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## STRATEGIC SUCCESSION PLANNING CONGRESS 2012

Mandarin Orchard, Singapore | 16 February 2012

### Esteemed Speakers:



**Tina Sharma**  
Assistant Vice  
President,  
Business Human  
Resource  
STATE BANK OF  
INDIA



**Lyndsay Potts**  
Managing Director  
POTENTIA  
CONSULTING  
GROUP



**Eddie Lee**  
Head of HR  
XILINX



**Lim Fang Chien**  
Head of Learning  
and Development,  
Asia Pacific  
BARCLAYS  
CAPITAL

Joint Presentation



**Abu Amin**  
PwC Saratoga Asia-Pac  
Leader  
PRICEWATERHOUSECOOPERS



**Thorsten Barth**  
Director, Advisory People  
& Change  
PRICEWATERHOUSECOOPERS

**Strategic Succession Planning** is an intensive one-day congress packed with case studies and practical solutions on how to effectively implement succession planning and career development strategies. Gain valuable insights from HR experts on how you can use these talent strategies to retain and engage your key talents, drive business performance and groom future leaders.


Attend this special one-day event and learn from HR leaders on how you can:

- **Manage** your talent risks and provide multiple career opportunities for high-potential employees
- **Design** effective career roadmaps to engage and retain employees
- **Ensure** business continuity by identifying the right leadership pipeline for your organisation
- **Align** your talent management and retention strategies with realistic career development plans
- **Develop** a sustainable succession planning framework
- **Build** strong mentorship programmes with senior management to prepare future leaders
- **Identify** key future business and talent challenges and develop strategies to fill the talent gaps
- **Prepare** an effective onboarding programme to ensure a successful transition for new leaders

### Who should attend?

- CEOs/MDs/Presidents/Line Managers
- VPs/AVPs/Directors/Heads/HR Business Partners/Managers/ Executives of: Human Resources, Talent Management, Succession, Planning, Learning & Development, Leadership Development, Employee Engagement

### Plus: Interactive Panel Discussion

- Charting career paths for high-potential employees
  - Gen Y: Multiple routes in a career journey
  - Succession planning in Asia: Sustaining the leadership pipeline and retaining key talents
- 

## Topics include:

### **Developing Tomorrow's Superstars: Using human capital diagnostics to measure succession planning and leadership pipeline**

- What are the key business and talent challenges you expect to face and what are you doing to address them within the current year, next year and over the next three years?
- Do you have an integrated succession planning in place and how confident are you that it is on track to deliver?
- Does your organisation have the right leadership pipeline to realise growth opportunities?
- How can HR analytics give you the key competitive advantage your organisation needs to stay on top in the competition for talent and ensure effective succession planning?

### **Mentoring and Succession Planning: A key business agenda**

- Matching the right mentor and mentee is a complex challenge - what are the factors to consider in finding the right fit?
- Identifying effective mentoring strategies and determine which suits the candidate best
- HR and senior management: How can they implement a successful mentoring programme together?
- Understanding your employees' needs and career goals, and determining the skills and competencies they need for career progression

### **CEO Succession Planning**

- Vetting and selecting potential successors
- HR's role in the CEO hunt: How can they contribute in finding the next leader?
- Aligning succession planning with overall business strategy and performance
- Identifying important leadership competencies needed for business continuity
- Executive onboarding: How can the new CEO succeed in his role?

### **How Can Succession Planning Succeed?**

- How do you determine the readiness of a candidate?
- How can you fill the big talent gap between current and future leaders?
- Implementing effective talent assessment and profiling methods to determine the right successors
- How can you prevent unplanned departures during plan implementation?
- Identifying critical factors of a sustainable succession planning framework

### **Developing First-Time Managers**

- Effective training programmes for first-time managers
- Managing career transitions effectively
- How can first-time managers succeed in their new roles?
- Onboarding process for first-time managers

## Esteemed speakers:

### STATE BANK OF INDIA

Tina Sharma

*Assistant Vice President, Business Human Resource*

Tina Sharma has an MBA in HR with over 10 years of experience as HR Generalist in various industries. In her current role as Assistant Vice President, HR with State Bank of India, she is responsible for strategic HR which includes succession planning, training, recruitment and selection, compensation and performance measurement. Through her experiences, she has acquired specialist knowledge in areas such as performance management, policy designing and strategic resource planning. Prior to joining State Bank of India, Tina has worked in various industries ranging from shipping to healthcare.

