2 Day Conference
October 26-27, 2016
New York, NY, USA

Work Abroad

Duty of Care
Understanding your Corporate Liability for securing the safety of Traveling Employees and Expats Overseas

Timed to coincide with...
NYC DUTY OF CARE DAY
October 26, 2016

Millennium Broadway Hotel New York, NY, USA
Ensuring the safety of your expatriate workforce and traveling employees involves both workplace and domestic management. The traditional HR and corporate security functions extend far beyond the workplace in order to identify and analyze the foreseeable risks which an expat assignee or business traveler may be exposed to while on assignment. As workforces become more mobile, fulfilling duty of care can seem like a daunting task for employers which is made more challenging by the inconsistent standards across the globe. The balance between having reasonable processes in place to protect staff overseas and conducting business in an efficient and profitable manner can sometimes be difficult.

Depending on the host country, an expat assignee or business traveler may face considerably more serious health and safety risks than they would at home...and the variety and severity of threats facing them is escalating.

It is not just in those parts of the world with weak security, governance and civil order where our employees could be at risk. As terrorist groups compete for notoriety, launching terror attacks around the world, in areas once perceived as safe havens, the security of our traveling workforces and overseas assignees is brought into sharp focus – as is the employer’s legal obligations to have in place measures to safeguard them.

Criminals will attempt to capitalize on an expat’s lack of experience in a new country and if their employer has failed to adequately risk assess their employee’s new environment, they could be open to heavy fines. Additionally, a company’s image overseas or an employee’s nationality or perceived wealth could increase risks significantly.

About the Conference

Who should attend?

Anyone responsible for the security, health & safety and wellbeing of employees, contractors, sub-contractors and volunteers while they are overseas will find the event especially useful as will those professionals with an interest in duty of care and limiting employee exposure to risk, particularly those involved in the areas of:

- Corporate & Physical Security Professionals
- C Suite and Senior HR executives
- Health & Safety Managers
- Global Mobility Professionals
- Business Continuity
- Relocation Management/Residential Real Estate
- Legal (in-house & private practice)
- Immigration
- Risk Management & Insurance
- Travel Managers
- Operational Security & Intelligence
- Assistance & Rescue

Book online at www.regonline.com/NYDutyofcare2016
Duty of care is not an ethical concern but a legal obligation which is embedded in workers compensation laws and can extend as far as the dependents of international assignees. By protecting your employees, your most valuable asset, you are protecting your business, financial and reputational risks.
Millennium Broadway Hotel New York has a front row seat to the heart of Times Square in the heart of Broadway, between the welcome greenery of Central Park and the trendy downtown vibe of SoHo and TriBeCa, boasting 626 air-conditioned guestrooms and a 24/7 fitness center. Millennium Broadway Hotel New York is a big hit for business travelers, being the only hotel in the city accredited by the International Association of Conference Centers.

Located on 44th Street, only half a block from Times Square. The Times Square station connects more than half a dozen subway lines reaching out to four of New York’s five boroughs. It is also a block away from the Port Authority Bus Terminal, where buses connect New York and New Jersey to the rest of the East Coast. Get directions

Book a room

For delegates wishing to book accommodation at the conference venue, please note that the group rate for attendees has now expired.

Delegates should contact the venue direct to find out latest rates.
Program (subject to change)
Wednesday October 26, 2016

8.15  Refreshments, registration and exhibition
9.00  Welcome from Iram Ganju, President, IKG Global Consultants
9.05  Welcome from the Chair
      Tracy Lamb B.A, M.B.A (Avn), Global RPAS Safety Manager, SGS HART Aviation

Session One: Welcome

9.10  KEYNOTE ADDRESS
      What, me worry?
      - How do you view the world...
      - How does the world view you...
      - Is there really a threat...
      - Appropriate perceptions of threats...
      - What, me worry...
      Colonel Richard C. Jackson II, United States Marine Corps (Retired)

Session Two: Understanding ‘Duty of Care’ in the legal context

9.35  Understanding the legal concept of ‘duty of care’ and an employer’s obligations

As an employer, do you fully understand the scope of your liability risk as to your US-based business travellers or expatriates who are injured or killed while working overseas? This session aims to shed light on common questions, to clarify areas of confusion and to dispel common myths.

