

# The Talent Congress

From Talent Management to People Management

18 - 19 November 2015 | Singapore

Managing talent has always been the cornerstone of businesses but now it needs to shift gears and realign itself to business strategy. The demographic shift, the widening skills gap and the entry of 'Millennials' into the workforce is profoundly affecting businesses. Companies need to respond quickly to these trends and prepare for the new talent innovations in recruiting, monitoring performance, rewarding and managing in order to attract and retain vital talent.

The **Talent Congress 2015** challenges traditional approaches to talent management through case-studies, presentations and panel discussions. We bring together some of the most forward-thinking HR leaders to discuss changing dynamics within the workforce and the steps they are taking to stay ahead.

## Featured speakers:



**Laurence Smith**  
Managing Director HR,  
Group Head of Learning  
& Talent Development  
DBS BANK



**Philippa Penfold**  
HR & Talent  
Director, APAC  
GROUPM



**Eric Wong**  
ASEAN Talent  
Acquisition Leader  
JOHNSON &  
JOHNSON



**John Augustine Ong**  
Singapore Learning  
Lead  
ANZ



**Dheeraj Shastri**  
Global HR Strategy &  
Analytics  
ABBOTT  
LABORATORIES



**Siu Ming Hong**  
Vice President and  
Head, Business  
Partnerships (SG)  
GREAT EASTERN  
LIFE



**Aniruddh Haralalka**  
Director, Talent  
Management Asia-  
Pacific  
CARLSON WAGONLIT  
TRAVEL



**Gary Lee**  
Former Head of Learning  
& Development  
SOOKEE



**Helen Lim**  
CEO and Founder  
SILVER SPRING



**Mahan Krishnan**  
Chief Financial  
Officer/ Senior Vice  
President (HR)  
ORANGE VALLEY  
HEALTHCARE  
GROUP OF  
COMPANIES  
COACHING



**Shoon Lim**  
Senior Manager,  
Global Diversity  
& Inclusion, Asia  
Pacific Region  
MICROSOFT



**Keith Ng**  
CEO  
GAMETIZE

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## NEW for 2015:



### INTERACTIVE MINI WORKSHOP

- Fulfilling critical business needs through strategic workforce planning and analytics



### ALL-STAR PANEL DISCUSSIONS

- Is talent shortage real?
- The aging workforce in Singapore: Managing intergenerational issues of generation X, Y, Z and baby boomers at the workplace



### BRAND NEW CASE STUDIES

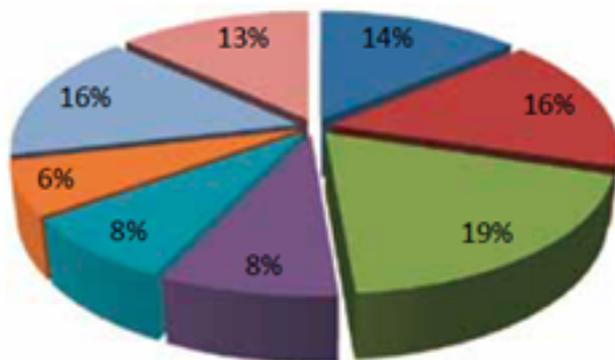
- **Group M:** Reinventing performance management: Time to get on the bandwagon?
- **ANZ case study:** Building talent development programs for all levels
- How **DBS** develops future-ready digital leaders

## 5 Key Learnings:

- **Explore** innovative methods to build a game-changing talent strategy and let your talent become your competitive advantage
- **Challenge** traditional talent management practices to cope with changing business expectations and talent shortage
- **Benchmark** your organization's initiatives in attracting, retaining and developing talent against the leaders of industries
- **Hear** how leading companies are changing their talent management practices to prepare for the future workforce
- **Learn** about new talent technologies and analytics to help you make data-driven decisions

## Must-attend for:

Heads, Vice Presidents, Directors & Managers responsible for:



