



BIOGRAPHIES

“Transformation and adaptability in a post-pandemic world from an HR and Global Employee Benefits perspective”



Morten Unneberg, *Chief Executive Officer, Insurope*

Morten has been the CEO of Insurope for the last 10 years, and he and his team have grown the Network to become a global leader in multinational pooling solutions. Morten has more than 15 years of international experience with Employee Benefits and more than 25 years of experience in strategic and operational management positions in the insurance and financial industry.

He holds a Master of Business Administration from West Virginia University and an Advanced Management Degree from the University of Pennsylvania (The Wharton School).



Søren Lockwood, *Chief Executive Officer, Danica Pension*

Søren has extensive experience in executive positions in the insurance sector. With more than 10 years' experience as a director in some of Denmark's leading pension companies, including five years as CEO of SEB Pension and four years as CCO of Danica Pension. He is now the CEO of Danica Pension.

He holds a Master's degree in Economics from Copenhagen Business School, an E*MBA from SEMI and Leaderships programs from IMD.



Dirk Jonker, *Chief Executive Officer, Crunchr*

Dirk is CEO and founder of Crunchr, an intelligent solution for Workforce Planning & People Analytics where HR can make significant contribution to business performance. For 15 years he focuses his research and product development on how elegant mathematics and company data can help companies to generate sustainable competitive advantage through people.

Prior to Crunchr, Dirk worked as a consulting actuary for Towers Perrin and Deloitte in the United States and Europe.

He was recently featured in The Economist for his People Analytics research.

**Mathew Sahebjam, Client Director, MMB Multinational**

Mathew graduated with a BSc Physics degree from Loughborough University and over the last 15 years has been working in the benefits technology sector. As a Client Director at Mercer Marsh Benefits Multinational, working with clients on their benefits and wellbeing strategy is at the heart of Mathew's role and his portfolio has had a focus on global tech sector companies, such as VMware, Microsoft, Uber, Facebook, Adobe, Netflix and Dell.

**Mads Steinmüller, Chief ESG Specialist, Danica Pension**

Mads is a finance professional with a seven-year achievement record. Over the past few years, he has been immersed in ESG and responsible investments with den Danske Bank. Prior to joining den Danske Bank, he was a Credit Analyst / Investment at Handelsbanken in Denmark, responsible for advising clients on investment strategies.

Mads holds a Cand.Oecon/MSc. Economics degree from Syddansk Universitet – University of Southern Denmark and a Master of Science in Economics from National Chengchi University in Taiwan.

**Belinda Harris, Vice-President Global Benefits, Bain & Company**

Belinda Harris is the Vice-President of Global Benefits at Bain & Company, overseeing benefits strategy and operations globally covering 15,000 people in 63 offices in 38 countries. Prior to joining Bain & Company, Belinda held various global human resource roles in both corporate and consulting capacities. She has a Bachelor of Science in Actuarial Science and a Master of Science in Economics from the University of Illinois in the United States, and holds both the Global Professional in Human Resources (GPHR) and Certified Employee Benefits Specialist (CEBS) certificates.

**Christian Pfeifer, Head of Health & Benefits, DVA GmbH (Deutsche Bahn AG)**

Christian is Head of Health & Benefits, and Head of Sales at DVA Deutsche Verkehrs-Assekuranz-Vermittlungs-GmbH, the In-house Broker of Deutsche Bahn AG Global. The DVA is responsible for the risk management and insurances of Deutsche Bahn and their subsidiaries, (i.e. DB Schenker and DB Arriva), along with other pan-European railway companies. Christian studied insurance business administration, and started his career back in 1995 with Alte Leipziger Insurance. Since 2002 working with the DVA in various positions. As Head of Health & Benefits, Christian and his team of consultants are working close together with HR-clients on several employee benefits projects. As Head of Sales (and Customer Care) Christian and his team of key-account-managers take care of DVA's business outside of Deutsche Bahn AG.