- Outline of the legal context and obligations
- Being wise to local laws in the countries you operate in
- What proactive steps should an employer take to make an employee aware of the health risks in the area they are travelling to?
- To what extent do organisations need to prove the employee’s understanding of their polices and procedures before allowing travel?
- Free-time on assignments - where do the boundaries of employer liability lie?
- Does the law recognize the responsibility of the individual to exercise certain actions to ensure their welfare?
- Informed consent and the right to withdraw
- What is an ‘assumption of risk waiver and are they upheld by courts?
- Breaches of care and contributory negligence
- Refusal to adhere to policy - what is the employer recourse?
- The control test and agency agreements
- When might contractual indemnity be required?
- Vicarious liability

Maribeth Minella, Executive Vice President, Human Resources and Corporate Counsel, World Travel Inc.
Robert P. Lewis, Partner, Baker & McKenzie LLP

10.10 What approach should employers take to reduce their liability exposure to uncapped personal injury claims?
- Workers Compensation V personal injury claims
- How far does the Workers Compensation exclusivity bar extend?
- How might an injured business traveller or expat implicate cross border choice-of-law?
- How enforceable are employee-signed election of remedies?

Donald C. Dowling, Partner, K&L Gates LLP
Program (subject to change)

Wednesday October 26, 2016

10.30 Managing misconduct overseas - how expats and their families unintentionally run afoul of foreign laws
- Expat complacency over local laws and regulations
- Segregation of expats exacerbating ignorance of moral boundaries
- Keeping current and informed as to changing local cultural laws
- Due diligence in providing legal assistance on a global basis
- Special concerns over alcohol and drug related offenses
Dick Atkins, Attorney, International Recoveries, LLC

11.10 Questions
11.20 Refreshment Break

Session Three: The Risks and the People

11.45 Overview of the real and perceived risks facing business travellers in the next 12 months
- Terrorist groups competing for notoriety
- How do IS’s current tactics threaten travellers?
- Impact of the migrant crisis and the EU on the security of for business travelers
- Kidnapping and vehicle hijack
- Cyber attack and malicious extortion - business travellers targeted for proprietary and confidential information
- Street crime and assault - where are the hotspots
- Natural disasters and extreme weather events
William Daly, Managing Director, Global Client Services, Control Risks
Matthew Bradley, Regional Security Director, Americas, International SOS

12.10 Questions

12.15 PANEL SESSION - Kidnap and the perception of risk - safeguarding your high risk employees in high risk locations
- Building awareness of the risks without creating paranoia
- Educating high risk employees on their personal level of vulnerability
- High-risk speciality insurance
- To self drive or not?
- Working in anti Western environments
- Detecting hostile surveillance and the build up to an attack
- Developing their overall situational awareness
Kenneth Burgess, Senior EAP, Leidos Health Services
Dave Mason, Head of Media Training, Mentor Consultancy
Mark Wolsey, Enterprise Security Leader, PwC

1.00 Lunch
Program (subject to change)
Wednesday October 26, 2016

Session Four: Health

2.10 When your employees find themselves sick abroad
- Traveller stress and the impact on health conditions
- Best practice guidelines for the diabetic traveller
- Early and undisclosed pregnancy
- Rare blood groups and transfusions - what you need to know
- Availability of prescription drugs / avoiding substandard and counterfeit drugs
- What are the trends in medical cases over the past year?
- The high risk of road traffic accidents and repatriation costs
- Which areas have the most limited healthcare facilities and infrastructure?
- Issues around mental health problems and gaps in insurance coverage
- Why is malaria eclipsed by the threat of Zika Virus or Ebola - what impact does this have on traveler perception?
- Healthcare risks to impats - the challenges of dealing with costs, insurance, and malpractice
- Risky behaviors - how do you prepare staff for the eventual fall out from engaging in them?