## Past Participating Organizations:

Aircorn Internation	Maybank
Barclays	Micron Semiconductor
Becton Dickinson Medical Products	Microsoft Singapore
BloomBerg	MOM
Bombardier Transportation	Mitsubishi Electric
Breadtalk Group	MAS
BSI Bank	Nanyang Polytechnic
Chandler Corporation	National Instruments
Changi Airport Group	OCBC
CIMB Bank	Parkway Group Healthcare
Cityspring Infrastructure Management	P&G
Civil Aviation Authority of Singapore	Republic Polytechnic
Crimsonlogic	Roche Singapore Technical Operations
DBS Bank	Rockwell Automation
Diageo	Royal Plaza on Scotts
Eastern Bank	SGH
Electrolux S.E.A	Singapore Power
Energy Market Authority	SingTel
Estee Lauder	Sony Electronics
Frost & Sullivan	Soo Kee Group
Gardens By the Bay	Spring Singapore
Glaxosmithkline	Starhub
Great Eastern Life	Suki Sushi
Hult International Business School	Takeda Pharmaceuticals
IDA	Talisman Energy
Keppel Shipyard	Transit Link
M1	UBS AG
	Wildlife Reserves Singapore

## Day 1 | Wednesday | 18 November 2015

8.30

**Registration and Coffee**

9.00

**Opening Address by Chairman & Ice Breaking Session**



**Dr William Thomas** Chief Teaching Officer, **Designing Leaders**

### Building a Game – Changing Talent Strategy

9.15

**Opening Keynote**

**Bridging the CHRO/CFO Divide - Partnering for Performance**

While the CFO must ensure that resources are allocated efficiently and appropriately to deliver the company's strategy, it is HR's role to nurture this particular asset to realize the potential value for the company.

An organization's people exist at the junction between the CFO's and CHRO's [Chief Human Resources Officer] worlds. But the relationship between these two figures has not always been a comfortable one.

Hear from Mahan who will give you the view of:

- What are the areas of disagreement for CFO and CHRO
- Aligning CFO and CHRO expectations of each other
- How CFO and CHRO can work together more closely and learn from each other



**Mahan Krishnan**, Chief Financial Officer/ Senior Vice President (HR),  
**Orange Valley Healthcare Group of Companies**

10.00

**Morning Refreshment and Networking Break**

10.30

**Interactive Panel Discussion:**  
**Is talent shortage real?**

There have been several news reports about a lack of skilled workers across a number of key industries and yet many "employable" people are out of job. So is there really a talent shortage or is there simply a disconnection between organizations and talent?

This session will discuss:

- Global skills shortage and talent mismatch
- Talent shortage or dollar shortage?
- Where to look for talent?
- Redefining talent management

