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HR IN ASIA CONGRESS 2012

Mandarin Orchard Singapore | 22 & 23 March 2012

Esteemed Speakers:



Daisy Dai
Vice President, Human Resources
WALMART eCOMMERCE
CHINA



Ellen Mai
Regional HR & Corporate Affairs
Director, Asia Pacific
MOËT HENESSY
HONG KONG



Roy Joseph
Head of HR
MAHINDRA &
MAHINDRA
INDIA



Ven Raman
Managing Director,
Southeast Asia
CARL ZEISS



David Heng
Head - Regional
Learning and Capability
Development
CIMB



Dhritiman Chakrabarti
Regional Practice Leader
of Rewards, Asia Pacific
and Director of Talent and
Rewards, Southeast Asia
TOWERS WATSON



Melany Sulaiman
Vice President, HR
& Communications
FCI



Amor Villalon
Regional Director,
Organisation Capability
& Development
FUJITSU



Jennifer Dignam
Head of Human
Resources
TANKER PACIFIC
MANAGEMENT
SINGAPORE



Desmond Tan
Director, Talent
Management
HITACHI DATA
SYSTEMS

The **HR in Asia Congress** is a two-day event packed with practical solutions and examples on how to successfully implement people and talent strategies in Asia. High-calibre HR leaders from world-class organisations in India, China, Hong Kong and Singapore will share their expertise and in-depth knowledge on today's most critical HR challenges in the world's fastest growing region.

Attend this special two-day congress and be better equipped to:

- **Develop** successful talent management strategies in India and China
- **Gain** a better perspective on unique HR challenges in Asia
- **Identify** performance and rewards methods that work in various Asian countries
- **Engage and retain** a dynamic workforce in the world's fastest growing economies
- **Identify** future business and talent challenges in Asia
- **Design** leadership development programme to prepare future Asian leaders

Who should attend?

- CEOs/MDs/Presidents/Line Managers
- Regional VPs/AVPs/Directors/Heads/HR Business Partners/Managers/Executives of:
 - Human Resources
 - Talent Management
 - Recruitment
 - Performance & Rewards
 - Learning & Development
 - Leadership Development

Panel Discussion:

HR in Asia 2012: Trends and Challenges

- HR as effective business partners to drive company growth
- What are HR's talent challenges and how can you win the talent war?

Topics include:

Human Resources in China - Key Partner to Business Transformation

- Strategic talent acquisition to fuel business growth
- How do you maintain organisation balance while handling challenges in high cost inflation, employee expectations and attrition?
- Diversity: Managing a global and local workforce in Asia
- Engaging, retaining and developing Generation Y talents: a critical HR role for business success

Workforce in Asia: Preparing for the Future and Tapping Young Talents in ASEAN Countries

- Led by China, Asian economies are experiencing rapid growth in the last two decades. Economic development and trade integration need to be supported not only by system and structural reform, but by the right workforce
- Despite Asian governments' commitment to higher education and the growing number of Asian young talents, people development takes time. How do you grow and retain key talents?
- Talent war: How can you attract the right talent that your organisation needs? What is your talent management strategy in Asia?
- Identifying and implementing strategies in managing the future workforce of Asia Pacific

Talent Management in India

- How do you attract and retain talent in a very dynamic market?
- Employee engagement and productivity in India: What are the best strategies?
- Developing and implementing effective talent management programmes for high-potential employees
- How can you maximise the full potential of Gen Y?
- What are the HR challenges in India today?

