



REGISTRATION NOW OPEN!

The IBIS Academy will bring its unparalleled blend of education, leadership discussions, and networking opportunities to Edinburgh, Scotland in 2012.

THREETRACKS

7-11 May IBIS Institute Track

9-11 May IBIS Conference Track

7-9 May GPHR Prep Track

# THE IBIS ACADEMY

7-11 MAY 2012 • THE BALMORAL, EDINBURGH, SCOTLAND

*"THRIVING IN CHALLENGING MARKETS"*



The most prestigious and longest-running HR conference on international benefits in the world

SPONSORED BY:



*"Having so many international professionals together provides an excellent forum to foster learning and the sharing of experiences."*  
– Scott McGillivray, Total Rewards Manager, Irdeto

# THE IBIS ACADEMY

7-11 MAY 2012

"Thriving in Challenging Markets"

## IBIS Conference Track *(our 42nd year!)*

9-11 MAY 2012

Three days of knowledge sharing and networking for global benefits veterans, including regional trends and developments in an invigorating symposium experience. Exposure to key regulators for industry leadership discussions.

Registration: €1,500



### TOPICS INCLUDE:

Emerging markets  
Employee incentive programs  
Global mobility  
Health and wellness  
Total rewards strategy & implementation  
Regional challenges

### RECOMMENDED FOR:

Experienced international HR professionals and solutions providers

*"Good mix of timely, relevant information. Exposure to topics that aren't always covered elsewhere, particularly in the U.S"*  
— 2011 IBIS Conference Attendee

## SESSION HIGHLIGHT

### AROUND THE WORLD IN 80 MINUTES!

Regional benefits experts from 8 different countries/regions assess the changes of the past 12 months and give us a glimpse of what is to come.

## PRESENTER SPOTLIGHT

### Tami Graham

Director of Global Benefits Design  
Intel



We know that the root causes for increasing healthcare costs are the same across the globe — low consumer engagement; unmanaged, chronic disease; broken delivery systems; and payment models driving the wrong behavior by patients, providers, and payers.

Intel isn't just waiting for healthcare cost escalation to continue to bite at its businesses — the company is taking action.

Learn how Intel has used its global resources and key insights around the globe to launch a groundbreaking system in its own company. Tami Graham, Director of Global Benefits Design for Intel will lay out a revolutionary new model that could become the blueprint for true health care reform on a global scale. Most of the requirements for the new model will be finalized in time for IBIS Academy, and Graham will share its origins and successes.

## IBIS Institute Track

7-11 MAY 2012

Five-day accredited educational program providing core knowledge and skills.

Registration: €2,250

### TOPICS INCLUDE:

Cross-border solutions  
Expatriate assignments  
Mergers & acquisitions  
Multinational pooling  
Pensions & retirement  
Statutory benefits



### RECOMMENDED FOR:

HR professionals with new international responsibilities

*"It was the first time I saw a session on pension fund expensing given in simple terms. A very comprehensive approach."*

— 2011 IBIS Institute Attendee



## GPHR Prep Track *(new in 2012)*

7-9 MAY 2012

Looking to enhance your global HR knowledge? This comprehensive three-day program focuses on key content appearing on the GPHR\* certification exam. Get the necessary knowledge, skills and perspective to be successful in this worldwide market with the SHRM Global Learning System. This track can be combined with the IBIS Conference Track.

Registration: SHRM® GPHR Prep Track - €1,150  
GPHR Track + IBIS Conference - €2,000

### RECOMMENDED FOR:

- HR professionals with international and cross-border responsibilities who have at least 2 years of exempt-level HR experience
- PHR- and SPHR-level professionals seeking to supplement their certification to an international level

\*Global Professional in Human Resources



## The Balmoral Hotel

With its iconic clock tower, central location, and world-class reputation, the Balmoral Hotel is a fitting venue for the IBIS Academy in Edinburgh, Scotland. Special rate for bookings placed through 26 March 2012.

Register at [www.ibisacademy.com](http://www.ibisacademy.com)

**REGISTER TODAY at**  
[www.ibisacademy.com](http://www.ibisacademy.com)



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