



ASPIRE

BEYOND THE BUBBLE

PEOPLE PAVILION 

EXTENDING THE EMPLOYEE LIFECYCLE:

EXPERIENCES IN THE KRAKÓW MARKET

Ewa Szalewska
HEINEKEN



Dominika Nawrocka
HEINEKEN







Extending the Employee Life Cycle

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HEINEKEN Global Shared Services

EMPLOYEES 2021

MANAGERS 458

OPEN RECRUITMENTS 641

RECRUITMENT PLANS 400

TEAM LEADERS 139

INTERNAL RECRUITMENTS 231

HEINEKEN Talent Experience



Key market challenges

- * Acquisition of highly specialized experts
- Building employee engagement, especially across generations
- Engaging employees in hybrid and fully remote work environments
- Creating an inclusive organization across culture, gender, and generation
- Developing an organizational culture rooted in core values
- Defining modern leadership and providing daily support for leaders
- Balancing pay transparency and equality with the pressure for salary increases
- Managing transformation, restructuring, and change within companies
- Implementing wellbeing programs focused on mental health and burnout prevention

Our Panelists



Daria Plona-Gala

Senior Manager
HR BP



Adam Seoudi

Global Reward
Manager



Katarzyna Kwiatek

Global HR
Business Partner



Ewa Szalewska

People Function
Head



Domi Nawrocka

Communications
& EB Manager





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THANK YOU