Talent and Reward Implications of Accelerated Growth in Asia

- What are the key drivers of engagement, attraction and retention in Asia?
- Identifying critical HR challenges in Asia and implementing effective talent strategies
- Maximising the strength of local employer brands in attracting high-calibre talents
- How do you deliver rapid career advancement and address increasing expectations of benefits?
- Leadership development in Asia: Grooming future leaders in the world's fastest growing region

Overcoming HR Challenges in Southeast Asia - The Carl Zeiss Way

- Talent acquisition challenges: Low recruiting speed and onboarding process
- Talent hunt: How do you deal with scarcity of talent which is crucial for business growth?
- Innovative ways to manage and retain talented Generation Y employees with the use of career development and performance measurement tools
- Reviewing and streamlining HR processes, tools and KPIs to fit in the organisation's business strategies

HR Challenges and Strategies in China

- Identifying winning HR strategies that work in China
- Case study: How a challenging unit in China was successfully turned around to become one of the top performers and how HR did it
- People management practices: What works and what doesn't?
- HR's strategic role as a growth enabler and people developer in a dynamic economy

Growing Future Leaders in Asia

- Talent management practices in Fujitsu: Current and future direction
- Identifying talent challenges and opportunities to prepare the organisation for future growth
- Evaluating current and future initiatives to effectively build a strong leadership pipeline
- Implementing various leadership programmes to meet the organisation's future needs

Simplifying the Leadership Paradigm

- What are the parallels on leadership? What are the pitfalls and challenges? What works and why did it work?
- Examine and assess the complexities in leadership
- Develop successful strategies to assist people to become leader
- How can organisations identify leaders and provide them with the skillsets they need to become even better leaders?

Executive Talent Management in Asia

More information coming soon

Panel Discussion:

HR in Asia 2012: Trends and Challenges

- HR as effective business partners to drive company growth
- What are HR's talent challenges and how can you win the talent war?

Esteemed Speakers:

WALMART eCOMMERCE CHINA

Daisy Dai

Vice President, Human Resources

Daisy Dai has 25 years of working experience in HR-related fields including consulting service and corporate HR operations. She has in depth knowledge and expertise in Organisation Change and Development, Talent Acquisition and Development as well as Organisation Performance Management. She spent almost 10 years in the FMCG sector as HR VP of Unilever Greater China, L'Oreal China and regional HR of International Nutrition. For nearly another 15 years, she worked in IT-related industries including a consulting role at Accenture. She also served as Admin VP in Taobao.com managing HR, admin, legal, IT and corporate affairs functions.

MAHINDRA & MAHINDRA

Roy Joseph

Head of HR

Roy Joseph started his career at the shop floor level in Industrial Relations with Bata India Ltd, and spent the first 9 years in hard core industrial relations. Thereafter he moved to Management Development and Corporate HR with Hindustan Unilever. In a span of 25 years, he has assumed leadership positions with Diageo as VP HR, British Oxygen Company Ltd as VP HR and HSBC, VP HR & Learning & Development, among others. Roy's extensive OD expertise brings with him strategic orientation coupled with diagnostic skills at a very high level. With quick grasping power and the ability to arrive at insights and issues underpinning the core areas quickly, he makes an ideal process facilitator. He has the ability to design programmes and interventions and has run several training programmes both in India and abroad.

FCI

Melany Sulaiman

Vice President, HR & Communications

Melany is currently the VP Human Resources & Communication of FCI. Her main responsibilities include strategic and HR business partnering for FCI Electronics division covering three regions: Europe, Asia and Americas. Prior to her global appointment, she was the HR Director for Asia region with strong focus on China. She spent more than three years working in South China and was recently involved in M&A activities taking place in the region.

CIMB

David Heng

Head - Regional Learning and Capability Development

As Head of CIMB's Regional Learning and Capability Development team, David established the CIMB-ASEAN Academy for developing ASEAN talents. He currently leads the Commerce Leadership Institute which is responsible for leadership initiatives of key talent pools across the organisation. David has vast experience and knowledge in and his past positions include Associate Dean, Global Leadership Fellows Programme at World Economic Forum and Head- Organisational Excellence Unit at Singapore Economic Development Board.

