

HumanResources **EMPLOYEE BENEFITS ASIA**

**29 OCT 2020 •
THE MIRA HONG KONG**





Employee Benefits Asia 2020 Hong Kong

Building Benefits Where they Matter for Business Recovery in the Post Pandemic Economy

Agenda

8.30 am	REGISTRATION AND WELCOME REFRESHMENT
9.00 am	OPENING REMARKS <i>Robert Blain, Editor, Human Resources magazine</i>
9.05 am	OPENING KEYNOTE: WHAT CORONAVIRUS OUTBREAK COULD MEAN FOR THE NEW WORK ARRANGEMENT AND BENEFITS STRATEGIES <p>The coronavirus outbreak is a wake-up call for companies to carefully review the strategies, policies, and procedures they have in place to protect employees and operations in this and future epidemics. While more employee protection measures are being encouraged and enforced across the globe, the switch to remote work is on the fast track for many in the workplace. Will this outbreak become a catalyst for a systematic change in companies' work structuring, arrangement and benefits strategies to supplement the traditional employment structure by a more flexible, adaptable and cost-effective model and compensation strategies? How can HR leaders prepare for this change to equip their organisations to transform permanently?</p>
9.45 am	SPOTLIGHT: CREATING A HOLISTIC WELLBEING INITIATIVE TO FOSTER MORE ENGAGED AND PRODUCTIVE EMPLOYEES <p>The four dimensions of a wellbeing initiative involve physical, emotional, financial and social wellbeing. While most companies nowadays already offer traditional workplace wellness interventions such as disease management health risk assessments, there can be a lot more that modern companies can do to broaden the scope of holistic wellbeing for employees to engage them more, and better. Our speaker will share with us market-leading practices, and the journey their company has gone through and what insights it has to offer.</p> <p><i>Elaine Lau, Chief Corporate Solutions Officer, AIA Hong Kong</i></p>
10.15 am	MORNING NETWORKING BREAK
10.35 am	PANEL DISCUSSION: THE BUSINESS IMPACT OF EMPLOYEE WELLBEING STRATEGIES IN THE POST-COVID-19 WORLD <p>Wellbeing strategies are an intrinsic part of our modern workplace culture. It is becoming even more prevalent after this pandemic crisis. With the rising employee expectations for greater care in holistic wellbeing at work, the benefits of a healthy workforce are manifold. On the other hand, HR leaders are facing business pressures in cost savings. How the employee wellbeing strategies will need to change to effectively address the health care needs of employees in cost containment settings? In uncertain times, creating a strong benefits strategy can help support employees and corporate development now and in the future.</p> <p>Our panel today will discuss:</p> <ul style="list-style-type: none"> • What are the approaches an organisation can take to control health care costs? • How to justify the return of investment of workplace wellbeing interventions in the global downturn setting? • The role of mental wellbeing and resilience in workplace that matters in the business continuity and recovery process. • What should HR leaders expect to change in the new set of employers' duties of care and protection in the near future? <p>Moderator: <i>John Lee, Executive Director of Human Resources, Regional Head of Benefits and Wellness, J.P. Morgan</i></p> <p>Panelists: <i>Dr. Christian Wards, Director of Group Healthcare, AIA Hong Kong</i> <i>Tommy Fung, SVP, Head of Comp & Benefits Asia, Bank of America Merrill Lynch</i> <i>Leo Chan, Director, Human Resources, Microsoft Hong Kong</i></p>
11.15 am	HOW DO ANALYTICS MAKE A DIFFERENCE IN RESHAPING YOUR BENEFITS OFFERINGS? <p>Companies always spent a material amount in benefits but whether such spending and offerings are well perceived by your employees? How can you reassure your benefits offerings are in line with your employee value proposition? Leveraging analytics can help addressing all these issues and managing the expectation and satisfaction of your employees evaluating your benefits package to a customized and contemporary one.</p> <p><i>Ross Hui, Vice President and Head of Compensation and Benefits, Asia Pacific, Moody's Corporation</i></p>
11:45 am	SPOTLIGHT (SPONSORED SESSION) <p><i>Richard Roper, Health And Benefits Leader, Mercer Hong Kong</i></p>
12.15 pm	NETWORKING LUNCH



