Agenda - Conference Day 1

8.00am / Registration

9.00am / Opening address
Wani Azahar, senior journalist, Human Resources magazine

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ENVISIONING HUMAN RESOURCES

9.10am / Evidence-based practices in HR: What is it? How do you do it? And why should you?
- The meaning and origin of the idea of evidence-based practices.
- Why professional practices in HR need to become more evidence-based and the adoption of evidence-based practices by CIPD and others.
- How you apply evidence-based practices in your work as an HR professional.
- Some common barriers to evidence-based HR and how they can be overcome.
- The personal, professional and organisational benefits of developing an evidence-based practice approach to HR.

Speaker: Rob Briner, professor of organisational psychology, Queen Mary, University of London

10.30am / Coffee and networking break

ALIGNING YOUR TALENT WITH DATA SCIENCE

11.00am / How to amplify human potential with the use of data science
- From talent to performance: awareness, knowledge and application.
- Behaviour change starts with defining reinforcement objectives and determining the desired impact.
- How to use post-training data to create actionable intelligence.
- Actionable intelligence: the role of culture, communication and technology.

Speaker: Dr Raymond Jambaya, lead consultant, learning and development technologies, People Potential

11.30am / Future of HR: building a “win-win” strategy with data science
- The rise of data science in HR.
- Back to basics: how to get started in building a HR analytics function.
- What are biggest barriers and challenges in tying HR analytics to the HR function?

Speaker: Subhankar Roy, executive director, human resources, Asia Pacific, Lenovo

12.20pm / Networking lunch

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SELECTION EXCELLENCE

1.20pm / Future-ready leadership
The forces of technology, demographics and globalisation will dramatically disrupt the world of work. Business leaders have to constantly seek new ways of doing things to remain relevant to their customers and to continue to deliver value. They have to continually anticipate the future, rise to meet these forces and bend them towards the arc of opportunity.

While disruptive forces may bring uncertainties for businesses, leaders can buffer the impact of these disruptions by preparing their companies for the big trends that are unfolding rapidly in their industries. Aside from keeping up with technology, they have to understand what impact these trends will have on employment, talent engagement, leadership development, and organisation learning. In this talk, Dr Thomas Goh will share practical insights on how companies and individuals can prepare for the new business realities and build competitive advantage for sustainable growth.

Speaker: Dr Thomas Goh, chief client officer and managing director, APAC, Center for Creative Leadership
1.50pm / **HR’s role in driving a culture of integrity**
- What is integrity – it’s more than policies and procedures, it is culture.
- Why does it matter – the impact integrity has on organisations and their brand reputation, market values and bottom line.
- What HR can do now – where should we play tactics and strategies?
**Speaker:** Frank Brown, head, HR, global integrity and compliance, TM, OD, global corporate function, Novartis

2.40pm / **The pink elephant in the room – igniting creative collaboration**
- Identify the need for creative collaboration.
- What are the “yes-buts” to creating that collaborative culture?
- How does “learnability” help us become more open collaborators?
**Speaker:** Marako Marcus, managing consultant, Right Management

3.10pm / **Coffee and networking break**

THE NEW AUGMENTED WORKFORCE

3.40pm / **Marketing learning and talent initiatives in a noisy world**
Technology and social media means that we are all connected 24/7. If we want to succeed with our learning and talent initiatives, we need to start thinking like marketers. We need to cut through the noise to make these initiatives irresistibly appealing. This fast paced session will help talent leaders:
- Identify our employee’s hidden needs and craft solutions that are compelling.
- Utilise human psychology principles to run captivating campaigns.
- Create content that will engage, inspire and move people to action.
**Speaker:** Sushma Panikker, director of leadership development and talent management, Emaar Hospitality Group

4.20pm / **Evolution of technology, AI and robotics: building a differentiated employee experience**
- Aligning business objectives and organisation functioning to talent initiatives.
- Building an inter-connected synergistic ecosystem of talent.
- Adoption of blockchain to HR process validation to avoid data security breaches.
**Moderator:** Sushma Panikker, director of leadership development and talent management, Emaar Hospitality Group
**Panellists:**
Frank Brown, head, HR, global integrity and compliance, TM, OD, global corporate function, Novartis
Rob Briner, professor of organisational psychology, Queen Mary, University of London
Gaurav Hirey, group director, human resources and talent development, Teledirect

