

INDONESIA HR SUMMIT 2013

*Attracting and Retaining Talent to Create
an Engaged and Productive Workforce*

25 - 26 November 2013 - Main Conference

27 November 2013 - Post Conference Workshops

Four Seasons Hotel Jakarta, Indonesia



GROUP
DISCOUNTS
AVAILABLE

FEATURING A DIVERSE LINE-UP OF 25+ SENIOR HUMAN RESOURCE PRACTITIONERS FROM LEADING ORGANIZATIONS IN INDONESIA AND ACROSS ASIA

3 Day Dedicated HR Conference for HR Professionals in Indonesia

19+ Solutions Driven Presentations & Best Practices for Indonesia

24+ Hours of Professional Learning & Networking Opportunities

25+ Senior Human Resource Industry Frontrunners and Speakers

"...27% OF INDONESIAN EMPLOYEES SURVEYED SAID THEY ARE LIKELY TO LEAVE THEIR CURRENT JOBS IN THE NEXT TWO YEARS..."

Source: The 2012 Global Workforce Study (GWS)
conducted by Tower Watson

MAIN CONFERENCE



Ajit Nambiar
Head - International
Compensation,
Google

**Google's Compensation Story:
Maintaining A Competitive Advantage**



Mike McCarthy
Group Head Human
Resources, Asia
Pacific, Middle East
and Africa
MasterCard

**Talent Retention: Retaining Employees
in Extreme Circumstances**



Marta Jonatan
HR Director
Microsoft
Indonesia

**Microsoft Case Study:
Building a Strong Company Culture**



Gey Wee Ang
Head of HR
Maersk Singapore

**HR Metrics:
New World of HR**



Rully Safari
HR Director
PT Holcim
Indonesia Tbk

**Employee Engagement:
On-boarding Experience**



Irvandi Ferizal
Human Resources
Director
Kraft Foods
Indonesia

**HR Best Practice:
Managing Talent Acquisition**



Bernardus Irmanto
Vice President
Director & Director of
Human Resources and
Corporate Services
PT Vale Indonesia Tbk

**Retaining Talent:
Non-Cash Tangible Awards**



Yos Rizal Setiawan
HR Director
3M Indonesia

**Talent Development:
Nurturing Future Leaders**

POST CONFERENCE WORKSHOPS

Workshop A:
Complying With Legal
Requirements When Hiring
Expatriates In Indonesia



Susie Beaumont
Foreign Legal
Consultant
Hadiputranto,
Hadinoto &
Partners

Workshop B:
Tax Requirements And
Structure In Hiring Expatriates
In Indonesia



Henrietta Kristanto
Tax Partner
PB Taxand
Indonesia

Indonesia HR Summit 2013

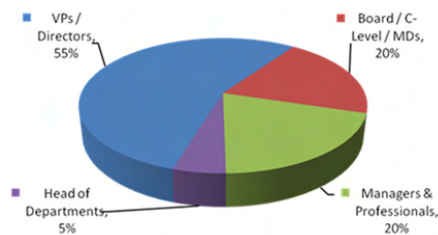
25 - 27 NOVEMBER 2013
FOUR SEASONS HOTEL JAKARTA

WHO YOU WILL MEET

Chief Human Resource Officers (CHRO), President Directors, Directors, Senior Vice Presidents, Vice Presidents, Senior Managers, Managers, and Heads of:

- Human Resource
- Learning / Training & Development
- Organizational Development
- Workplace Relations & Compliance
- Employment Relations
- Talent & Recruitment
- Remuneration, Compensation & Benefits
- Mediators & Arbitrators of Employment Law
- People Development
- Leadership Development & Succession Planning
- Business Owners
- General Managers who have staffing responsibilities
- Managing Directors
- CEOs / COOs
- Business Owners

Seniority Level: 75% of Participants are Director Levels & Above



2013 SUMMIT HIGHLIGHTS

- 3 Day Dedicated HR Conference for HR Professionals in Indonesia
- 19+ Solutions Driven Presentations & Best Practices for Indonesia
- 24+ Hours of Professional Learning & Networking Opportunities
- 25+ Senior Human Resource Industry Frontrunners and Speakers

PLUS! SEPARATELY BOOKABLE POST CONFERENCE WORKSHOPS – 27 NOVEMBER 2013, WEDNESDAY

Workshop A: Complying with Legal Requirements When Hiring Expatriates in Indonesia

Led by **Susie Beaumont**, Foreign Legal Consultant, Hadiputranto Hadinoto & Partner