1.15 pm	<p>SPOTLIGHT: MITIGATING THE LIABILITY RISKS FOR EMPLOYERS IN THE POST-PANDEMIC ERA</p> <p>The pandemic has raised the awareness of hundreds of thousands of employers about their Duty of Care to employees. By this time, WFH should have already been behind us in the current business recovery stage. Yet, when businesses start to operate back to normal, it is just the beginning in the game of Duty of Care. HR leaders will need to assess business operations and workplace safety in order to mitigate liability risks for the organisation. How can HR leaders think ahead in this aspect in order to welcome a whole new set of labor and employment challenges in the post-pandemic era.</p>
1.45 pm	<p>FIRE-SIDE CHAT: A MODERN CHECKLIST OF EXECUTIVE COMPENSATION</p> <p>Planning and negotiating executive compensation is always a sophisticated art. Compared with typical employee benefits, executives often receive additional or supplemental benefits and perquisites. What is the difference of executive compensation nowadays when compared with the past? Is the conversation about executive remuneration getting more complex nowadays? Who are the broader range of stakeholders that HR leaders need to consider in offering an executive package?</p> <p>Co-speaker: <i>Robert Blain, Editor, Human Resources magazine</i> <i>Robert Amos, Head of Executive Compensation, Jardine Matheson</i></p>
2.05 pm	<p>PANEL DISCUSSION: COMMUNICATE EFFECTIVELY TO YOUR EMPLOYEES IN TIMES OF CRISIS</p> <p>Communicating with empathy and authority to your employees are especially critical in the wake of a global crisis like the one we're experiencing right now. In this current recessionary setting, some companies need to implement cost containment measures for business continuity, while some are working tirelessly for business recovery. Market is flooded with both positive and negative information at an unprecedented rate. How can HR leaders make sure there is a good communication here between the employers and employees to not only bring comfort and confidence, but also educated preparedness to equip your employees for any future disruptions?</p> <p>Panelists: <i>Jenny Pong, Human Resources Director, Gammon Construction</i> <i>Philip Lee, Human Resources Director, Asia Pacific, The Clorox Company</i></p>
2:45 pm	<p>GLOBAL DIALOGUE. (WEBINAR): ALIGNING YOUR BENEFIT STRATEGY TO CULTURE TO ACHIEVE ORGANISATIONAL SUCCESS</p> <p>In today's digital economy, transforming your workforce to adapt to the needs to Industry 4.0 becomes critical as organisations deal with the onslaught of technological disruptions. Organisations that are successful in digital transformation are the ones who are able to transform their culture and help their employees align to the organisation's realigned values and purposes throughout the transformation journey. Culture is a vital component in the facilitation of organisational transformation.</p> <p>Alignment of strategic rewards and benefits to the new culture that is needed for Industry 4.0 is an important ingredient to success. When we calibrate our benefits strategy to look at the workplace culture, workplace benefits and other incentives that can motivate and incentive new age workers, we have a good chance of success</p> <p>In this talk, Dr Jaclyn Lee, Book Author of "Accelerating Organisation Culture Change" will share on three to four key ingredients of success needed to transform culture in Industry 4.0. She will share her research work on how companies like Google and Netflix as well as SUTD have been able to champion innovation and breakthroughs in their workplace as a result of good calibration of benefits strategy with organisational culture.</p> <p><i>Dr. Jaclyn Lee (Singapore)</i> <i>Chief Human Resources Officer, Singapore University of Technology and Design</i> <i>Book Author, Accelerating Organisation Culture Change</i></p>
3:15 pm	<p>AFTERNOON RECHARGE</p>
NEW PERSPECTIVE	
3.35 pm	<p>FIRESIDE CHAT: A HUMANE APPROACH TO RESTRUCTURING FOR RECOVERY AND RESILIENCE</p> <p>Given the current impact of the pandemic and the unclear timeframe needed for economic recovery, enterprises around the world are facing serious challenges to their ongoing viability and need to undergo enterprise restructure in response to business downturns, changing nature of the business, new work arrangements and technologies, new investments, mergers and acquisitions, and cost containment.</p> <p>When restructuring results in downsizing and the loss of employment, workers are sent home directly that results in negative impacts in the surrounding community. However, restructuring does not lead inevitably to layoffs or dismissals. What could enterprises do more to adapt to these changes while at the same time protect workers and the company for recovery with solidarity in this extraordinary time of humanity?</p>



4.15 pm FUTURIST CLOSING KEYNOTE: WORKPLACE 2030 - BUILDING RESILIENT ORGANISATIONS IN AN AGE OF DISRUPTION

Futurist Benjamin J Butler will map out the tumultuous 2020s and how organisations can build resilience to take advantage of the opportunities ahead. The world is facing unprecedented change, driven by tectonic shifts in the global economy, geopolitics, culture and the technology of the Fourth Industrial Revolution. AI will profoundly influence the businesses of the future, as much as the introduction of electricity. But that is not all; wave upon wave of change is upon us. Benjamin has studied and forecast change for the last 20 years. He will suggest ways to capitalise on these tectonic shifts including new forms of mindset and learning, new skills and also experimental forms of organisational structure that will re-shape the compensation and benefit strategies of organisations of the future.

Benjamin J Butler

Futurist, Strategist, Philosopher

*Member of Global Future Council on Quantum Computing, **World Economic Forum***

*Futurist, **UN's Resilience Frontiers initiative***

*Futurist Board, **Lifeboat Foundation***

*Member of the faculty of Futurlio, **The European Institute of Exponential Technologies & Desirable Futures***

*Futurist In Residence, **Bridge Partnership***

4.55 pm CLOSING REMARKS

*Robert Blain, Editor, **Human Resources magazine***

5.00 pm END OF EMPLOYEE BENEFITS ASIA 2020