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CONGRESS
SERIES

INNOVATION IN HR

CONGRESS 2012

Hilton Hotel, Singapore | 8 & 9 February 2012

INNOVATIVE HR



Jessie Lim
HR Director
YAHOO!

HR: STRATEGIC PARTNER



Alice Tan
Group Director, Corporate
Services
LAND TRANSPORT
AUTHORITY

LEADERSHIP



Hew Evans
Director, Regional Human
Resources, Asia Pacific
SONY

TALENT STRATEGIES



Suresh Rai
HR Director, Talent –
Markets
UNILEVER

TALENT MANAGEMENT



Noel Lenehan
Vice President, People &
Culture, Asia Pacific
VESTAS

CREATIVITY & INNOVATION



Dr James White
(Former) Technical Director
3M

EMPLOYEE ENGAGEMENT



Kenneth Kominski
Area Director, Human
Capital & Development
PAN PACIFIC HOTEL
SINGAPORE

TALENT MANAGEMENT



Roger Collantes
CEO
GLOBAL LEARNING
SOLUTIONS

INNOVATION



Yong Hsin Ning
Senior Manager,
Talent, Organisation &
Performance
ACCENTURE

Learn from leaders of innovation, create new strategies and promote a culture of ingenuity. The **Innovation in HR Congress 2012** is a two-day event packed with case studies and practical solutions on how to successfully implement innovative people strategies and maximise your organisation's full potential.

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

- **Develop** a winning approach to HR and people innovation
- **Integrate** innovation and creativity in the company culture
- **Attract and retain** hybrid thinkers and innovators
- **Build** employees' innovation capability and encourage collaboration
- **Implement** innovative HR initiatives that positively impact the bottom line
- **Identify** the critical role of top management in leading innovation
- **Recognise** HR's role as a strategic partner to enabling innovation

PLUS:

Case Studies

- Innovation at **3M**
- Harnessing creativity and innovation at **LTA**
- Unique talent management at **Vestas**
- **Pan Pacific Hotels:** Inspiring great people

Unbeatable Quality & Value

This high calibre two-day event features the very best in HR and thought leadership for just S\$1699. Similar events will cost you over \$2000.



Topics Include:

Leading Employee Innovation at the Land Transport Authority (LTA)

- Instilling pride and creating value in our work (ST4): The people behind the Land Transport Masterplan
- How does senior management spearhead innovation?
- LTA's Human Resources: The strategic partner to enabling innovation
- How HR looks at existing and future business environments to capture the right competencies for LTA's future
- eldeas: Harnessing "instant innovation" in the LTA family
- Encouraging employee creativity and innovation: Building on small ideas and ensuring they are not killed prematurely

Innovation, the Yahoo! Way

- Our hiring strategy : Hire eagles and teach them to fly into formation
- Developing young talent : Teaching our interns to think on their feet
- Employee communications – creating a clear line of sight on goal alignment
- Putting fun back into the workplace – What's our secret?
- The 'yellow brick road of success' at Yahoo! – the various streams of training and development
- Reward & Recognition: Catching you purple-handed and Super Stars & Heroes

The Four Most Important Innovations in Talent Management: A Survey of Global Best Practices

- Developing an integrated approach to recruitment, selection and succession planning
- Creating a compelling employee value proposition to attract the right talents
- Leveraging training and development to strengthen your leadership pipeline
- Developing a multi-level approach to engage and retain your best talents

Starting the Innovation Engine in Asia Pacific

- The 3M Innovation Engine
- Commercialising at the speed of our customers: The tail of the tiger
- Creating an environment for success: Connecting the dots
- Leading innovators and teams: What is my job description?

Taking Talent Management Beyond Process to Culture

- What is the role of leadership and how can they visibly lead the agenda?
- What is HR's role and what are the challenges facing HR that get in the way of building the culture of talent?
- How can you use data to build the business case in ways that align to the organisation's culture?

Strategic Talent and Organisational Assessment

- Critical holistic assessment to support business needs
- Implementing key HR strategies aligned with the organisation's goals and objectives
- Four Acres Campus: Unilever's unique approach to grooming future leaders

Innovative Ideas to Propel Your Organisation to the Next Level

- Innovative strategies to manage and leverage enterprise knowledge
- Key success factors in implementing innovative initiatives
- What is the current state of knowledge management and collaboration in most organisations?
- How does employee collaboration breed creativity and innovation?

Inspiring Great People

- A Vision for Change
- Establish Drastic Expectations
- Invite Cynics to the Exits
- Internal Debate & External Cohesion
- Destroy the Hierarchy

Innovation in Leadership Development

- With a brand promise of "make.believe" and a founder's principle of "we do what others do not do", Sony Corporation has a long history of producing innovative products. In a highly competitive marketplace where differentiation is key to success, our approach to leadership development has to nurture and develop future leaders that deliver on the brand promise
- Case Study: How Sony develops its leaders in Asia, focusing on how innovative practices are being used to achieve different ways of thinking. This also includes details of the techniques being used, as well the role of senior management and the HR function



About the Speakers:

UNILEVER

Suresh Rai

HR Director, Talent – Markets

Suresh is HR Director, Talent – Markets and a member of the Unilever markets team which is responsible for the implementation of leadership and organisation development solutions across all country organisations in Unilever. He started his HR career with Unilever 13 years ago and during this time he has worked in different roles in India and across Asia. In his previous role, he was Leadership Development Director for Greater China & North East Asia based in Shanghai. Suresh is a graduate in Electrical Engineering from Indian Institute of Technology, Delhi, followed by an MBA in HR from the Xaviers Labour Relations Institute (XLRI) in India.

