

# Strategic Alignment of HR and Business Strategy

Main Conference: 21 - 22 January 2015 Post Conference Workshops: 23 January 2015 Location: Kowloon Shangri-La Hotel, Hong Kong

# **5** Identified Key Areas Towards Strategic Alignment

 Re-Inventing HR: Adopt successful case studies from world-class companies on global talent management, succession planning, change management and cultural transformation

- **2. Strategic Workforce Planning:** Assemble a current and future worldclass workforce for your organization
  - **3. New Global HRBP Models:** Implement successful HRBP model within your organization that aligns HR with organization strategy
  - Manage Change and Restructuring Effectively: Roll out relevant strategies adopted by global companies during organizational and cultural change to ensure smooth transition

**5. Assess the Alignment:** Utilize methods and frameworks to ensure strategic alignment of people to strategy

# Understand How Global HR Leaders Today Transform their HR Functions to Align People with Business Strategy



# THE SHOW AT A GLANCE

## DAY 1: 21 JANUARY 2015, WEDNESDAY

- · Reinventing HR, transforming HR into a key strategic partner
- Driving successful HRBP model within your organization
- · Growing global talent for global growth

## DAY 2: 22 JANUARY 2015, THURSDAY

- Developing relevant and successful HRM practices and initiatives during transition of organizational changes
- Redesigning Performance Management for New Talent Management Agenda
- Accommodating impact of globalization and technological advancements during HR transformation

# **POST CONFERENCE WORKSHOPS:** 23 JANUARY 2015, FRIDAY

- WORKSHOP A:
- Strategic Talent Management: A Talent Game
   WORKSHOP B:
- Aligning Performance Management with Business Objective

## **Key Speakers**

Ivy Lau

Co-Owner

Hong Kong

Broadband

Network Ltd

Iris Cheng

Senior Human

Communication CLP Power Hong Kong Limited

David Mui

JSDU

Former Human

**Resource Director** 

Resources Manager -

Organization & Talent

Development, Internal

Director, Talent

Engagement &



Chris Meyrick Vice President, Human Resources, Asia Pacific American Express



Kam W To Senior HR Partner, Asia Manulife Asia

**CPD** Certification



Jignesh Ramji Regional Business Partner and HR Leader Financial Products -Asia Pacific Bloomberg



Mark Sullivan Global Vice President HR DFS Group Ltd



Theresa Chong Group Human Resources Director Amoy Food Ltd



# CONFERENCE SPEAKERS

## **Speakers from Fortune 500 Companies**

International Visionaries



**Chris Meyrick** Vice President, Human Resources, Asia Pacific American Express



Jignesh Ramji Regional Business

Partner and HR

Financial Products -

l eader

Asia Pacific Bloomberg Rob Jack Senior Vice President HR Executive for GT&O Asia Pacific, and

Head of HR Business Advisory Bank of America

Merrill Lynch



Samantha Buttle Regional Head of HR, Asia Pacific **BNP** Paribas Investment Partners Asia Ltd

**Charlene Stenton-Dozey** Director, Human Resources **Global Corporate Services** - Asia Pacific CBRE





Mark Sullivan Global Vice President HR DFS Group Ltd



David Mui Former Human Resource Director

JSDU



Travis V Barton Principal & Talent Consulting Business Leader Mercer



Eliza Ng Director, Human Resources Fuji Xerox (Hong Kong) Limited



Pallavi Anand

Leigh Stewart Executive General Manager, People Leighton Asia



Kam W To Senior HR Partner, Asia Manulife Asia



John Hilton Director of Asia Pacific **MOVES Guides** 

Hong Kong

Samuel Tsang Director, Human Capital Leader Deloitte Consulting.



