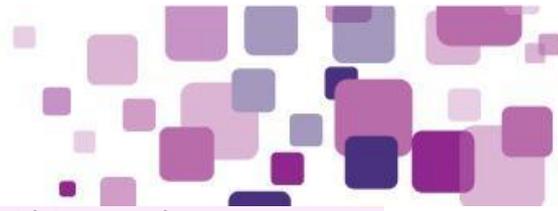




Agenda

Talent Management Asia 2019 Malaysia 26 March Day 1	
7.30am	<p>Registration and welcome refreshments <i>*Please bring along your business cards for registration.</i></p>
8.15am	<p>Welcome address by Aditi Sharma Kalra, Regional Editor, <i>Human Resources</i> magazine</p>
8.20am	<p>Ice breaker Rise and shine folks! Wake up your tired legs with an exciting ice breaking activity that will set the scene before we kick off the conference.</p>
8.40am	<p>Opening team plenary keynote: Drawing the parallel between employee and customer experience</p> <p>In today's world where human influence easily transcends geographical borders with the click of a button, what employees think and say about your organisation is as important as what your clients think of you. The balance of power has undeniably shifted from employers to employees. Together, explore how you can craft a powerful and rave-worthy experience for employees.</p> <p>Speakers: People Development Team from Mah Sing –</p> <ul style="list-style-type: none"> ○ Peter Law, Senior General Manager and Head of People Development and Recognition, Mah Sing Group; ○ Chew Ann Jee, Manager, People Development and Performance, Mah Sing Group
9.40am	<p>Plenary keynote: Innovation – Value, Culture or Process</p> <p>Corporate Culture is a major driver of success in business. A positive culture provides the right environment for employees to succeed through encouraging creativity, innovation and a commitment to high performance. Alternatively, a negative culture can result in attrition of top talent and an environment where ideas and innovation are stifled. During our discussion we will hear from Henry Lee on how leaders in Asia are approaching this challenge and what the best practice is.</p> <p>Join us in a highly engaging session where audience get to share their experience and advice on how to create a positive corporate culture.</p> <p>Speaker: Henry Lee, Managing Director, Culture Forte</p>
10.20am	<p>Rapidfire Case Study: Developing the Millennials and Gen Z with an Integrated Capability Building Platform</p> <p>At a time when job roles are constantly evolving and automation is continuously threatening to change the workforce dynamics, are your employees equipped with the right skills to meet the changing needs? By 2025, about 75% of the global workforce will be Millennials. With Millennials characteristically having shorter attention span, ensuring knowledge retention for employees is going to be a decisive organisational challenge. Do you have a strategy in place to tackle those future challenges?</p> <p>Find out how you can use an Integrated Capability Building Platform to constantly keep your workforce enabled, up-skilled and job-ready.</p> <p>Speaker: Kuljit Chadha, Co-founder and COO, Disprz</p>
10.40am	<p>Networking refreshment break</p>