Suzanne Garber, CEO, Gauze

3.00 Questions

Session Five: Cyber Risks

3.05 The Cyber Threat Landscape
- Nation State espionage set to increase
- The ease with which cyber criminals can target business travelers
- Stealing company information to leverage against individuals and organisations
- How cyber criminals sell the movement of your travelers to competitors

John Rose, COO, iJET

3.30 Questions
3.35 Refreshment Break
Program (subject to change)
Wednesday October 26, 2016

Session Six: Preparing your Business Traveler and Assignee for the Unforeseen Incident

4.00 Putting together robust policies which will protect you in court
- Risk assessing your business - what are your most likely worst case scenarios?
- Understanding adequate safety in the context of your company
- C Suite buy-in and risk ownership - who owns travel risk?
- How might travel policies differ for small, medium and large organisations? What does good look like for each?
- Developing a behavioural code of conduct for staff travelling overseas
- Stress testing your policies and procedures

Shelby LeMaire, Corporate Travel Manager, iRobot Corporation

4.25 Case study of a kidnap incident
- Why we went to cover war – the build up
- How quickly the incident unfolds
- You’re only as good as your ‘fixer’ / safety personnel
- Understanding the time frame
- How to stay alive!
- Call-in process/agreed times for check-in calls
- What’s happening back at HQ while you’re missing
- The resolution
- Taking all reasonable steps as an employer – the checklist

Dave Mason, Head of Media Training, Mentor Consultancy

4.50 Planning for an evacuation - Stephanie Inglis case - Thailand to Edinburgh
- The traditional assistance industry’s focus
- What is the standard response time and why is it no longer relevant?
- Working during the French air traffic controller strikes
- The use of assistance company owned assets versus the best interests of the patient
- The unnecessary and astronomical over pricing of uninsured clients
- The need for ethical & sympathetic treatment of patients and their families over profit
- The ‘crowd funding’ dynamic

Ted Jones, CEO, Northcott Global Solutions

5.15 Questions
5.25 Close of Day One and Drinks Reception
Program (subject to change)
Thursday October 27, 2016

8.30 Refreshments and exhibition
9.00 Welcome from the Chair
   Tracy Lamb B.A, M.B.A (Avn), Global RPAS Safety Manager, SGS HART Aviation

Session Seven: Living and working abroad

9.05 Who is responsible for your flight risk management?
   - Corporate responsibility when putting people on flights
   - Is your flight risk management contracted to a qualified third party?
   - Do you know what questions to ask a TRM to determine whether their choice
     of airlines and aviation service providers complies with recommended safety guidelines
     and best practice?
   - Conducting an appropriate level of due diligence
   Tracy Lamb B.A, M.B.A (Avn), Global RPAS Safety Manager, SGS HART Aviation

9.30 Risk assessing housing and neighborhoods overseas
   - Carrying out a neighborhood and housing security audit
   - Inspecting expat homes for vulnerabilities
   - Can the duty to risk assess overseas worksites be delegated to a third party?
   - What is a dynamic risk assessment?
   - The cost of not getting it right
   Mark Wolsey, Enterprise Security Leader, PwC

9.55 Executive Protection - The selection and use of private security providers
   - Recognizing the exponential growth in information-based incidents
   - Executive or brand protection?
   - The skills and competencies of next generation protection professionals - what will get
     you hired in 2020?
   Filippo Marino, Founder, Tegumen, LLC, Former President, International Protective Security
   Board and former Director of Intelligence and Executive Protection, McDonald's Corporation

10.20 Questions and discussion
10.30 Refreshment Break

10.55 KEYNOTE ADDRESS
Making the business case for getting internal funds and aligning internal supporters
   - Making your case for initiative funding - what is the value proposition?
   - Building support and alignment among key stakeholders
   - Positioning and “branding” your efforts - the critical 3 steps
   - Demonstrating ROI - How to establish KPIs and track/communicate results
   Scott Hamilton, co-founder and CEO of NextWORKS Strategy™ and
   President, Executive Next Practices Institute (ENPI)
Program (subject to change)
Thursday October 27, 2016

11.20 Working in India – what issues do employers need to be mindful of when ensuring the safety and security of travelling staff and expat employees?