**Panel Moderator:**



**Dr William Thomas**, Chief Teaching Officer, **Designing Leaders**

**Panellists:**



**Aniruddh Haralalka**, Director, Talent Management Asia-Pacific, **Carlson Wagonlit Travel**



**Gary Lee**, Former Head of Learning & Development, **Sooke Group**



**Anitha Ramakrishnan**,  
Director Talent APJ, **HP**

<p><b>11.30</b></p>	<p><b>Case Study Presentation:</b>  <b>Group M: Reinventing performance management: Time to get on the bandwagon?</b></p> <p>In a public survey Deloitte conducted recently, more than half (58%) of the executives questioned believe that their current performance management approach drives neither employee engagement nor high performance. They are in need of something nimbler, real-time, and more individualized—something squarely focused on fuelling performance in the future rather than assessing it in the past. In this session, Phillipa will share the real-time implementation of Group M's new performance management model and their impact on their employees.</p> <p>Session will cover:</p> <ul style="list-style-type: none"> <li>• Reviewing current Performance Management model: Do you really need annual reviews</li> <li>• Shifting the focus away from forced-distribution rankings and much more toward helping managers coach people to succeed.</li> <li>• Addressing today's biggest challenges include engagement, retention, and capability development with performance management</li> </ul> <p> <b>Phillipa Penfold</b>, HR &amp; Talent Director, APAC, <b>GroupM</b></p>
<p><b>12.15</b></p>	<p><b>Lunch and Networking Break</b></p>
<p><b>13.30</b></p>	<p><b>The talent agenda for the future: Integrating talent with business strategy</b></p> <p>Although many HR functions have begun to play a strategic role in guiding succession management, knowledge retention and other enterprise-wide initiatives, there is still opportunity for such functions to improve and truly transform key influencers and decision-makers. The pressing need for organizations to maintain a diverse pool of talented leaders, capture expertise knowledge from exiting employees, and outsource transactional activities to focus on core capabilities has heightened the importance of the HR function.</p> <p>This session will discuss:</p> <ul style="list-style-type: none"> <li>• What organizational capabilities must our organization have to gain and/or maintain a competitive advantage?</li> <li>• What abilities does HR need so that they can understand and respond to short-term and long-term market demands?</li> <li>• How do we create an HR strategy that sets an agenda for how HR will help our company succeed?</li> </ul> <p> <b>Aniruddh Haralalka</b>, Director, Talent Management Asia-Pacific, <b>Carlson Wagonlit Travel</b></p>
<p><b>14.15</b></p>	<p><b>Gamification: The new way of engaging and reward your workforce</b></p> <p>Through the use of digital technologies, Talent Management will become the responsibility of the leaders and the individuals. Gamification is one key digital technology that will facilitate this shift. More companies are now adopting gamification to improve engagement with both employees and customers.</p> <p>This session will look at:</p> <ul style="list-style-type: none"> <li>• What is gamification</li> <li>• How gamification engages and rewards your workforce?</li> <li>• Are many organizations using gamification in HR Today?</li> <li>• Future of Gamification &amp; HR</li> </ul> <p> <b>Keith Ng</b>, CEO, <b>Gametize</b></p>

<p>15.00</p>	<p><b>Roundtable 1:</b> <b>Talent analytics delivering people strategies</b></p> <p>Do you think you know how to get the best from your people? How do investments in your employees actually affect workforce performance? Who are your top performers? How can you empower and motivate other employees to excel? Leading-edge companies are increasingly adopting sophisticated methods of analyzing employee data to enhance their competitive advantage.</p> <p>This session will discuss:</p> <ul style="list-style-type: none"> <li>• How to integrate the people strategy, business strategy and talent analytics across an organization</li> <li>• How to tie talent analytics to the business strategy</li> <li>• How to answer: Do I have the leaders in place to meet the changing demands of the business?</li> </ul> <p> <b>Marcus Champ</b>, SENIOR MANAGER HR ANALYTICS, <b>Standard Chartered Bank</b></p> <p><b>Roundtable 2:</b> <b>An Unlikely Partnership: When HR and Marketing Join Forces</b></p> <p>Traditionally, marketing and HR had little in common. Yet, companies are increasingly realizing that for brand and business strategies to be aligned, the brand can no longer be driven solely by the activities of the Marketing Department. Delivering against the promises of a company's brand strategy requires the entire organization, at every level, to live the brand. HR can play a key role in helping Marketing develop internal communications that demonstrate how employees should "live" the brand.</p> <p>This session will discuss:</p> <ul style="list-style-type: none"> <li>• How technology is bridging the gap between HR and marketing</li> <li>• Strategic alignment of company objectives, marketing and HR objectives</li> <li>• Strengthen your employee brand with marketing.</li> </ul> <p> <b>Eric Wong</b>, ASEAN Talent Acquisition Leader, <b>Johnson &amp; Johnson</b></p> <p><b>Roundtable 3:</b> <b>ROI of talent: Talent Management &amp; Employee Productivity</b></p> <p>Failures in talent management are an ongoing source of pain for executives in modern organizations. Yet, most companies don't measure ROI on their Talent Management programs. Perhaps this is because they don't know how to, that they know the result will be scary (very negative) or just because they don't believe in measuring HR.</p> <p>This roundtable will discuss about measuring the truth impact of talent management and quantifying the "soft" aspects of talent management</p> <ul style="list-style-type: none"> <li>• Defining Talent Management: Who, What, Where, When</li> <li>• How do you measure ROI?</li> <li>• Presenting the business case to senior leaders</li> </ul> <p> <b>Anitha Ramakrishnan</b>, Director Talent APJ, <b>HP</b></p>
<p>15.30</p>	<p><b>Afternoon Refreshment and Networking Break</b></p>
<p>16.00</p>	<p><b>Roundtable session (contintued)</b></p> <p><b>Roundtable 1:</b> <b>Talent analytics delivering people strategies</b></p> <p><b>Roundtable 2:</b> <b>An Unlikely Partnership: When HR and Marketing Join Forces</b></p> <p><b>Roundtable 3:</b> <b>ROI of talent: Talent Management &amp; Employee Productivity</b></p>
<p>17.00</p>	<p><b>End of Day 1 Conference</b></p>