**Amy Waickman, Global Total Rewards Manager, Accenture**

Amy Waickman is a Global Benefits Manager in the Total Rewards Center of Expertise at Accenture. As part of her responsibilities, she oversees the management of global insurance programs, multinational pooling strategy, implementation of strategic solutions, and country alignment to Total Rewards Strategy. Prior to Accenture, Amy was an international benefits consultant at both Willis Towers Watson and Mercer as well as an underwriting consultant on US domestic employee benefit plans at Gallagher Benefit Services. Amy has a bachelor's and master's degree in mathematics from Loyola University Chicago. She also holds the Global Professional in Human Resources (GPHR) designation from the HRCI.



Silvina Besada, *Risk Management Director, Globant*

Silvina has an extensive trajectory in executive positions, in global companies. Certified Public Accountant (CPA) with more than 25 years of experience. Strategic and financial management position in the Oil & Gas industry and Technology companies.

She is in charge of the Risk Management position at Globant (GBNT: NYSE), taking care of Corporate insurance and Benefits, encompassing Medical plans and Life Insurance for more than 25,000 globers around the world. During her career, she has been working in HR positions, Risk Management and, immersed in ESG & TCFD.



Anna Conti, *Director, Global Benefits, Avnet*

Anna is the director of Global Benefits at Avnet, Inc. where she has worked on the Benefits team for the past 14 years. Avnet, Inc. is a global technology distributor and solutions provider with 15,000 employees in 49 countries, headquartered in Phoenix, Arizona. Avnet has spent the last several years transitioning from a regional HR organization with multiple entities within countries to a globally coordinated organization. Defining Avnet's global benefits strategy and governance process and harmonizing benefits by country has been Anna's primary focus throughout this transition. She also manages Avnet's global well-being program, Thrive@Avnet. She has a bachelor's degree from her hometown university, Arizona State.



Dianna Anderson, *Chief Executive Officer, Cylient*

Dianna is the CEO of Cylient, and the creator of Cylient's unique approach for instilling Change-Able® coaching cultures. The Coaching in the Moment® approach that Dianna created has enabled thousands of people, worldwide, to integrate coaching approaches into any conversation with anyone, at any time, to build connections and co-create new ways of thinking and working together. Forbes calls Dianna a pioneer in the creation of coaching cultures. She recognized the transformational power of coaching as a leadership style in the early '90s when she began her coaching career. Dianna co-authored Coaching that Counts, a widely recognized source for the business case on coaching in organizations. Dianna is one of the first graduates from Coach University and a founding member of the International Coach Federation. An accomplished speaker, Dianna addresses professional groups internationally on coaching-related topics. She taught coaching at the graduate level at Drake University, and she received her MBA from the Ivey School of Business in Canada.



Luis Benitez, *Mountain climber and motivational speaker*

Throughout his career, as a professional mountaineering guide, Luis has managed expeditions on some of the most remote peaks in the world. He has summited the top of the famed "Seven Summits" a cumulative 32 times, including being a six-time summiteer of Mt. Everest.

At the start of his career, Benitez spent a decade managing the well-established leadership development school, Outward Bound Professional in Colorado. Luis has also served as the COO and Director of Operations for Adventure Consultants, a highly respected New Zealand-based global expedition firm with a long and storied history of leading trips on Mt. Everest that was featured both in the book Into Thin Air and in the movie Everest. Benitez has reported from Mt. Everest for ABC-TV News and has filmed segments for National Geographic on Mt. Everest. Some of his most rewarding work has been to help create the internal university for Vail Resorts, focusing on leadership development for every level of employee.

Benitez also helped create the nonprofit Trekking For Kids, which focuses on service-based expeditions allowing participants to climb and trek while teaching them about local issues like housing and healthcare for disadvantaged youth around the world. Benitez was also a founding partner for Warriors to Summits, a nonprofit focusing on serving returning Veterans by connecting them with the outdoors.