Safety/Security risks in India and mitigation measures
- Common safety/security risks in India
- Specific risks to expats living in urban centres
- Living in India – safeguards for expats
- Travel safety in India – risks and precautions
- Health and hygiene tips
- Risks and opportunities of doing business in India

Sushil Pradhan, Director, MitKat Advisory Services Pvt. Ltd.

11.45 Supporting gay, lesbian and bisexual staff on overseas assignments
- The experiences of gay people working worldwide
- How can employers best support their gay staff and managers to make informed choices about working abroad
- Supporting staff in-country
- Issues around employee privacy, information disclosure and storage
- Influencing workplace cultures abroad
- What are ‘best in class’ companies doing to ensure equal opportunities for their employees globally?

Kimberley Messer, Global LGBT/Diversity Business Development Executive, IBM Canada

12.10 Questions

12.20 PANEL SESSION Supporting the female professional on overseas assignment- how can companies develop programmes which fulfil their duty of care to female employees and dependents overseas?
- Gender equality - is it appropriate to treat women differently?
- Understanding the limitations of generic advice
- What are the key differences in the risk environment faced by women?
- Legal, cultural and religious restrictions
- Overcoming the host culture’s perception of female roles
- Guidance for women traveling to Muslim countries
- Dealing with unwanted attention
- Hotel/accommodation Safety issues

Moderated by Sally Glick, Principal & Chief Growth Strategist, Sobel & Co.
Robert P. Lewis, Partner, Baker & McKenzie LLP
Anupama Pradhan, Head of Training, MitKat Advisory Services Pvt Ltd
Karen Robinson, President, The Kinnamon Group, Inc
Iram Ganju, President, IKG Global Consultants

1.00 Lunch
Session Eight: Cultural and family considerations

2.00 The Duty of care owed to spouse and family
- Why the stress and mental challenges of global assignments cannot be overstated
- What should pre-departure programs for the employee and their families entail?
- Challenges posed by information overload and time constraints
- The impact of effective organizational support on spousal adjustment
- Transition coaching for high risk locations
- Is your assignee’s family life sufficiently robust to weather the transition?
  Kenneth Burgess, Senior EAP, Leidos Health Services

2.25 Questions

2.30 PANEL SESSION - The Culture Shock - Tales of when things go wrong
- Why cultural awareness will improve your operational success
- The absence of home country role models and the ‘group-think’ culture of many expat communities
- The cost of getting it wrong
- Tales of cultural ignorance and its impact on company, assignee and family
  Kenneth Burgess, Senior EAP, Leidos Health Services
  Iram Ganju, President, IKG Global Consultants
  Dean Foster, President & Founder, DFA Intercultural Global Solutions

Session Nine: Tax and Immigration

3.10 PANEL SESSION: The accidental expat and corporate violation
- The rise in popularity of the accidental expat
- Demand for import talent outpacing government quotas
- The lack of formal guidelines for managing frequent cross-border travelers
- Technology better enabling governments to scrutinise and prosecute companies for violating the laws
- Prosecution for labor law violations
- Immigration and visa violations
- Minimizing your assignees’ exposure to foreign and domestic tax liabilities
- Challenges around trailing tax liabilities that remain after an employee is terminated
  Justin Parsons, Managing Attorney, Erickson Immigration Group
  Matthew J. Kelly Jr., Risk Consultant, AIG
  Hiba M. Anver, Senior Attorney, Erickson Immigration Group

3.50 Chair’s Closing Remarks
4.00 Close of Conference and refreshments
Registration form

Complete all relevant sections of this form and either:

Email: bookings@contegoevents.com
Or register online at www.regonline.com/NYDutyofcare2016

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Additional requirements - please describe them here

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Fees include 2 day access to the event, available conference papers, lunch, refreshments and drinks reception.

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Terms and conditions
This booking form constitutes a legally binding agreement. Payment must be paid in full prior to the event. Cancellations must be confirmed in writing one month before the day of the conference and will be refunded minus an administration fee of 100 USD. We regret that no refund can be made after that date for whatever reason. Substitutions will be accepted if notified in writing prior to the event.

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