## Day 2 | Thursday | 19 November 2015

8.30

**Registration and Coffee**

9.00

**Opening Address by Chairman**



**Dr William Thomas** Chief Teaching Officer, **Designing Leaders**

### Developing your Future Leaders

9.15

**Case Study**

**How DBS develops future-ready digital leaders**

In this session, DBS will showcase how they transform their leaders to think like a start-up – agile, innovate and fast-to-market.

Find out how they:

- Develop a digital mindset in every DBS employee
- Empower young leaders to reverse-mentor senior leaders in embracing digital challenges



**Laurence Smith**, Managing Director HR, Group Head of Learning & Talent Development, **DBS Bank**

10.15

**Morning Refreshment and Networking Break**

10.45

**Case Study**

**ANZ case study: Building talent development programs for all levels**

Leadership needs today are far broader and deeper than merely developing the next CEO or even building the C-suite pipeline. Companies face leadership gaps at every level of the organization. These gaps can only be filled through a sustained and systemic commitment to leadership development that identifies potential leaders earlier, brings young leaders online faster, develops senior leaders later in their careers and keeps them on the job longer, and builds new leadership pipelines at every level of the company.

In this session, John will share with you how ANZ:

- Understand the leadership gap in each level of the organization
- Identify potential leaders for development
- Building talent development programs for all levels



**John Augustine Ong**, Singapore Learning Lead, **ANZ**

11.45

**Grooming Millennial Leaders for Success**

Although most millennials are currently holding low- or mid-level positions within companies, as baby boomers begin to retire, this generation will become increasingly more present at the C-suite level. They will take on a greater number of tasks and responsibilities, and eventually become the ones guiding the corporate ship. In fact, many from Generation Y are already beginning to assume leadership positions.

Find out more about:

- The demographic and psychographic context for how millennials got to where they are in the workforce and what they will need as they transition from junior level to leadership roles
- Effective techniques and learning formats for engaging and retaining top millennial performers and new leaders
- How to master communication strategies for leveraging the full potential of millennial employees