Workshop B: Tax Requirements and Structure in Hiring Expatriates in Indonesia

Led by **Henrietta Kristanto**, Tax Partner, PB Taxand Indonesia

HEAR FROM MAJOR ORGANIZATIONS INCLUDING



Indonesia HR Summit 2013

25 - 27 NOVEMBER 2013
FOUR SEASONS HOTEL JAKARTA

12 KEY REASONS TO JOIN US IN JAKARTA:

- 1 Gain insights and challenges of Indonesia labor landscape into 2014 and beyond
- 2 Hear the success stories from leading organizations in attracting, engaging, and motivating their talents
- 3 Learn from Microsoft story in transforming the way they work using Enterprise Social
- 4 Create the most engaged workforce with successful non-cash reward system
- 5 Google compensation story using Data-Driven decisions
- 6 Develop competency and talent development programs for high performers
- 7 Effective workforce planning strategy to deal with rising labor cost in Indonesia
- 8 Outsourcing as a potential alternative for low labor cost – reviewing its controversial
- 9 The importance of on-boarding experience to the new hires
- 10 Managing and engaging Gen Y workforce with social networking
- 11 Organization's transformation strategies using HR Technologies such as Big Data (Talent) Analytics, HR Metrics, and Cloud HR
- 12 How to flock top talents in seconds using social recruitment

CONFERENCE OVERVIEW

In the vortex of a globalised economy and changing employment landscape, a strong and capable HR community will be the catalyst and change agents to make an impact to the ever-changing corporate world. With sweeping policy changes, today's HR practitioners need to be advocates of HR policies, driving impactful HR strategies and helping to make the difference in the lives of their employees.

The 2012/2013 Global Workforce Study conducted by Tower Watson found that as many as 42% of employees in Indonesia surveyed believe that they have to leave their current employer to advance their careers. More alarmingly, approximately 38% of the disengaged employees are likely to leave their jobs within the next two years. This high level of unmotivated and disengaged employees is definitely a concern as it imposes unnecessary organizational and financial burdens to the organizations. Therefore, it is crucial for companies in Indonesia to recognize the key drivers that build sustainable engagement among the employees so as to put in place a team of high performing employees that are adaptive to organizational changes and continue to make constructive contributions to the organizations.

In addition, HR Professionals in Indonesia are also facing pressure from higher management to improve the efficiency of HR function in talent acquisition, retention, development, and organizational performance. This is a big HR challenge for HR leaders to plan and map out transformation initiatives and get the technologies that build workforce predictability in an unpredictable world.

Clariden Global is pleased to present the inaugural Indonesia HR Summit 2013.

This Indonesia HR Summit 2013 will be a dedicated Human Resource event that provides a holistic platform for Senior HR Practitioners from national and multinational corporation across industries to get the comprehensive knowledge on HR best practices from leading organizations in attracting, engaging, retaining talent, and implementing HR technologies that enable them to create competitive advantage and maintain business sustainability in a fierce global competition for talent. This conference is aimed at HR professionals with employee responsibilities in Indonesia.

Book Your Seat Today!

Email admissions@claridenglobal.com or
Call (65) 6899 5030 today for immediate booking.

Indonesia HR Summit 2013

25 - 27 NOVEMBER 2013 | FOUR SEASONS HOTEL JAKARTA
CONFERENCE AGENDA

DAY 1, 25 NOV 2013, MONDAY

08:30 REGISTRATION AND MORNING COFFEE

09:00 CHAIRPERSON'S OPENING REMARKS

Roland Ruiz,
Partner and ASEAN Business Leader,
Mercer Singapore



Roland Ruiz is a Partner and ASEAN Business Leader for Mercer's Talent Business. He has over 20 years of consulting and management experience and he has worked with clients in helping them achieve organization effectiveness as well as the design people strategies and structures. Roland has worked with a wide range of clients across Asia Pacific on talent strategies, executive rewards, remuneration strategy, organizational structure and HR effectiveness. He has deep experience in working with MNCs in telecommunications, financial services, fast moving consumer goods and not for profit organizations. Roland is also a certified executive coach.

09:10 OPENING KEY NOTE ADDRESS "INDONESIA LABOR LANDSCAPE AND CHALLENGES INTO 2014 AND BEYOND"

BEST PRACTICES IN ATTRACTING AND RETAINING TALENT FROM LEADING ORGANIZATIONS

09:30 MANAGING TALENT ACQUISITION IN HOT TALENT WAR ENVIRONMENT

Irvandi Ferizal,
Human Resource Director,
Kraft Foods Indonesia



10:10 MICROSOFT ENTERPRISE SOCIAL: TRANSFORMING THE WAY WE WORK

- Microsoft Story
- The New Work Environment
- Social is transforming the way we work
- Demo