Throughout all of this, Benitez has served as an adjunct professor in Ecuador and Chile for the Wharton School of Business at the University of Pennsylvania.

Benitez holds a professional mountaineering guide accreditation with an Honoris Causa from Colorado Mountain College in Outdoor Recreation Leadership and Avalanche Science and an Executive MBA from the University of Denver (DU) with an emphasis certification for behavioral sciences and public policy from Harvard University's Kennedy School of Government.



Anne Skare Nielsen, *Futurist and motivational speaker*

Anne is a Danish futurist, lecturer, author, and partner in Universal Futurist. She is one of Scandinavia's leading futurists, spreading hope and enlightenment through keynotes, writings, radio shows, and tv programs. She is both a tornado that can lift you up and broaden your horizon as well as the calm eye of the hurricane, that brings peace to the mind and nurtures the ability to zoom in on your preferred future. Anne helps companies and individuals predict and make the best of the future by working with radical change and transformation of mindset. She is in high demand as a lecturer and provocateur all over the world, but her heart lies with the people who "can & will": those who are passionate about what they do and believe that dedicated work will make all the difference.

Anne holds a bachelor's in biology and a master's in political science from the University of Copenhagen. She is the author of the Danish book "En linedans fra ide til succes", and she was a news anchor at "NewScience" at TV 2 News, a Danish TV channel.



Avneet Kaur, *Head of Advisor & Specialty Practice, EMEA, Aon London*

Avneet leads Aon's Advisory and Specialty Practice across EMEA. Avneet and her team advise clients on Next Gen benefits, people risk solutions, talent attraction and retention, ESG, wellbeing, DE&I, digital health solutions, alternate finance strategies, disease management, & cost mitigation etc. On the global level, she is the co-lead of Aon's Global wellbeing proposition and key part of Aon's global clinical group.

In her past consulting role, Avneet was working with Mercer as an APAC regional consultant advising large corporates on health and wellbeing strategies. She has experience in the digital health space and led global product development in a top fortune 500 organization, and she also has also worked on projects in Africa, focusing on driving private donor healthcare investment strategy to achieve health equity.

Avneet is a clinician with international experience in the global healthcare landscape She has lived & worked in 4 different countries across the globe and has delivered client projects across 20+ countries.



Stephen James, Senior Global Benefits Consultant, Lockton

Stephen has over 15 years of international consulting experience, providing consulting expertise to multinational corporations in a broad range of global issues, including benefit audits and benchmarking, global benefit design strategy, M&A due diligence and post-close harmonization and implementation, as well as the valuations of international pension plans and global accounting coordination.

In particular, Stephen is an expert on the use of multinational pooling arrangements and the use of a captive for financing insured employee benefits. He has advised and assisted numerous clients from the initial feasibility stage in pooling and/or captive assessment, through to the strategic implementation and subsequent ongoing management of arrangements.

Prior to joining Lockton in 2020, Stephen worked at Mercer and Towers Watson, working in London, Brussels, and Melbourne.

Stephen has a Bachelor of Science (BSc) in Mathematics and a first class honors degree in Commerce (BComm(Hons)) majoring in Finance, from the University of Melbourne in Australia.



Dieter Gistelincx, Managing Consultant & EMEA Growth Leader, Multinational Benefits & Human Resources Consulting, Gallagher Benefit Services, UK

Dieter has over 20 years of international benefits experience. He has held senior positions at multinational pooling networks and large global consultancies, such as Insurope where he was Director EMEA and more recently as Head of GBM Sales & Development EMEA at Willis – Towers Watson. During his career he has worked with many European mega-multinationals in Belgium, UK, France, Germany, Italy, Spain and the Nordics and across all areas of global benefits management.

Dieter is based in Brussels and as a Managing Consultant in the Multinational Benefits & Human Resources Consulting Practice is responsible for the development of the Gallagher Human Capital and Global Benefits Management solutions including the design, financing, delivery and central oversight for our multinational clients across EMEA.