HITACHI DATA SYSTEMS

Desmond Tan

Director, Talent Management

Desmond has extensive experience in Human Resources & Organisational Development initiatives both in the United States and Asia. He was involved in providing consulting advice on a wide range of HR initiatives ranging from Change Management, Organisational Development & Design, Succession Planning, Talent Management, Competency Assessment, Training & Development programmes to all aspects of general and executive levels including design of succession management frameworks. He has also worked as an executive coach, working with senior leaders in various organisations on achieving their peak performance.

MOËT HENNESSY

Ellen Mai

Regional HR & Corporate Affairs Director, Asia Pacific

Ellen Mai has over 20 years of experience in Human Resources, primarily in the consumer goods industry. As the Regional HR and Corporate Affairs Director of Moët Hennessy Asia Pacific based in Hong Kong, Ellen is responsible for Organisation Development, Talent Management, Training and Development, Compensation and Benefits, Employee Relations and other key HR initiatives in Asia, Japan and Australasia markets. She has been managing the Asia Pacific region for the past 10 years. She is responsible for devising HR strategies to support the company's business needs in the region.

FUJITSU

Amor Villalon

Regional Director, Organisation Capability & Development

Amor is a seasoned HR practitioner gained in multinational organisations such as Colgate Palmolive, James Hardie, Wyeth (now Pfizer) and Microsoft. With a proven track record in conceptualising and designing innovative HR programmes, Amor is passionate about people and results. She is adept in Talent Management, Leadership Development, Executive Coaching, Performance Management, Change Management, HR Business Partnering and Employee Engagement. Amor has consulted and facilitated in more than five countries, partnering with various organisations in private and public sectors. She has also lectured in numerous management subjects in various parts of the region and is currently an internal Facilitator for Fujitsu's Global Leadership Program.

CARL ZEISS

Ven Raman

Managing Director, Southeast Asia

Ven Raman is the Managing Director of Carl Zeiss S.E. Asia, overseeing all aspects of Carl Zeiss' operations and expansion in the region. He joined Carl Zeiss in 1994 as Sales Manager- Carl Zeiss Malaysia before being appointed as Regional Manager for the Medical Business Group in S.E. Asia and India. Raman was appointed as the Managing Director of Carl Zeiss India in 2002. In 2005, he was appointed as Managing Director of Carl Zeiss S.E. Asia and India.

TOWERS WATSON

Dhritiman Chakrabarti

Regional Practice Leader of Rewards, Asia Pacific and Director of Talent and Rewards, Southeast Asia

DC has more than 16 years of experience in consulting. He has built and led practices on Performance & Total Rewards at country and regional levels. He has also worked in several countries including the US, China, Malaysia, Singapore and India. DC has worked with a diverse set of industries but more recently he assisted major clients in banking/ financial services, consumer products, diversified conglomerates, manufacturing, petrochemical/ petroleum, pharmaceuticals, and telecommunications. He is also a frequent speaker on issues related to executive and board of director compensation, corporate governance issues, performance measurement/ performance management, and performance linked compensation.

TANKER PACIFIC MANAGEMENT SINGAPORE

Jennifer Dignam

Head of Human Resources

Jennifer currently heads the HR Department of a privately owned shipping organisation in Singapore for three of their businesses. She is a Senior Consultant with over 20 years of experience in Organisational Development, Learning and Human Resources. She has worked in senior management roles in both private enterprise and the public sector being responsible for all areas of human resource and learning and development and is a talented and creative strategist, researcher, writer and facilitator achieving required organisational outcomes through the use and practical application of theoretical frameworks.

Order Form

Please reserve _____ seat(s) at **HR in Asia Congress** on Thursday and Friday, 22 & 23 March 2012 at Mandarin Orchard, Singapore.

- 22nd & 23rd March 2012
 Early Bird Special: S\$699 + GST (For registration and payment received by 7th March 2012) S\$1,699 + GST thereafter
- Regular Fee: S\$1,699 + GST (For registration and payment received after 7th March 2012)
- 10% off for group bookings of 3 or more

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 Position _____
 Email _____

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Name _____
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Registration includes: presentations, luncheons, networking sessions, refreshments and delegate pack

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Signature _____

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