Marta Jonatan,
HR Director,
Microsoft Indonesia



10:50 MORNING REFRESHMENTS

11:10 RETENTION IN EXTREME CIRCUMSTANCES

- The impact of high staff turnover in turbulent and challenging times
- The importance of management commitment
- The retention practices which really work

Mike McCarthy,
Group Head Human Resources Asia Pacific, Middle East and Africa
MasterCard



Mike is currently the Group Head of Human Resources for Mastercard Asia Pacific, Middle East and Africa, based in Singapore and is responsible for talent management, people engagement, recruitment, leadership development, performance management, employee relations and organizational design. Previous roles include Regional Head of Human Resources, Consumer Banking, South East Asia with Standard Chartered Bank based in Singapore, Regional Head of Human Resources, Retail and Commercial Asia with the Royal Bank of Scotland based in Hong Kong and HR Director, Royal Bank of Scotland International based in Jersey. Mike has extensive experience as the HR lead on M&A projects, international talent management, integration and employee retention and has served as an Employment Tribunal Lay Member in both the UK and Jersey. Mike has also been a Visiting Lecturer on the Strathclyde University HR Management Programme for over 10 years.

11:50 LEVERAGING ON NON-CASH TANGIBLE REWARDS TO BUILD THE MOST EMPOWERED AND ENGAGED WORKFORCE

- Understand how non cash reward can drive motivation, engagement, which might not be addressed by cash rewards
- How to define the right non cash reward strategy which fits your business goals
- Different examples of non-cash reward programs

Bernardus Irmanto,
Vice President Director & Director of Human Resources and
Corporate Services
PT Vale Indonesia Tbk



Mr. Bernardus Irmanto has been Vice President Director and also director of Human Resources & Corporate Services of PT Vale Indonesia Tbk, formerly PT International Nickel Indonesia Tbk, since 2010. In recent change in the company ownership, Mr. Bernardus led the rebranding and change management process and also owned the employee engagement programs

12:20 GOOGLE COMPENSATION STORY: MAINTAINING A COMPETITIVE ADVANTAGE USING DATA-DRIVEN DECISIONS

- Learn how data has influenced Google's compensation decisions
- Google unique compensation program
- Find out how Google use specific analytic tools & processes for employee engagement

Ajit Nambiar
Head - International Compensation
Google



Ajit Nambiar leads International Compensation for Google that covers the APAC, EMEA & LATAM regions. Prior to Google he was a Principal and Business Leader at Mercer Consulting and has had extensive experience consulting across a diverse set of areas including engagements in organization diagnostics and structuring, performance management, talent management, international mobility, rewards and site selection across a range of industries in the region.

13:00 NETWORKING LUNCH

14:00 COMPETENCY AND TALENT DEVELOPMENT FOR HIGH PERFORMERS – NURTURING FUTURE LEADERS

- Talent Identification using the Performance Potential Matrix
- Competency VS. Leadership Development, which one comes first?
- How to nurture our key talents to become effective future leaders
- Nurturing young generation for future leaders

Yos Rizal Setiawan,
HR Director,
3M Indonesia



Rizal having over 19 years of Human Resources experience in various major multinational companies, is the Country HR Leader/Director for 3M Indonesia. In this role, Rizal is and in charge in charge for reshaping 3M Indonesia HR functions to be able to strengthen and support the company aggressive growth in the next 5 years. During his career, Rizal has proven track records and particularly instrumental in designing and executing the full spectrum of Human Resources strategic platforms, such as Talent Acquisition, Leadership/Talent Management, Competency Development, Performance Management, Compensation Management, HR Business Process/Analyst, HR Information System, Employee Engagement, Industrial Relation, etc

TACKLING RISING LABOR COST IN INDONESIA – FROM HR PERSPECTIVE

14:40 STRATEGIC WORKFORCE PLANNING - MANAGING LABOR COST EFFECTIVELY

Maria Monica Feifei Enehudjana
Indonesia HR MOS Lead
PT Pfizer Indonesia



Monica Feifei (Monica) is the HR MOS (Manager & Operational Support) Lead at Pfizer Indonesia with over than 20 years in the multi-faceted areas of human resources management, both in local and MNC organizations. Throughout her career, Monica has a wide range of experience working as Business Partners to support changes taking place in the organization, including organization development, talent strategies, total rewards strategy and capability building. She has been working with local conglomerate group as well as MNCs semi conductor, pharmaceutical and fast moving consumer. She is a certified DDI trainer. Prior to joining Pfizer, Monica worked as Country HR Lead Mead Johnson Indonesia which earlier had a shared service institution with Bristol Myers Squibb Indonesia. She is an active member of APINDO, FMCG & IPMG HR Associations. She provided advice and general human resources operational management for a large family held businesses.