Sammie Shum Associate Director, Human Capital Advisory Services Deloitte Consulting, Hong Kong



Ivy Lau Director, Talent Engagement & Co-Owner Hong Kong **Broadband Network** Ltd



David Williams Partner and Director AsiaDigitalMojo



Theresa Chong Group Human **Resources Director** Amoy Food Ltd

**Thought Leaders from Hong Kong** 

Eva Lo



Director of Knowledge Management Langham Place Hotel



Iris Cheng Senior Human Resources Manager -Organization & Talent Development, Internal Communication **CLP Power Hong** Kong Limited

Katherine Wong **Client Solutions** Manager AIRINC Asia-Pacific



Peter Leung Senior Human **Resource Manager** Healthcare Service. Hong Kong



Thomas Arkell Group HR Director Cosmosupplylab Ltd



Erika Humby HR Director **Capital Recruitment** Group Inc

Managing Director Robert Half, Hong Kong



## INVITATION TO STRATEGIC ALIGNMENT OF HR AND BUSINESS STRATEGY

Dear HR Colleagues,

Successful HR Leaders are transforming their human resource practices to align with their organization's business strategy. A Harvard survey found that 80% of HR departments lack a strategic planning process that is aligned with the organizations strategy and as a result lag behind their peers companies - with the ability to foresee the needs for their high potential workforce and achieving business objectives that will allow them to gain decisive competitive advantage.

HR leaders need to develop strategies that fit today and be prepared for tomorrow to survive in this ever-changing and competitive environment. We have identified the following key areas:



- 1. **Re-Inventing HR** Adopt successful case studies from world-class companies on global talent management, succession planning, change management and cultural transformation
- 2. Strategic Workforce Planning Assemble a current and future world-class workforce for your organization
- 3. New Global HRBP Models Implement successful HRBP model within your organization that aligns HR with organization strategy
- 4. Manage Change and Restructuring Effectively Roll out relevant strategies adopted by global companies during organizational and cultural change to ensure smooth transition
- 5. Assess the Alignment Utilize methods and frameworks to ensure strategic alignment of people to strategy

Clariden Global is pleased to have the opportunity in forging a platform for HR leaders and practitioners to bring together the HR issues and challenges that accompanied these dynamic organizational changes. The time is here for HR to take the lead in driving future strategic change. Join us this coming January in Hong Kong for a meaningful gathering of HR practitioners and professionals across all industries in exchanging of unique experience and valued knowledge.

Looking forward to your participation and meeting you in 2015.

Best regards,

Xanth LOON Conference Producer Clariden Global Pte Ltd

Book Your Seat Today! Email: admissions\_office@claridenglobal.com or Call +65 6899 5030 today for immediate booking. Strategic Alignment of HR and Business Strategy

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# Join Us this January and Discover:

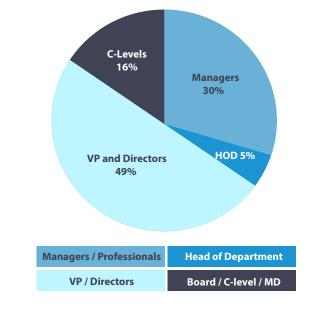
- · How CHROs in major organizations are transforming their HR functions today to create global HR leadership model
- How HR processes and organizational designs are being re-thought, re-taught and re-designed to achieve strategic alignment with business strategies
- · How to engage new HR analytics and frameworks to drive efficiency, boost engagement and gain meaningful insight

# Who You Will Meet:

Chief Human Resource Officers (CHRO), 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
- People Development
- · Leadership Development & Succession Planning
- And also:
- · General Managers who have staffing responsibilities
- · Managing Directors
- CEOs/COOs

Seniority Level: More than 70% are Director Levels & Above



## Past Participating Companies of Clariden Global's HR Events

- Agoda
- Airport Authority Hong Kong
- ANZ
- Apple
- AXA Asia
- · Bacardi Martini Asia Pacific
- Baker and McKenzie
- Bank of Singapore
- BASF
- BHP Billiton
- · Booking.com
- BP
- Burberry
- Cathay Pacific
- CapitaLand
- CBRE
- Chevron
- Clifford Chance
- Commonwealth Bank
- Deutsche Bank
- DFS Group Ltd
- ExxonMobil
- First State Investments (Hong Kong) Limited

- Freeport
- Gucci Group (Hong Kong) Ltd
- HSBC
- Jet Aviation Business Jets (HK) Ltd
- · John Swire & Sons (HK) Ltd
- JT International (Asia Pacific) Ltd.
- · Kingfisher Asia Ltd
- LinkedIn
- L'Oreal Hong Kong Ltd.
- · Marriott International Inc
- Newedge Group
- · Prudential Corporation Asia
- PSD Group Limited
- Schneider Electric
- Shure Asia Limited
- Simmons & Simmons
- · South China Morning Post
- Standard Chartered Bank
- Swiss Reinsurance Company Limited
- The Hong Kong Jockey Club
- Unilever
- Zurich Services (Hong Kong) Limited