<p>11.10am</p>	<p>Plenary keynote: Why cloning your leadership genes does not future-proof success</p> <p>In the battle for talent, are you building a leadership pipeline of high-potential clones? Building a diverse leadership pipeline is essential to avoid growth saturation, but in today's VUCA world, maintaining leadership stability is also crucial. Join D Jungle in an illuminating keynote session on how organisations can strike a balance between the two, and thrive amidst rapid changes.</p> <p>Speaker: John L.Y Kam, Chief Executive Officer, D Jungle People</p>					
<p>11:40am</p>	<p>Fish bowl panel: Working towards gender parity into the boardroom</p> <p>Women are under-represented in corporate boardrooms. In Asia? Particularly so. What actions can companies take to bridge gender gap at board level?</p> <p>Moderator: Sharma Kumari, Talent Development Consultant, Step by Stepz</p> <p>Panellist:</p> <ul style="list-style-type: none"> • Norlida Abdul Azmi, Head, Human Resources, HSBC • Nadiyah Tan Abdullah, Chief Human Resources Officer, S P Setia 					
<p>12.20pm</p>	<p>Plenary keynote: Sneak peek into HR and payroll tech of tomorrow</p> <p>Ever wanted to learn more about the HR and payroll tech of tomorrow? Let Gurinder Pal Singh show you a glimpse of the future of HR!</p> <p>Speaker: Gurinder Pal Singh, General Manager, Business Consulting – HCM and Payroll Practice, Ramco</p>					
<p>12.50pm</p>	<p>Networking lunch</p>					
<table border="1"> <thead> <tr> <th data-bbox="177 1218 687 1442"> <p>STREAM 1 LEADING STRATEGIC TALENT MANAGEMENT</p> <p>Chairperson: Adam Abdullah, Independent HR Consultant</p> </th> <th data-bbox="687 1218 1038 1442"> <p>STREAM 2 RIDING THE DIGITAL WAVE</p> <p>Chairperson: Ramya Balakrishnan, Director, People Possibilities Advisory</p> </th> <th data-bbox="1038 1218 1412 1442"> <p>STREAM 3 SMES - TIME TO SINK OR SWIM</p> <p>Chairperson: Heera Singh, Principal Consultant, HEERA Training and Management Consultant</p> </th> </tr> </thead> </table>				<p>STREAM 1 LEADING STRATEGIC TALENT MANAGEMENT</p> <p>Chairperson: Adam Abdullah, Independent HR Consultant</p>	<p>STREAM 2 RIDING THE DIGITAL WAVE</p> <p>Chairperson: Ramya Balakrishnan, Director, People Possibilities Advisory</p>	<p>STREAM 3 SMES - TIME TO SINK OR SWIM</p> <p>Chairperson: Heera Singh, Principal Consultant, HEERA Training and Management Consultant</p>
<p>STREAM 1 LEADING STRATEGIC TALENT MANAGEMENT</p> <p>Chairperson: Adam Abdullah, Independent HR Consultant</p>	<p>STREAM 2 RIDING THE DIGITAL WAVE</p> <p>Chairperson: Ramya Balakrishnan, Director, People Possibilities Advisory</p>	<p>STREAM 3 SMES - TIME TO SINK OR SWIM</p> <p>Chairperson: Heera Singh, Principal Consultant, HEERA Training and Management Consultant</p>				
<p>1.50pm</p>	<p>Knowledge café: Crafting a powerful and compelling employee value proposition</p> <p>What employers expect their employees to value in a job is often a mismatch with employees' true values. How can employers effectively capture the wants and needs of employees and create an employee value proposition (EVP) that resonates with both potential and existing employees?</p> <p>Speaker: Arjuna Raj, Chief Strategy Officer, LittleLives Inc</p>	<p>20-20 case study: Leading the way for digital HR transformation</p> <p>Advanced technology, such as artificial intelligence (AI) and machine learning, have infiltrated HR processes including recruitment and talent analytics. Human capital practitioners must adopt and use digital products, and also "be digital" in their ways of thinking and working. How can companies ensure their teams will ride the digital wave and not be swept away?</p> <p>Speaker: Roslinda Abu Bakar Kellsey, Head of</p>	<p>Knowledge café: SMEs and the fight for survival in a high-tech world</p> <p>In the face of the Fourth Industrial Revolution, there is increasing demand for the workforce to be agile, responsive and digital-ready – but this takes time and money. SMEs, without the benefits of economies of scale, have limited resources to equip employees with the latest skills and tech. But invest in technology they must, or left behind they will be. How can SMEs survive this high cost, high tech world?</p>			