15:20 AFTERNOON NETWORKING REFRESHMENTS

15:40 PANEL DISCUSSION: OUTSOURCING AS AN ALTERNATIVE TO REDUCE LABOR COST - SCRUTINIZING ITS CONTROVERSIAL IN INDONESIA

Richard Cornwallis
Foreign Legal Consultant
Makarim & Taira S

MAKARIM & TAIRA S.
COUNSELLORS AT LAW

Richard Cornwallis has worked with the major Indonesian law firm, Makarim & Taira S., for 20 years and has been in SE Asia for 28 years. He represents clients in many different areas of employment and manpower law, from recruitment to termination, secondment to outsourcing, as well as drafting all types of employment documents and assisting with redundancies, labour disputes, strikes and labour issues involved in M&A and other transactions. He also specializes in a wide range of corporate/commercial and foreign investment matters as well as dealing with franchising, hotel and resort, M&A and anti-corruption issues for both Indonesian and multinational clients. Richard has consistently been ranked as a Leading Lawyer (Foreign Legal Consultant) in Employment by Chambers and Partners and other international directories.

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Panelist:

Ahmad Bambang,
CEO,
PT Pertamina Trans Kontinental



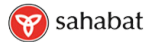
Ahmad Bambang has over 24 years of work experience with Pertamina, a state owned enterprise for oil & gas in Indonesia. Graduated from Informatics Engineering, Bandung Institute of Technology in 1986, he has much experience mostly in transformation programs for marketing, distribution, IT and Human Resources. As Senior Vice President (SVP) Corporate Shared Service in 2009, he transformed IT division of Pertamina into IT Services provider using MySAP, to serve IT-related services to Pertamina Group. As SVP HRD in 2011, he lead transformation program of HR and introduced PERTAHLOM (Pertamina Human Resources Logical Operating Model), a standard business processes of HR for Pertamina. He lead Pertamina HR Team to win The Best Strategy Mapping Category of Strategy-into-Performance Execution Excellence (SPEX2) Award in 2011. Since August 2012, he is CEO of PT. Pertamina Trans Kontinental (PTK), a subsidiary of Pertamina in shipping & marine support. Using RRE (reborn, revitalization and expansion) strategy, he is trying to increase the overall performance of PTK to be a reputable and world class shipping company.

Maria Monica Feifei Enhudjiana
Indonesia HR MOS Lead
PT Pfizer Indonesia



Monica Feifei (Monica) is the HR MOS (Manager & Operational Support) Lead at Pfizer Indonesia with over than 20 years in the multi-faceted areas of human resources management, both in local and MNC organizations. Throughout her career, Monica has a wide range of experience working as Business Partners to support changes taking place in the organization, including organization development, talent strategies, total rewards strategy and capability building. She has been working with local conglomerate group as well as MNCs semi conductor, pharmaceutical and fast moving consumer. She is a certified DDI trainer. Prior to joining Pfizer, Monica worked as Country HR Lead Mead Johnson Indonesia which earlier had a shared service institution with Bristol Myers Squibb Indonesia. She is an active member of APINDO, FMCG & IPMG HR Associations. She provided advice and general human resources operational management for a large family held businesses.

Mohammad Shodiq
Group Head Human Capital Development
Sampoerna Financial Group



Muhammad Shodiq is a Group Head Human Capital Development of Sampoerna Financial Group which focus in Microfinance, SME Banking and Sharia Finance. He has won CIFP Bright Award from Central Bank of Malaysia. He received his Chartered Islamic Finance Professional (CIFP) from INCEIF Malaysia and Master in Manufacture Engineering - UI and Bachelor Degree in Mathematical Science - Unair.

16:20 LAY OFF AND RESIZING – MAINTAINING CULTURE DURING DOWNSIZING

- How has the communication environment changed in recent years and impacted businesses in Indonesia
- The Employee Engagement Pyramid: three critical areas where employees are concerned about during downsizing
- In what way corporate culture drivers influence what employees do
- Some key guidance principles and planning considerations for internal and external communications

Bambang Chriswanto
Vice Chairman & Head of Consulting
Edelman Indonesia



Bambang is the Vice Chairman & Head of Consulting of Edelman businesses in Indonesia. He currently leads the firm's Health and Human Services Group, Talent Development and Training Practice. Bambang has extensive experience in Strategic Communications and Employee Engagement in various industries, the government and multilateral sectors. He has deep expertise in industrial relations communications; business transformation communication programs; senior executive positioning; internal communications around M&As and business policy communications with employees. Bambang's industrial relations experience is particularly deep in helping management facing hostile trade unions and very tense industrial action situations – including defusing tactics and acute situation management – and advising firms having to restructure or downsize workforces. He, among others, led a regional employee engagement for a leading chemical company in Asia Pacific and is currently involved in transformation communications programs in a leading telecommunications company and in Indonesia's largest insurance company. He has also advised banks, multi-nationals and Indonesian conglomerates and government departments in Indonesia on proactive employee engagement. In 2012, he was seconded to our regional Employee Engagement practice team based in Hong Kong which designs and implements employee engagement programs across Asia Pacific Middle East and Africa.