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## DAY ONE - WEDNESDAY, 21 JANUARY 2015

#### 08:15 **Registration and Morning Coffee**

#### 09:00 Chairman's Welcome Note

#### Erika Humby

#### HR Director

#### Capital Recruitment Group Inc

Erika has specialized in Human Resources recruitment across all industries, for over twelve years. She has worked at Management and Executive level in the Hong Kong, Singaporean, Chinese and Australian HR markets. When Erika moved to Hong Kong in 2005, she built her regional profile by placing Management and Executive HR professionals into in-house and consulting roles, related to the banking, finance, professional services and IT industries. In 2008, 2010 and 2011 Erika appeared in Asia Money's Top 10 'Best Headhunting Executives' for Human Resources. Erika is currently at CRG as the Director for Human Resources Executive Search. Erika is the host of the "HR Women in Hong Kong" industry forum



#### 09:10 Keynote Address: The Development of Human Resource Management (HRM) in Hong Kong Today and Beyond

#### Eliza Ng

### Director, Human Resources

Fuji Xerox (Hong Kong) Limited

Eliza Ng is currently Director, Human Resources of Fuji Xerox (Hong Kong) Limited. She holds a Master Degree in HR Development and Training with over 25 years' all round HR experience as Senior HR Executive in Fortune 500 US Listed Company, Investment Banking and Hong Kong listed IT company. In addition, she serves as a member of Hong Kong Management Association's Human Resources Development Management Committee since 2011; a Board of Examiner of Hong Kong Management Association's Award for Excellence in Training and Development since 2012; Executive Committee of the Chamber's Women Executives Club of The Hong Kong General Chamber of Commerce in 2014 and is being a parttime lecturer in HR Management for over 10 years in Hong Kong Baptist University and other leading education institutes.



#### THE EVOLUTION OF HR: ASSUMING THE DRIVER'S ROLE

#### Driving Successful HR Business Partner Model within your Organization 09:30

- · Critical skills and capabilities of the HR Business Partner
- · Examples of what limits HR Business Partner effectiveness
- Multi-dimensional approach taken by organizations to optimize their value

#### Travis Barton

#### Principal & Talent Consulting Business Leader Mercer

Travis is a principal and business leader for Mercer's Hong Kong Talent practice. She helps organizations manage their workforce and HR function to optimize value and performance. Travis has more than 15 years of human capital consulting experience with a wide range of issues, including leadership assessment and development, succession planning, performance management, and HR operational efficiency. She has also worked with a number of companies to enhance the alignment and value of the HR Business Partner role.

#### 10:00 Building HR's Strategic Capability: A Practitioner's Roadmap

- Best practice case study from HR leader
- Delivering of effective strategic insights the business requires

#### Kam W To

Senior HR Partner, Asia Manulife Asia

Kam has nearly 20 years of experience in human resources management and has been with Manulife for more than 10 years. His main responsibility is to oversee all human resources operations in Manulife Hong Kong, including talent acquisition, compensation and benefits, employee relations, engagement, learning, talent management, organizational development and human resources system development. He is also in charge of developing people strategies and executing various corporate initiatives to help build Manulife as an Employer of Choice in Hong Kong.

#### 10:45 Morning Networking Refreshment

#### Prioritization of Resources that Align and Achieve Company's Strategic Objectives 11:15

- · Strategic planning and reorganization of resources for effective business results
- · Allocation of constrained resources and alignment with corporate goals

#### David Mui

#### Former Human Resource Director JSDU

David Mui is ex-APAC Regional HR Head at JDSU. Being business partner supporting JDSU's growth in the APAC region, he initiated and implemented HR programs and initiatives to align and enable business strategic execution. He also actively managing organization changes and M&A creating value internally to employees and externally to customers. David has solid experience in strategic planning and human capital management. In addition to his business consulting experience, he also has substantial university teaching experience in strategic management and strategic HR.