<p>2.40pm</p>	<p>Human Capital & Talent, The Center of Applied Data Science</p> <p>Speaker: Elif Malmqvist, Director, Talentum EQ; and Li Ann Ho, HR Consultant, Talentum EQ</p>		
<p>3.10pm</p>	<p>20-20 Case study: From individuals to teams</p> <p>Talent management strategies and practices usually focus on individuals, but teamwork is the cornerstone of business success and productivity. Isn't it time for us to look at attracting, retaining and developing high performing teams?</p> <p>Speaker: Ng Yat Seng, Head of Talent Management, Synthomer</p>	<p>20-20 Case study: Tapping into the potential of talent analytics</p> <p>Everybody is talking about analytics these days – and in HR, “talent analytics” is THE buzzword. But when it comes to implementing analytics programmes, many companies are still lagging behind. Join us on a journey to transform HR in your company and enhance your team’s predictive analytics capabilities.</p> <p>Speaker: Lim Chee Gay, Chief Human Resources Officer, Teledirect Telecommerce</p>	<p>20-20 Case study: David versus Goliath - defeating the giants in the war for talent</p> <p>Faced with a shortage of skilled talent in Malaysia, SMEs are finding it increasingly difficult to fight the war for talent. In this session, a market-leading SME shares their giant-slaying strategy with us.</p> <p>Speaker: Annie Lim, Human Resources Director, Swagelok Malaysia</p>
<p>3.50pm</p>	<p>Fireside chat: Rethinking the future of organisational design</p> <p>Organisational agility leaves no room for traditional linear hierarchies. Join us as we challenge existing performance management practices and look into innovative organisational designs that are people-centric and better suited for agile and collaborative teamwork.</p> <p>Moderator: Adam Abdullah, Independent HR Consultant</p> <p>Speaker: Elisabeth Melander Stene, Chief Human Resources Officer, Digi</p>	<p>Fireside chat: Developing the workforce in the digital age</p> <p>In a fast-moving workplace, employees need to learn fast and learn constantly. Traditional learning models have been outpaced by self-directed, context-relevant micro-learning models. How can companies leverage on new learning models to develop their employees and achieve their business objectives?</p> <p>Moderator: Ramya Balakrishnan, Director, People Possibilities Advisory</p> <p>Speaker: Shafinaz Jamaludin, Head, Learning & Talent Management, DRB-HICOM</p>	<p>Fireside chat: Preparing SME employees for the workplace of the future</p> <p>SMEs’ employees frequently wear more than one hat and take on a greater variety of responsibilities due to limited resources, whereas MNC employees tend to develop deep expertise and knowledge in specialised areas. Does this model put SMEs at a disadvantage when executing complex tasks in this fast-changing world? And, moving forward, how should SMEs develop their employees?</p> <p>Moderator: Heera Singh, Principal Consultant, HEERA Training and Management Consultant</p> <p>Speaker: Subetra Maruthamuthu, Head of Human Resources, Infinity Blockchain Ventures</p>
<p>4.30pm</p>	<p>Closing remarks and of conference day 1</p>		



Talent Management Asia 2019 Malaysia | 27 March | Day 2

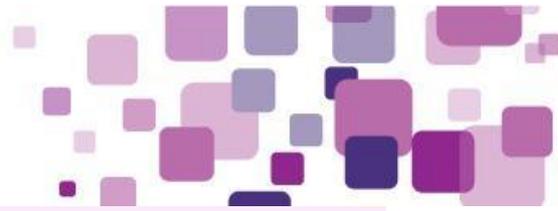
8.00am Registration and welcome refreshments
**Please bring along your business cards for registration.*

<p>STREAM 1 LEADING STRATEGIC TALENT MANAGEMENT</p> <p>Chairperson: Adam Abdullah, Independent HR Consultant</p>	<p>STREAM 2 RIDING THE DIGITAL WAVE</p> <p>Chairperson: Ramya Balakrishnan, Director, People Possibilities Advisory</p>	<p>STREAM 3 SMES: TIME TO SINK OR SWIM</p> <p>Chairperson: Heera Singh, Principal Consultant, HEERA Training and Management Consultant</p>
--	---	--

<p>8.30am</p>	<p>The Solution Room: Handling millennials in the workplace</p> <p>In this fun-filled 90-minute session, you will meet and exchange advice and solutions with a group of people who share similar experience and challenges.</p> <p>Facilitator: LinTze Lynn Ho, Head of Human Resources, Region Asia Pacific, H. Rosen Engineering</p>	<p>The Solution Room</p> <p>In this 90-minute session, you will meet and exchange advice and solutions with a group of people who share similar experience and challenges with the help of the <i>Human Spectrogram</i> – a fun networking game that helps everybody see where they stand on any given topics.</p> <p>Facilitator: Ramya Balakrishnan, Director, People Possibilities Advisory</p>	<p>The Solution Room</p> <p>In this 90-minute session, you will meet and exchange advice and solutions with a group of people who share similar experience and challenges with the help of the <i>Human Spectrogram</i> – a fun networking game that helps everybody see where they stand on any given topics.</p> <p>Facilitator: Heera Singh, Principal Consultant, HEERA Training and Management Consultant</p>
----------------------	---	--	--