17:00 CHAIRMAN'S CLOSING REMARKS

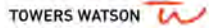
17:10 END OF DAY 1

DAY 2, 26 NOV 2013, TUESDAY

08:30 REGISTRATION AND MORNING COFFEE

09:00 CHAIRPERSON'S OPENING REMARKS

Lilis Holim
Consulting Director
PT Towers Watson Indonesia



Lilis is heading the HR Practice at Towers Watson Indonesia and is acknowledge as one of Indonesia's Leading Compensation and Benefit Practitioners. She has overall responsibility for Towers Watson's business in Indonesia. She has a strong background in working with clients in a broad range of industry sectors. Her areas of expertise include advising and assisting companies with the Strategic Reward development that aligned with the business strategy. She works closely with our clients to develop integrated HR systems and in their HR Re-alignment and Re-engineering Projects. Additionally, Lilis also oversee the conducting of many of Indonesia's leading Compensation and Benefit Surveys and other Tower Watson's research, Organization Measurements, HR due diligence and Harmonization in the Merger & Acquisition, Executive Compensation Design and other Human Resources related activities. Prior to entering the HR consulting field, Lilis had extensive Actuarial and Pension Fund administrative experience both in Australia and Indonesia.

THE IMPORTANCE OF EMPLOYEE ENGAGEMENT FOR YOUR BUSINESS SUSTAINABILITY

09:10 THE IMPORTANCE OF ON-BOARDING EXPERIENCE TO THE NEW HIRES

- The importance of employers branding
- Why on-boarding
- How PT Holcim Indonesia do it: An experience and journey

Rully Safari,
HR Director,
PT Holcim Indonesia Tbk



Mr Rully Safari is the Director of Human Resources of PT Holcim Indonesia Tbk since May 2008. He has over 13 years of experience in the Human Resources field and was formerly Head of Human Resources at Nokia Siemens Networks. Between 2004 and 2006 he served as Head of Human Resources at American President Lines, and was Senior Vice President of Lafarge Indonesia from 2000 to 2004. He graduated in Business Administration from the Business School of Strayer University, Washington D.C.

09:50 EMPLOYEE LEARNING AND DEVELOPMENT

- Development principles and framework.
- Ongoing training and structured career development to advance employees based on ability, achievement, and potential.
- International Exposure as part of the development

Lucia Nany Lusida
Lead HR Business Partner - Operations
PT HM Sampoerna Tbk



Lucia graduated Teaching Department major in English Language in Widya Mandala University in Surabaya in 1989 and took her graduate degree from Business Leadership MBA - Institute of Technology Bandung School of Business Management in 2009. Lucia started her career in Human Resources Department in PT HM Sampoerna, Tbk since 1993 as Assistant Remuneration Manager. She grew her career with increased responsibilities in different areas in Human Resources ie Compensation & Benefits, Recruitment, Industrial & Employee Relations, Management & Organization Development. She was one of the change management team during the transition of Sampoerna acquisition by Philip Morris International in 2005. In 2008 she was crossed functioned to be the Head of Hand-rolled Manufacturing leading 4 in-house factories and 37 Third-Party Operations with total number of direct and in-direct employees of 90.000. Her current position is the Lead Business Partner for Operations Function to develop human resource strategy, deploy key HR products and services aligned functional requirements, to meet business objectives.

10:30 MORNING NETWORKING REFRESHMENTS

10:50 MANAGING AND ENGAGING GEN Y WORKFORCE WITH SOCIAL NETWORKING

Shweta Mishra
HR Lead
Dell Singapore



Shweta leads the Human Resources function for Dell in Singapore. She is responsible for developing the country HR strategy and driving execution in support of people strategy encompassing all aspects of an employee lifecycle. Shweta has played several leadership roles such as HR Lead, Talent Acquisition Lead, Talent Management and Change Management in the HR organizations across MNCs such as Juniper Networks, Deutsche Post DHL & Dell in India, Germany and Singapore respectively. She holds an MBA degree from Nanyang Business School, Singapore and Bachelor in Accounting from Mount Carmel College, Bangalore India.