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#### 11:45 Global Talent for Global Growth: A Global HRM Agenda

- Identify future and changing business needs
- · Foster a multi-national talent pipeline
- Respond to the rapidly changing needs of the business with the right people and processes

Mark Sullivan Global VP HR DFS Group Ltd

Mark joined DFS in 2000 as the General Manager in San Francisco. With DFS, he moved to San Francisco, California and Saipan within retail operations. He has been promoted as Human Recourses Director for Pacific area in 2007. Since 2009, he has been the Global Vice President, Human Resources based in the DFS Global office in Hong Kong. Prior to DFS, Mark had 17 year career in retail, having worked as the General Manager at Nuance Watson Hong Kong and Marks & Spencer before that. He is a graduate of Goldsmiths College and the London School of Economics.

#### 12:30 Networking Lunch Break

#### 13:30 Panel Discussion: Wooing the Millennial - Creating Cross-Generation Work Culture

- The distinct characteristics, values and attitudes towards work across the generations
- Innovative HR initiatives to integrate the diverse generations in the corporate culture
- Challenges and issues faced in attracting and retaining the Millennial
- · Strategies engaged for Cross-Generational Leadership

<u>Moderator:</u> Erika Humby HR Director

Capital Recruitment Group Inc

Erika has specialized in Human Resources recruitment across all industries, for over twelve years. She has worked at Management and Executive level in the Hong Kong, Singaporean, Chinese and Australian HR markets. When Erika moved to Hong Kong in 2005, she built her regional profile by placing Management and Executive HR professionals into in-house and consulting roles, related to the banking, finance, professional services and IT industries. In 2008, 2010 and 2011 Erika appeared in Asia Money's Top 10 'Best Headhunting Executives' for Human Resources. Erika is currently at CRG as the Director for Human Resources Executive Search. Erika is the host of the "HR Women in Hong Kong" industry forum.

#### <u>Panelist Speakers:</u> Peter Leung Senior Human Resource Manager

Healthcare Service, Hong Kong

Peter Leung is a seasoned Human Resource (HR) professional with over 25 years' extensive HR experience in public & private sector service in Hong Kong, including in tertiary institution, healthcare and hospitality management. He is a cluster Senior HR Manager in Hospital Authority. He is a speaker in faculty of HKIHRM certificate courses, and has taught in Open University (OUHK) MBA courses. He was previously a Certified Professional in Healthcare Quality (CPHQ) in the U.S.

#### Pallavi Anand Managing Director

Robert Half, Hong Kong

Pallavi is responsible for Robert Half's operations and business development in Hong Kong, managing all lines of business including Robert Half Finance & Accounting, Robert Half Financial Services, Robert Half Management Resources, and Robert Half Technology. Pallavi relocated to Hong Kong in 2009 as Senior Division Director, where she developed the contract recruitment arm of Robert Half Hong Kong and led it to profitability. Pallavi has been recognized multiple times for outstanding performance both as an individual performer and as a leader amongst Robert Half's more than 340 offices worldwide.

#### Charlene Stenton-Dozey

Human Resource Director, Global Corporate Services — Asia Pacific CBRF

Charlene is the Human Resources Director of Global Corporate Services CBRE Asia Pacific, based in Hong Kong. She has accumulated more than 15 years of HR experience in innovating, improving and designing HR processes from performance management, organizational change management, recruitment process outsourcing, succession planning, talent, career planning, training, HRIS development to the intranet. She also excels in staff communication and has contributed to employee engagement initiatives during the various business she had been involved in over the years. Prior to joining CBRE, she held senior HR positions in ING Insurance APAC and Reuters Australia.

#### SHAPING YOUR WORKFORCE

#### 14:45 The Power of Alignment for Great Talents Performance

- · Aligning the HKBN company culture and operations with the organizational goals
- Considering your talents' interest and create sense of ownership within the team
- Linking your talents' competence and expectation with comprehensive performance management practices

Ivy Lau

#### Director, Talent Engagement & Co-Owner Hong Kong Broadband Network Ltd

Ivy is responsible for the development and implementation of Talent strategies to pioneer the Group's Talent Management, Talent & Organization Development, Corporate Culture, General Administration, and Corporate Social Responsibilities. Prior to joining the Group in 2011, Ivy has worked in various industries and renowned multinational corporations giving her broad understanding of the markets in the USA, Singapore, PRC, Taiwan, Macau and Hong Kong. Currently, Ivy serves in both the Training & Development Award Committee and the Personnel Management Committee of Hong Kong Management Association. She is also a Board Director of the Fair Trade Hong Kong Foundation.