10.00am Networking refreshment break

<p>10.40am</p>	<p>20-20 case study: Blurring the boundaries – managing internal and external talents</p> <p>The talent pool in the modern workforce is no longer limited to those on payroll. In this session, learn how to use a unified talent management strategy to manage both internal and external talents including contractors, freelancers and gig workers.</p> <p>Speaker: Sharmeel Kaur, Head Of Human Resources, DHL Asia Pacific Shared Services - Global Finance, Express</p>	<p>20-20 case study: Engaging and managing your talents with a tailored approach</p> <p>HR analytics have made it easy for you to know your employees more than they know themselves. It comes as no surprise that employees today want to be treated like customers and engaged as such. Hear how companies are bringing a personal touch to employee engagement.</p> <p>Speaker: Rasidah Kasim, Group Chief Human Resources Officer, Affin Hwang Investment Bank</p>	<p>20-20 case study: Growing fast and furious: talent management strategies for fast-growing companies</p> <p>Every young company wishes to be in the enviable position of being a fast-growing company – but is rapid growth always a good thing? With a unique set of talent management challenges to mitigate, growth sometimes comes at the expense of the team for companies that are scaling fast. What are some sound talent management strategies that a high-growth company can implement before growth spirals out of control and poisons the lifeblood of the business?</p> <p>Speaker: Alan Cheah, Chief Executive Officer, GoCar Malaysia</p>
-----------------------	---	--	--



11.20am	<p>Fireside chat: Enabling continuous performance management with ongoing corrective feedback</p> <p>Annual and quarterly appraisals have fallen out of favour. There is now a bigger appetite in the workplace for continuous and consistent feedback. HR departments are finding it necessary to implement new, ongoing processes and procedures for feedback, mentoring and goal setting.</p> <p>Moderator: Adam Abdullah, Independent HR Consultant</p> <p>Speaker: Dr. Loo Leap Han, Group Head of Human Resources and Administration, Kota Menara Ufuk</p>	<p>Fireside chat: Picking the best person for the right job</p> <p>Matching the best candidate to the right assignment is key to optimising talents. Are there systems available that track and support high potentials? How are they implemented to measure the success of our appointments?</p> <p>Moderator: Ramya Balakrishnan, Director, People Possibilities Advisory</p> <p>Speaker: Izham Ab Wahab, Head, Group Human Capital, DRB-HICOM</p>	<p>Fireside chat: Developing SME leaders of the future</p> <p>In the workplace of the future, what kind of leader is required to bring SMEs to greater heights? How do we build a sustainable pipeline of digital-ready SME leaders?</p> <p>Moderator: Heera Singh, Principal Consultant, HEERA Training and Management Consultant</p> <p>Speaker: Kenneth Z Tan, Head of Human Resources, Administration and Purchasing, Sunsuria</p>
12.10pm	Networking lunch		
1.20pm	<p>Fishbowl panel: Strategies for managing a multigenerational workforce</p> <p>With baby boomers, Generation X and Millennials all gathered in one workplace and Generation Z soon entering the workforce, companies need to cater to highly varied and contrasting priorities, demands and goals from employees of different age groups. This session will look at how organisations can effectively manage highly different groups of employees and leverage on their varying levels of experience and working styles to drive productivity in the workplace.</p> <p>Moderator: Arjuna Raj, Chief Strategy Officer, LittleLives Inc</p> <p>Panellist: Farid Basir, Chief Human Capital Officer, Telekom Malaysia Nazral Safril Mohammad Sapari, Head, Human Resources & Administration Division, Touch 'n Go Yeoh Sai Yew, Group Director, People Department, VietJet Air</p>		
2.20pm	Networking refreshment break		
3.00pm	<p>Closing plenary keynote: Managing disconnect with confidence – the gift of authentic leadership</p> <p>Employees leave managers, not companies. How do you bridge the widening gap between the adoption and execution of best leadership practices through effective and inspirational people leaders?</p> <p>Speaker: Koljit Singh, Head of Organisational and Cultural Excellence, BASF PETRONAS Chemicals</p>		
4.10pm	Closing address		
4.30pm	End of Talent Management Asia 2019		