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11:40 PANEL DISCUSSION: STRATEGIES IN IMPROVING EMPLOYEE'S COMMITMENT AND MOTIVATION AT WORK

Moderator:

Henry Hanafiah,
Associate Director,
Hay Group Indonesia



Henry Hanafiah is a Associate Director Hay Group based in Jakarta, Indonesia. Henry has 17 years of experience as a Management Consultant; prior to joining Hay Group he was Director Talent and Rewards a worldwide consulting firm. In addition to his consulting career, he has 8 years experience as Human Capital Leader and Director with leading companies in Indonesia. He has broad and in depth experience in the areas of Organization Transformation, Strategic Performance Management and Rewards, Organization Development and Talent Management.

Panellists:

Ripy Mangkoesoebroto
Chief HR Officer
Indosat



Ripy Mangkoesoebroto is the Chief Human Resources Officer of Indosat. She joined Indosat in November 2012, bringing over 18 years of experience in Human Resources across consumer goods, pharmaceutical and consulting industries of national and multinational organizations. She was most recently Chief Human Resources at AXA Indonesia, part of the AXA Group, one of the largest insurance companies in the world. Prior to that she was Human Resources Director at MSD Group, which is owned by Merck & Co, the second largest pharmaceutical company worldwide. Ms. Mangkoesoebroto is a graduate from the faculty of Psychology of the University of Indonesia, with post-graduate MSc. in Education and Training System Design from the University of Twente, the Netherlands.

Effendi Ibone
Director, Human Capital Strategy & Solutions
PT. Bakrie & Brothers Services



Effendi Ibone has over 30 years of work experience, mostly in the human resources arena, with multinational and large national organizations such as IBM, Makro, GE, and Bakrie Group. During his tenure in IBM, he was assigned to the IBM Asia/Pacific HQ office in Hong Kong for 2 years (1987-1989), also a stint of six months in Singapore for special projects. At General Electric, he was the Human Resources Director of GE Indonesia & subsequently for GE Finance Indonesia for a total of 5 years, before being assigned to a bigger role abroad, as HR Director for GE Southeast Asia, based in Kuala Lumpur, Malaysia, between 2002 to 2005; and as Executive VP Human Resources for GE Money Thailand, between 2005-2008, based in Bangkok, Thailand. Key areas of professional competence include talent development & management, leadership development, industrial & employee relations, psychological assessment, coaching & counseling, M & A and organizational / cultural integration.

Mellani Solagratia,
Director of Human Resources,
The Ritz-Carlton Jakarta, Mega Kuningan



Mellani Solagratia is the Director of Human Resources of the Ritz Carlton Jakarta, in charge of a wide range of HR functions. Prior to joining the Ritz Carlton, she was the Director of Human Resources at Hotel Indonesia Kempinski Jakarta and Human Resource Manager at JW Marriott Jakarta. While she was with JW Marriott Jakarta, she won the "Rookie of the Year" award for Training Manager in 2007 - 2008 in Asia Pacific Region of Merriott International in 2007.

12:40 NETWORKING LUNCHEON

TECHNOLOGY DRIVERS FOR THE NEW WORLD OF HR

13:40 GET PRAGMATIC WITH HR METRICS

- What is HR Metrics for?
- Injecting life into HR Metrics
- Know what do you want to measure
- Integrating people, process, and technology

Gey Wee Ang,
Head of HR
Maersk Singapore



Gey Wee currently leads the main HR team in Maersk Singapore to provide full spectrum of HR services to support all business entities and departments operating in Singapore. Gey Wee manages both the HR Operations and HR Business Partner teams to ensure consistent quality delivery of HR services in their matrix-organisation. Since August 2011, he is also the Asia Pacific project leader to implement global HR information system (with modules comprising master data, recruitment, performance management, and compensation management) for the Asia Pacific region. Gey Wee comes with diverse experience in managing / dealing with major accounts, contractors, suppliers, and large pool of staff in both his current and past professions as an entrepreneur, a Senior Consultant in eLearning, a training manager and a HR Business Partner.

14:40 TRANSFORMING YOUR ORGANIZATION WITH BIG DATA (TALENT) ANALYTICS

Sanjay Bharwani
Executive Vice President
Bank BTPN



Currently Mr Bharwani is the Executive Vice President of Bank BTPN. Prior to this, he was the Senior Vice President of Bank Mandiri where he was in charge of developed & implemented bank wide human capital strategy. Managed and supervised organization development, rewards & performance management, talent managed and Human Capital policies & strategy departments. He was also responsible for all human capital policies and strategic initiatives for the Bank and subsidiaries. Before joining Bank Mandiri, he was the Senior Vice President of Permata Bank.