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#### 15:45 Implementing Effective Strategic Workforce Planning in Bloomberg

- The importance of workforce planning in the 21st century global context
  Bloomberg's workforce planning model and how it integrates with its talent
- management strategy
- Bloomberg's casestudy on workforce planning

#### Jignesh Ramji

Regional Business Partner and HR Leader, Financial Products - Asia Pacific Bloomberg

Jig is the regional HR Business Partner and Leader for Financial Products at Bloomberg. His portfolio covers the APAC region including Japan and includes all aspects of the employee lifecycle. He has experience within Management Consultancy (Deloitte) and relevant industry experience at both Fujitsu and Macquarie prior to joining the firm. Jig has worked in many countries including the UK, Netherlands, Australia, Singapore and now Hong Kong. He has deep expertise in Talent Management, Organization Design and Change Management having led large scale projects for multinational firms globally.

## Bloomberg

ANGHAM

IG KONG

PLACE

#### 16:25 Leading Business Growth with Intellectual Capital: Capabilities Building Within the Team

- Acquire and utilize techniques to optimize core competencies
  - Increase capacity to compete on the basis of its intellectual competencies which strategically aligned with the objectives of the organization

Eva Lo Director of

Director of Knowledge Management Langham Place Hotel

Eva has over 20 years' experience in training, specializing in business communication, customer service and managerial development. She has a solid track record helping companies achieve business results, via superior and innovative training methods. Eva offers creative and insightful solutions, based on her in-depth knowledge and wide experience in key industries, e.g. banking, hospitality, logistics, retail, advertising, public sector, etc.

#### 17:00 Chairman's Closing Remarks

17:10 End of Day 1

### DAY TWO - THURSDAY, 22 JANUARY 2015

#### 08:15 Registration and Morning Coffee

#### 09:00 Chairman's Welcome and Opening Remarks

Erika Humby HR Director Capital Recruitment Group Inc

#### **KEEPING UP WITH THE ORGANIZATIONAL GROWTH & CHANGES**

#### 09:10 Managing Regional Talent Mobility with Effective Reward Frameworks

- Implement forward looking mobility processes to effectively utilize talents
- Develop appropriate reward systems to drive engagement and manage employee expectations
- Manage challenges in regional workforce mobility that will significantly impact business performance

Katherine Wong Client Solutions Manager AIRINC Asia-Pacific

Katherine Wong is Client Solutions Manager with AIRINC Asia-Pacific. Before joining AIRINC, Katherine has more than 10 years' experience of driving Global Talent Management projects. In her prior role as the Recruitment Manager of IKEA Greater China, she actively led various global talent programs. Katherine is at the forefront of dealing with the challenges and providing solutions for an organization's recruitment and talent retention.

### 09:50 Leading Change at American Express

- · Building an internal change capability
- Introducing gamification in managing change within the organization
  Hear about an HR function's journey Change Management

Chris Meyrick VP HR, Asia Pacific

American Express

Chris leads the HR function in developing talent strategies and solutions across 12 markets in Asia Pacific for America Express. As a seasoned human resources practitioner, Chris has extensive experience in change management, designing and implementing effective human resources initiatives. Chris has held a variety of human resources and business roles in the banking and telecommunications industries prior to joining American Express. He is currently based in Hong Kong. G L O B A L I Z A T I O N

AIRINC

WORKFORCE



10:25 Morning Networking Refreshment

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#### 10:50 The Best Practices of Succession Planning

- · The myths and misconceptions of succession planning
- Integrate succession planning as part of the talent management process
- Emerging trends and best practices in succession planning

#### Senior Human Resources Manager - Organization & Talent Development, Internal Communication CLP Power Hong Kong Limited

Iris is the head of the organization & talent development, internal communication function in CLPPHK. Her current role involves strategic reviews on human capital strategies and she spearheads award-winning initiatives on succession Janning, learning & development, cultural change, and employee engagement. Iris holds a Bachelor degree in Business Administration and a Master degree in Applied Psychology.