### POTENTIA CONSULTING GROUP

Lyndsay Potts

*Managing Director*

Lyndsay is Managing Director of Potentia Consulting Group for Singapore and Thailand. He has over 16 years of experience in corporate and consulting HR in Asia Pacific. Most recently, he was the Regional HR Director for Afton Chemical and Regional HR Director for Mundipharma - both US multinationals. A business psychologist by background, he holds a Masters of Organisational Psychology from the University of Western Australia.

### PRICEWATERHOUSECOOPERS

Thorsten Barth

*Director, Advisory People & Change*

Thorsten has more than 14 years of professional experience in HR Consulting and has worked for many international organisations helping them in defining and executing their People strategy and implementing leading HR programmes on a global scale. He currently leads the People & Change competency team in Singapore and holds responsibility for the PwC HR Analytics offering for the AsiaPac region. He has worked on various PwC thought leadership publications around people and talent topics. On a regular basis, Thorsten conducts CEO roundtable series and engages CEOs from various companies in Singapore in talent-related discussions.

### PRICEWATERHOUSECOOPERS

Abu Amin

*PwC Saratoga Asia-Pac Leader*

Abu is a Senior Manager at PwC and has 6 years of human capital consulting experience. He leads the PwC Saratoga Centre for the APAC region, managing a team based in Singapore focused on human capital analytics consulting and research. As part of this, he is also responsible for coordinating efforts for a virtual regional network covering 11 territories and over 20 countries. He is a subject matter expert in performance management and analytics, with particular focus on human capital, talent and HR effectiveness. Abu is a regular contributor to PwC thought-leader reports and articles. He currently leads their research initiative on Key Human Capital Trends in Asia-Pacific.

### XILINX

Eddie Lee

*Head of HR*

Eddie currently oversees the full spectrum of HR functions for Xilinx Singapore and leads the Compensation & Benefits and Organisational Development functions for APAC region. His responsibilities include managing talent acquisition of senior positions; developing and executing against a talent strategy that is based on the business plan; and continuously assessing leadership development and team development efforts to improve organisational excellence and enhance employee engagement. Prior to his current role, Eddie was the Head of HR at Singapore Turf Club.

### BARCLAYS CAPITAL

Lim Fang Chien

*Head of Learning and Development, Asia Pacific*

Fang Chien is responsible for the Learning & Development function in Barclays' Asia Pacific operations. His key role is to build organisational capability, engaging staff in career development and strengthening the leadership bench. He has over 20 years experience in Human Resources and Learning & Development. His passion lies in pioneering L&D work, where he helped set up the learning departments of various MNCs. Prior to that, he was with Deutsche Bank where he was responsible for Compliance Training in the Asia Pacific region.



## Order Form

Please reserve \_\_\_\_\_ seat(s) at **Strategic Succession Planning** on Thursday, 16 February 2012 at Mandarin Orchard Hotel.

- Regular Fee: S\$999 + GST
- 10% off for group bookings of 3 or more

### » DELEGATE 1

Name \_\_\_\_\_

Position \_\_\_\_\_

Email \_\_\_\_\_

### » DELEGATE 2

Name \_\_\_\_\_

Position \_\_\_\_\_

Email \_\_\_\_\_

### » DELEGATE 3

Name \_\_\_\_\_

Position \_\_\_\_\_

Email \_\_\_\_\_

### » DELEGATE 4

Name \_\_\_\_\_

Position \_\_\_\_\_

Email \_\_\_\_\_

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

### » MODE OF PAYMENT

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