15:20 AFTERNOON NETWORKING REFRESHMENT

15:40 SOCIAL RECRUITMENT USING LINKEDIN: FLOCKING TOP TALENTS IN SECONDS

- Learn how to leverage the Network - 238 million members and growing
- Put the Social in Recruiting for immediate results
- Pipeline to manage relationships overtime, Always be Connecting

Shannon Benjamin
Talent Acquisition Director
LinkedIn



Shannon Benjamin is Talent Acquisition Director for LinkedIn's Global Sales organization, a business in hyper-growth, doubling in size each year for the past 3 years. With over 15 years of recruiting and recruiting leadership experience overall and across software, services, intellectual property management, financial, and retail industries, she's developed a passion to understand what delivery models work best in different industries, economic climates, operating environments and corporate cultures. A registered lifetime student of Recruiting Best Practices.

16:20 CLOUD HR – TRENDS AND PRACTICAL CONSIDERATIONS

Indra Budiman
Country Manager
Hiring Boss Indonesia



Indra is leading the HRBoss Revolution as Country Manager of Indonesia. Indra has 13 years of front-line experience in the field of HR, recruiting and technology. He combines an expertise in the rapidly advancing Indonesian market with far-reaching international exposure. Indra comes to HRBoss fresh from a series of senior consultancy roles in his native Indonesia. These professional avenues have taken him down multiple branches of Human Capital management, into organisational change management and learning and development, not to mention hands-on experience in implementing recruiting and talent management strategies. He has worked closely with high profile companies across a wide range of verticals and disciplines.

17:00 CHAIRMAN'S CLOSING REMARKS

17:10 END OF DAY 2

ASSOCIATIONS AND MEDIA PARTNERS

Supporting Associations



Media Partners



Indonesia HR Summit 2013

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POST CONFERENCE WORKSHOPS - 27 NOV 2013, WEDNESDAY

Workshop Timetable: Workshops will run from 9:00 am–17:00, with a mid morning, luncheon and mid afternoon refreshment breaks included. Registration begins 30 minutes before each workshop commences.

WORKSHOP A: 09:00 - 12:30, COMPLYING WITH LEGAL REQUIREMENTS WHEN HIRING EXPATRIATES IN INDONESIA

WORKSHOP OUTLINE

- Legal requirements (work permit, visa requirements, etc)
- Termination of expatriates
- Common issues arising when employing expatriates

ABOUT YOUR WORKSHOP LEADER



Susie Beaumont
Foreign Legal Consultant
Hadiputranto,
Hadinoto & Partners

HADIPUTRANTO, HADINOTO & PARTNERS

Susie Beaumont is the Head of the Employment Department at Hadiputranto, Hadinoto & Partners in Jakarta (which is part of Baker & McKenzie). The firm has been continuously ranked Tier 1 in Employment by Asia Pacific Legal 500 since 2008.

Susie moved from Sydney to Asia in 2000, working in Hong Kong and Singapore before moving to Indonesia in 2003. Susie has many years of experience acting for foreign and Indonesian corporations in a wide range of employment, compliance, corporate & commercial and construction related matters. She was on the Board of the Indonesia Australia Business Council from 2005-2013 and is actively involved in promoting business relations between Australia and Indonesia.

Susie regularly assists clients in drafting employment-related documents, including company regulations, employment agreements, and settlement agreements. She has advised on various labor issues, such as termination of employment, expatriate employment, sexual harassment, strikes, lockouts, working hours and leave policies. She has also assisted clients in the settlement of employment-related disputes. Susie also has extensive experience advising and assisting foreign and Indonesian corporations in compliance matters, joint ventures, acquisitions, due diligence, leasing, and other corporate matters in variety of industries. In addition she has experience advising clients on construction matters in various countries ranging from preparation and negotiation of construction contracts and tender documents to large scale infrastructure projects to construction disputes.

WORKSHOP B: 13:30 - 17:00, TAX REQUIREMENTS AND STRUCTURE IN HIRING EXPATRIATES IN INDONESIA

WORKSHOP OUTLINE

- Tax residence rules for expatriate
- Taxation on resident taxpayer (tax rates, registration, tax return/ compliance, de-registration)
- Taxation on non-resident taxpayer
- Tax aspects of compensation and benefit package
- Foreign tax credit

ABOUT YOUR WORKSHOP LEADER



Henrietta Kristanto
Tax Partner
PB Taxand Indonesia



Henrietta is based in Taxand Indonesia where she is one of the partners PB Taxand. With 12 years' experience in taxation, Henrietta has earned the trust of a growing number of clients ranging from service, manufacturing, real estate, banking, and SME industry by providing Tax Planning, Tax Restructuring, Tax Compliance, Individual Tax, Compensation & Benefit, as well as Payroll Outsourcing/ Employment Tax services.

