Romania
- The business case for age diversity and inclusion
- **Why embracing multigenerational inclusion is important**
- Challenges and barriers in promoting age-inclusive workplaces
- Best practices and success stories from leading organizations

10:15 Panel 2: Creating a Neuro-Inclusive Culture and Supporting Colleagues

Moderator:

Andreea Vasile

Speakers: **Brad Palas, Catalin Vasile, Philip Choban, Razvan Bran, Simina Patrascoiu**

Topic Points:

- Strategies for recruiting and retaining a multigenerational workforce
- **Enticing older people back to work**

- **Supporting staff through difficult life events**
- **Why older workers could be the answer to skills shortages**
- Legal and compliance considerations for age-inclusive policies
- Fostering age-diverse teams and improving intergenerational collaboration

11:15 Coffee Break & Networking

11:30 Panel 3: Building a Culture of Age Inclusion in Romanian Workplaces

Moderator:

[Andreea Vasile](#)

Speaker: [Luminita Florea](#), [Estera Anghelescu](#), [Loreda Silvia Dragomir](#), [Hermina Mihaela Radu](#), [Colin C. Lovering](#)

Topic Points:

- Empowering employees to address age bias and discrimination
- **How can employers embrace an age-friendly workplace culture?**
- **Why addressing young people's social mobility has never been so important**
- Measuring the impact of age-inclusive initiatives on organizational culture
- Creating mentorship and reverse-mentorship programs
- **Is age 'the final taboo' in workplace discrimination?**
- Employee stories and testimonials on the benefits of age inclusion

13:30 Q&A

13:45 Closing Remarks

14:00 Networking Lunch and Individual Meetings