**Ng Ying Yuan**, Director, Human Resources and Organisation Development, **Singapore Economic Development Board**

12.30	<b>Lunch and Networking Break</b>
13.45	<p><b>Mini workshop:</b>  <b>Fulfilling critical business needs through strategic workforce planning and analytics</b></p> <p>A talented and aligned workforce is crucial for bringing strategy to life and ensuring an organisation delivers on its objectives. Strategic workforce planning helps organisations understand the talent required to deliver their strategy – without it, the costs are significant.</p> <p>In this session, participants experience hands-on how to:</p> <ul style="list-style-type: none"> <li>• Identify "high risk" talent pools, i.e., those which meet a critical business need and are in short supply</li> <li>• Use analytics to gain greater insight about high risk talent pools in an extremely tight labour market</li> <li>• Partner with finance to better understand the correlation between long-term work forecasts and associated staffing requirements</li> <li>• Build alignment between business leaders, HR business partners, and talent acquisition to create better pipelines for talent gaps</li> </ul>  <p><b>Dheeraj Shastri</b>, GLOBAL HR STRATEGY &amp; ANALYTICS, <b>Abbott Laboratories</b></p>
<b>Engaging your Multi-Generation &amp; Diversified Workforce</b>	
14.45	<p><b>Harnessing gender diversity to raise corporate performance: An Asian Perspective</b></p> <p>When it comes to women's representation in leadership, Singapore still lags behind many developed economies. "Prioritising the development of female leaders is not about striving to appear fair and equal. It is not merely a female issue, nor should it be seen as affirmative action for women. Rather, it is about expanding and optimising limited talent pool in any organisation" - Senior Minister of State for Manpower and Health Amy Khor.</p> <p>Join Shoon from Microsoft as she discuss:</p> <ul style="list-style-type: none"> <li>• Women's representation in top management in Asia</li> <li>• How female representation can support recruitment and skills shortage</li> <li>• How to deal with unconscious bias in the workplace</li> </ul>  <p><b>Shoon Lim</b>, Senior Manager, Global Diversity &amp; Inclusion, Asia Pacific Region, <b>Microsoft</b></p>
15.30	<b>Afternoon Refreshment and Networking Break</b>

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<p><b>16.00</b></p>	<p><b>Interactive Panel Discussion:</b> <b>The Aging Workforce in Singapore: Managing Intergenerational Issues of Generation X, Y, Z and Baby Boomers at the Workplace</b></p> <p>With Millennials rapidly entering the workforce, one of the most daunting issues Singapore HR professionals will face this year is the management of a multi-generational workforce, a Randstad Sourceright survey shows. Each generation of workers – from Baby Boomers to Generation Z – is significantly different in the way they communicate, how they use technology and what they expect from their colleagues and managers.</p> <p>Our esteemed panel from multiple generations will share with you:</p> <ul style="list-style-type: none"><li>• Distinguish the key differences and similarities across the generations in the workplace</li><li>• Understand the expectations of each generation and their working styles</li><li>• Communicating with different generation</li></ul> <p><b>Panel Moderator:</b></p> <p> <b>Dr William Thomas</b>, Chief Teaching Officer, <b>Designing Leaders</b></p> <p><b>Panellists:</b></p> <p> <b>Siu Ming Hong</b>, Vice President and Head, Business Partnerships (SG) <b>Great Eastern Life</b></p> <p> <b>Helen Lim</b>, CEO and Founder, <b>Silver Spring</b></p> <p> <b>Benjamin Loh</b>, Founder &amp; Principal Trainer, <b>Flare Communications Coaching</b></p>
<p><b>17.00</b></p>	<p><b>End of Conference</b></p>



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## THE TALENT CONGRESS

18 – 19 NOVEMBER | Singapore

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

### DELEGATE RATES 2015

All payments receive by / before 4 Nov 2015 is entitled to Early Bird Discount

		2- Days Congress Fee
<b>Early Bird Fee</b>	10% discount for group booking of 3 delegates and above	<input type="checkbox"/> S\$995 + GST
<b>Regular Fee</b>		<input type="checkbox"/> S\$1495 + GST

## 60% CASH BACK

on all HRM Congresses

The Productivity Innovation Credit (PIC) Scheme offers Singapore registered companies 60% cash back on all HRM Congresses. Or a 400% tax deduction instead, the choice is yours.

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Position:

Email:

Phone:

### Delegate 2

Name:

Position:

Email:

Phone:

### Delegate 3

Name:

Position:

Email:

Phone:

### Delegate 4

Name:

Position:

Email:

Phone:

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CREDIT CARD : I authorize HRM Asia to debit my:

VISA  MASTER CARD  AMEX

Total amount payable:

Credit Card Number:

Expiry Date:

Name On Card:

### Billing Details

Company:

Company Size:  1-199 Employees  200-499 Employees  
 499 & Above Employees

Main Contact:

Billing Address:

Phone:

Email:

### Contact: Azrielle Looi Hui Yi

**Email:** info@hrmasia.com.sg

**Telephone:** (65) 6423 4631

**Fax:** (65) 6423 4632

**Website:** www.hrmcongress.com

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