LAND TRANSPORT AUTHORITY

Alice Tan

Group Director, Corporate Services

As the Group Director of Corporate Services in Land Transport Authority of Singapore (LTA), Alice oversees the Finance, Human Resources, Legal and Administration Services divisions. LTA is at the forefront of land transport solutions and innovation. Under Alice's leadership, the HR team garnered the prestigious HRM Best Work-Life Harmony and HRM Best Mature Workforce Practices in 2011. Known for her personable and amiable ways, she often takes time to listen to the concerns of the staff. In recognition of her contributions, Alice was given the prestigious National Day Parade Silver Award in 2010 and the LTA Long Service Award in 2011.

3M

Dr James White

(Former) Technical Director

Dr James R. White earned a Ph.D. in Electrochemistry from the University of Texas at Austin in 1985. He has 26 years of experience in the electronics industry, 19 of which have been with 3M., from which he recently retired. He has six US patents, with several more in the filing process, and has authored more than 20 articles in refereed journal. Most importantly, Dr White has significantly contributed to establishing 3M's R&D presence in Singapore and Asia, while being based in Asia for 9 of the past 11 years. He has hired and mentored many young engineers and has taught them how to commercialise technology. He opened 3M's first ISO certified design center in Woodlands in 2000. Since 2008 and until his retirement, Dr White was the Technical Director for 3M's Electronic Solutions Division, and is based in Singapore. He managed R&D teams in Singapore, China, Japan, Germany and the US. The major thrusts of his R&D efforts today include materials and interconnect technology for high speed data centers and medical/biomedical instrumentation.

VESTAS

Noel Lenehan

Vice President, People & Culture, Asia Pacific

Noel is the Vice President of People & Culture at Vestas APAC, a Danish MNC and leader in the renewable wind industry with over 20,000 employees and experiencing further growth in the Asia Pacific region. He has more than 20 years of experience in both front line business and HR leadership roles including identifying, developing and leading top talent, helping executive leadership build high performance teams and creating a step change in performance management. Noel is a highly respected team builder and coach, having successfully developed and implemented organisational re-designs that enabled business success. He is deeply committed to representing the People agenda at the leadership table and is frequently sought out for counsel at all levels.

PAN PACIFIC HOTEL SINGAPORE

Kenneth Kominski

Area Director, Human Capital & Development

Kenneth is responsible for the strategic human capital and development direction of Pan Pacific Singapore. His area role allows him to provide human capital and development services to Parkroyal Hotels & Resorts and Pan Pacific Hotels & Resorts properties in Singapore as well as their sales team. He joined the organisation as the Director of People, Innovation & Education in February 2009. In September 2009, he assumed the role of Director, Learning & Development with Pan Pacific Hotels Group where he has the opportunity to further develop 'Great Brands, Great Hotels, Great People & Great Relationships'! Kenneth's career highlights include the successful openings of iconic properties like Hotel Orrington, Chicago; The Fullerton Singapore; and several openings for Six Senses Resorts & Spas as their Group Director of Human Resources & Training.

GLOBAL LEARNING SOLUTIONS

Roger Collantes

CEO

Roger Collantes is a best-selling author, international keynote speaker, and global learning leader who has spent more than two decades helping individuals, managers and leaders discover and unleash their inner powers to live authentic and fulfilling lives. Prior to his new role as CEO of Global Learning Solutions, Roger worked as Senior Learning Leader in Citibank. He held various senior country and regional roles in Human Resources Development, Organisation Development, Talent Management, and Learning and Human Capital Development, covering Asia Pacific, the Middle East and Central Europe. Roger is regarded as one of Asia's best training gurus for his outstanding contributions in the field of learning and human capital development.

ACCENTURE

Yong Hsin Ning

Senior Manager, Talent, Organisation & Performance

Hsin Ning is a Senior Manager with Accenture's Talent and Organisational Performance group specialising in learning and collaboration. She is also currently the ASEAN Lead for Learning and Collaboration. In her 12 years with Accenture, Hsin Ning has amassed extensive experience in the areas of change management, training design and delivery and knowledge management across various industries.

YAHOO!

Jessie Lim

HR Director

A leader of change, Jessie has spent her last 22 years in the organisational development of global Internet companies and implementing strategic HR policies across its diverse sectors. She has implemented successful talent management and organisational development in the workplace and driven leadership through management coaching. Jessie has previously worked with Pacific Star Holdings their Senior Vice President Human Resources; with Lenovo Asia Pacific as the Executive Director HR and most notably helmed Hewlett Packard Asia as the Senior Director Human Resources for 18 years focusing on business growth and transformation, change management and succession planning.

SONY

Hew Evans

Director, Regional Human Resources, Asia Pacific

Hew Evans heads up the Human Resources function for Sony Electronics in the Asia, Middle East & Africa region, based out of Singapore. With a background in Compensation & Benefits built up at consulting firm Mercer and also during the formative years of Sony Ericsson, Hew has relocated from the UK where he headed up HR for Sony UK & Ireland. Like many businesses operating in the AMEA region, Sony is also seeing great opportunities for growth as consumer spending power increases and electronics devices are more and more connected to each other via the internet; and the associated 'people' challenges are keeping Hew awake at night.



Order Form

Please reserve _____ seat(s) at **Innovation in HR Congress 2012** on Wednesday and Thursday, 8 & 9 February 2012 at Hilton Singapore.

- 8th and 9th February 2012 for S\$1699 + GST
- 10% off for group bookings of 3 or more
- 20% off for group bookings of 6 or more

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