As a tax practitioner, Henrietta is frequently appointed as a speaker in noteworthy national and international tax conferences and is a regular lecturer at post graduate program Gajah Mada University, Indonesia. Henrietta is an active member of several communities and association such as Toastmasters International, Indonesian Tax Consultant Associations, Principia Coaching Community, SME Committee of American Chamber of Commerce in Indonesia and Certified Wealth Managers Association (CWMA) where she earned her Certified Wealth Manager title.

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Please complete this section.

Booking Contact (Approving Manager) Mr/Mrs/Ms: _____
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Organisation: _____
Address: _____
_____ Postal Code: _____
<input type="checkbox"/> I would like to receive more information on hotel accommodation using Clariden Global corporate rate.

Promotional Code (Optional): _____

Please register the following participant(s) for this Conference
(Please tick to select your Conference packages. You may tick more than one.)

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Job Title: _____ Department: _____

Telephone: _____ Fax: _____

Email: _____ Date of Birth: _____

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Telephone: _____ Fax: _____

Email: _____ Date of Birth: _____

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Job Title: _____ Department: _____

Telephone: _____ Fax: _____

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4th Participant Name (Mr/Mrs/Ms): _____

Job Title: _____ Department: _____

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Email: _____ Date of Birth: _____

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GROUP DISCOUNTS

For 2 registrations from the same company and billing source, the 2nd participant enjoys a 10% discount.

For registrations of 3 from the same company and billing source, the 4th participant receives a complimentary set.

Please note that only one discount scheme applies per company.

CONFERENCE FEES

Conference Packages	1st Early Bird Fee (If payments and registrations are received by 7th Oct 2013)	2nd Early Bird Fee (If payments and registrations are received by 4th Nov 2013)	Regular Fee Nett
A: Conference + Full Workshop	US\$ 2,595	US\$ 2,795	US\$ 2,895
B: Conference + Workshop A	US\$ 2,295	US\$ 2,495	US\$ 2,595
C: Conference + Workshop B	US\$ 2,295	US\$ 2,495	US\$ 2,595
D: Conference Only	US\$ 1,895	US\$ 2,095	US\$ 2,195
E: Workshop Only	US\$ 995	US\$ 995	US\$ 995

The conference fee includes lunch, refreshments and conference documentation.

IMPORTANT NOTICE: Payments are required with registration and must be received prior to the Conference to guarantee your place.

CONFERENCE VENUE AND ACCOMMODATION INFORMATION

Four Seasons Hotel Jakarta

Address : Jalan H.R. Rasuna Said Jakarta 12920, Indonesia

Tel : +62 (21) 252 3456

Website : <http://www.fourseasons.com/jakarta/>

4 WAYS TO REGISTER



Email: admissions@claridenglobal.com



Fax: +65 6567 4328



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Made payable to CLARIDEN GLOBAL INTERNATIONAL LIMITED and mail to: 3 International Business Park, #04-29, Nordic European Centre, Singapore 609927.

BY TELEGRAPHIC TRANSFER TO:

Bank Name: **Standard Chartered Bank**
Bank Code: **7144**
Bank Branch Code: **001**
Bank Address: **6 Battery Road, #01-01, Singapore 049909**
Bank Account No: **0107775042**
Bank Account name: **CLARIDEN GLOBAL INTERNATIONAL LIMITED**
Bank SWIFT Code: **SCBLGSG**

Please note that all bank charges are to be borne by participants. Please ensure Clariden Global receives the full invoiced amount.

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To make payment by credit card, please call our client services hotline at +65 6899 5030.

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An invoice and registration confirmation will be sent within 7 days, please contact us if you have not heard from us within 7 days. Payment can be made by credit card, by bank transfer (for bank account details, please see payment details section of booking form) or by cheque made payable to "Clariden Global International Limited" and posted to Clariden Global at: 3 International Business Park, #04-29, Nordic European Centre, Singapore 609927. ALL PAYMENTS MUST BE RECEIVED IN ADVANCE OF THE EVENT.

ACCOMMODATION

Accommodation is not included in the conference fee but you will be entitled to use our corporate rate for your accommodation. Information will be sent with the registration confirmation.

CANCELLATIONS AND SUBSTITUTIONS

Once we have received your booking, the place(s) are confirmed. No refunds will be made for any cancellations, however, program credits of equivalent value only applicable for Clariden Global events will be provided. Credits can only be redeemed for 1 program and is valid for only one (1) year from date of issue.

Substitution with a qualified candidate is allowed by providing at least 5 working days of advance notice to Clariden Global. One time substitution is allowed with no charges. Subsequent substitutions will be charged 10% admin fee.

ALL CANCELLATIONS MUST BE RECEIVED IN WRITTEN FORM

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