5.00pm / **End of day one**
Agenda - Conference Day 2

8.00am / Registration

9.00am / Opening address
Wani Azahar, senior journalist, Human Resources magazine

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BUILDING YOUR TALENT PIPELINE

9.10am / Building a robust pipeline of future-ready authentic leaders through focused investment and a holistic approach
• Transforming leadership using experiential learning with an emphasis on self-awareness and organisational alignment.
• Leveraging leadership to seed a culture of feedback and coaching through the organisation to drive business results.
• Creating clarity of direction and purpose to boost employee engagement.
• Evolving technology to reinforce, rather than replace critical managerial processes.
Speaker: Alastair Procter, global chief human resources officer, IPG Mediabrands

10.00am / How do leading multinationals build and sustain their talent pipeline?
• Building an all-inclusive workplace that leverages on diversity and empowers employees.
• Challenges of managing a globalised workforce in today’s inclusive environment.
• Enhancing the global learning and leadership to support the talent pipeline.
Moderator: Padmashree Santosh, associate director, talent and development, South APAC, Merck Group
Panellists:
Rahul Kalia, regional HR business partner (head of HR), Asia Pacific and Japan, crop science division, Bayer
Alastair Procter, global chief human resources officer, IPG Mediabrands
Madeleine Price, head of talent management, diversity and inclusion, Asia, Manulife Financial
Gary Lee, global head of leadership and organisational development, Sivantos

10.50am / Coffee and networking break

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ENHANCING ORGANISATIONAL PERFORMANCE

11.20am / HR: The shoeless child
• Why is HR talent a shoeless child?
• Building a structured approach to develop HR talent.
• What would the next steps be?
Speaker: Selena Huynh, deputy chief executive officer, Institute for Human Resource Professionals (IHRP)

11.40am / How to streamline the talent life cycle by applying a data-centric approach
• How do people analytics help organisations gain greater insights into the capabilities of their workforce on a global scale?
• Leveraging on people analytics to optimise talent management spend and track KPIs.
• How did Alstom use HR data analysis to bring the management’s engagement for actions?
Speaker: Eo-Kyung Moon, vice-president, human resources, Asia Pacific, Alstom

12.20pm / Networking lunch
### ADAPTING TO CULTURAL CHANGE

**1.20pm /** Building accurate employee experiences by investing in your organisation culture
- Using design thinking to support change and innovation both structurally and culturally.
- Aligning your employees’ and personal goals with corporate purpose.
- Engage key employees and expand the organisational capacity using cognitive diversity.
**Speaker:** Merle Chen, chief talent officer, The Lo & Behold Group

**2.05pm /** Leading change: More women in your workforce means stronger business results
- How do you increase female representation in leadership roles?
- Ensuring equal compensation irrespective of gender and generational segregation.
- Eliminating unconscious bias as an implicit association in relation to race or gender.
**Speaker:** Chhaya Dhar Sinha, director, inclusion and diversity, people operations and development, LEGO Group

**2.50pm /** Coffee and networking break

### SCALING WORKFORCE CAPABILITY

**3.20pm /** Mastering the talent acquisition transformation – it’s about outstanding people and partners
- Disruption is the new normal.
- Towards our true north – technology that gets our people home earlier.
- Going agile – the how is more important than the what.
**Speaker:** Sebastian Hubert, head of strategy and technologies, global talent acquisition, Siemens

**4.00pm /** Scaling company-wide success in implementing digital initiatives within legacy businesses
- Looking at business growth from a people, process and technology perspective.
- Aligning your candidates’ goals to the organisation’s goals and performance measures.
- Creating processes that adapt to inevitable setbacks and improve solutions in real-time.
**Moderator:** Dr Francis Goh, chief executive officer, HehSed Consulting

**Panellists:**
- Christina Yang, global talent manager, DuPont
- Akshay Trivedi, APAC digital lead, baby, SEA, cross-franchise digital lead, social media operations and creative excellence, Johnson & Johnson
- Norbert Modla, group head, human resources, JF Hillebrand Group
- Sebastian Hubert, head of strategy and technologies, global talent acquisition, Siemens

**4.50pm /** Closing address
**Wani Azahar,** senior journalist, Human Resources magazine

**5.00pm /** End of Talent Management Asia 2018