Dieter is a frequent speaker at multinational pooling network panels and industry events. He is a recognized industry subject matter expert on benefits financing. He holds a diploma from the university of Malaga, Spain. Having lived and worked in 4 countries, Dieter is fluent in Dutch, French, Spanish, English and Finnish.



Valentina Rocchi, Senior International Benefits Director, Willis Towers Watson

Valentina is a Senior Director in the Global Services and Solutions practice at WTW, who advises HQs of multinational companies. She is a subject matter expert for GSS in global wellbeing and fair benefits. Valentina provides strategic benefit advice to global companies in global wellbeing and fair benefits. Over the years she has worked on a variety of different areas of global benefits including M&A PMO and benefits harmonization; global actuarial and retirement strategy; solutions for internationally mobile employees; and benefit financing.

Valentina has a specific interest in wellbeing. She supports clients on a range of different wellbeing projects; from defining global wellbeing principles and values; to implementing the global strategy across countries; developing a measurement and reporting strategy; and more tactical solutions including provider reviews. She also has extensive knowledge of the wellbeing provider market – locally and globally.

Valentina is a Fellow of the Institute and Faculty of Actuaries in the UK and holds a First Class Honors Degree in Physics and a PhD in Geophysics from University College London.



Dr. Lorna Friedman, Senior Partner, Mercer

Dr. Lorna Friedman is a Senior Partner with Mercer Marsh Benefits and leads Health Transformation and Sustainability. Lorna has extensive experience designing health solutions for multinational employee populations including risk analysis, operational and benefit design, onsite and digital delivery. Previous roles include; Director of Health Benefits for Bupa Global based in London, where she oversaw health and network operations across 90 countries. Prior to that, she was a Partner in Mercer's Global Health Management practice from 2010-15, working with organizations on their global health strategies. Her business career includes over 20 years at both domestic and international health plans including CIGNA and CIGNA International.

Lorna trained in Pediatrics at The Children's Hospital of Philadelphia. She has held academic and teaching positions at University of Pennsylvania and Cornell Medical College and received an MBA from Columbia University. Lorna has published and presented on issues regarding public health including the World Economic Forum, HLTH conference, The Institute of Medicine, The Agency for Health Care Quality and Research and the International Aids Conference. She has served on several boards with a focus on improving access to health including the Global Business Group on Health, BluePrint Health Tech Accelerator, The American Council on Exercise and the March of Dimes. In 2021 she was named Health Care Consultant of the year by Consulting Magazine. She is a certified human center designer by IDEO and is currently completing a Masters in Social Innovation and Sustainability at the ILO in Turin.



Erik Häggblom, Chief Executive Officer, Tribaldata

Erik is the CEO and co-founder at Tribaldata, delivering more sustainable digital marketing for brands. He has 22 years of experience leading agencies in the marketing services industry, 14 of them at the Dentsu Group, the last as CEO of Media Agency Carat. Erik holds a Master Science in International Business by the Gothenburg School of Economics and Commercial Law, Executive MBA by Instituto de Empresa and various courses at Harvard Business School and Singularity University.



Camilla Sunesen, FVP, Concepts- and Health Development, Danica Pension

Camilla leads a team of business developers and senior specialists, developing Danica Value propositions and strategic initiatives within product- and service innovation, profitability, digitalization, sales, and service. She is also the spokesperson on Health areas.

Prior to joining Danica Pension, she has almost 12 years of experience working for Codan in Denmark. In 2014, Camilla was selected among five Danes to participate in the RSA Fast Track Global Emerging Talent Program.

Camilla holds her degree from Copenhagen Business School.



Ida Gaarde Andersen, Lead Strategy Business Partner – Health, Danica Pension

Ida is an experienced Health Care Manager with a demonstrated history of working in the health sector in the insurance industry.

Prior to joining Danica in 2018, she held healthcare and prevention management roles in SEB pension, Skandia, and Topdanmark.

She holds a Cand.mag. from Copenhagen University.