#### 11:25 The Human Side of M&A Activity

- HR Role on an M&A Marriage
- The Challenges and the Fun
- What we have learned in the Case of Amoy: The Struggles! The Celebrations! Theresa Chong

#### Group Human Resources Director

#### Amoy Food Ltd

Theresa is the Senior HR leader in Amoy Group, a member of executive team to support growth strategies and Global business plans of Amoy. Leading the organization in Hong Kong and Shanghai, she is in charge of the functions of Human Resources, Administration and Corporate Communications. For the past couple of years, Theresa has focused in revamping Amoy's Vision, Mission, Values; redeveloping Amoy's Talent Management programs and reviewing leadership programs

With over 20 years of experience in fast-moving consumer goods industry, she also has rich experience in Human Resources & Administration, Plant Management, Business Development, Merger & Acquisitions, and have worked with diverse cultures in California, Hong Kong, Shanghai and Shenzhen

#### 12:00 Empowering & Engaging Employees through Technology

#### David Williams

#### Partner and Director AsiaDigitalMojo

David is founder and lead digital strategist of AsiaDigitalMojo, one of Asia's prominent digital agencies. He is currently holding the lecturing position in Hong Kong Polytechnic University, Hunan University Design School and DSK International Design School, India. From the UK, he holds a PhD in Cognitive Psychology and has 15 years experience in commercial digital experience and retail innovation and design. He also has teaching and commercial relationships with 10 universities around Asia and Europe. He sees the harmony of voices from the arts, design, entertainment, psychology, engineering and business, along with the melding Eastern and Western traditions, as the DNA of future successful businesses

#### 12.30 Networking Lunch Break

### ACKNOWLEDGING THE SUCCESS OF STRATEGIC ALIGNMENT

#### 13:30 **Redesigning Performance Management for New Talent Management Agenda**

- Redesign performance management approaches that drive high business value
- Provide opportunities to achieve new talent management objectives
- Reposition HR as the strategic partner and enabler to enterprises

#### Samuel Tsand

#### Director, Human Capital Leader Deloitte Consulting, Hong Kong

Sam is a director and the Human Capital Leader for Deloitte Consulting in Hong Kong. He has more than 17 years of business, technology and people consulting experiences. Throughout his career, Sam has served a wide range of clients in the insurance, transportation, hospitality, retail, consumer goods, higher education, government and NGO industries in the Asia Pacific region. He has deep expertise in talent management, change management, employer brand development, employee engagement, organizational design, leadership development, acquisition integration and HR transformation.

#### 14:10 Leveraging on HR Analytics to Drive Insightful Business Strategies

- Sharing approaches for aggregating and analyzing HR data and business data Case studies of solving organizational performance issues through qualitative
- and quantitative analytics
- · Reveals what works and what does not work when leveraging HR analytics to drive business strategy

Leigh Stewart Executive General Manager, People Leighton Asia

Leigh Stewart leads the Human Resources, Safety, Environment, Security, Sustainability and Communications functions for Leighton's Asian operations. The Leighton Group is a diverse international engineering infrastructure, mining, construction, property and environmental services Group. Leighton is listed on the Australian Stock Exchange and has annual revenues in excess of US\$20B p.a. and a workforce of 55,000 people globally. As a member of the Executive team in Asia, Leigh plays a key strategic role in shaping business direction and delivering superior operational performance. Leigh currently sits on the Board of the Australian Chamber of Commerce for Hong Kong and Macau and is Chairman of the Board's HR Advisory Committee.



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#### 15:10 Aligning Rewards and Recognition Frameworks to Business Needs

- Identifying the crucial components that forms an effective reward framework
- · Strategies place on non-monetary rewards and recognition
- Developing an effective competency framework that linked to performance management framework

#### Samantha Buttle

Regional Head of HR, Asia Pacific BNP Paribas Investment Partners Asia Ltd

Samantha leads the HR functions in strategising and implementing initiatives across 9 locations in the Asia Pacific region. With more than 10 years holding senior HR positions in various locations, Samantha has gained rich and diverse experiences within the HR field building effective stakeholder relationships and delivering customised HR agendas to enhance business performance. Her work has included leadership and talent development, organization design, leadership evolution, rewards & recognition and aligning people initiatives with the business needs

#### 15:45 Panel Discussion: The Future of HR - Impact of Globalization and Technological Advancements Driving HR Transformation Today and Beyond

- Forward-looking vision to drive HR transformation for tomorrow
- · Bridging the skills and talents gap in this fast-changing business environment
- Compete of talents and resources on an international level

<u>Moderator:</u> John Hilton Director, Asia Pacific MOVES Guides

John Hilton has ten years of experience working in the technology industry throughout the APAC region. He most recently joined MOVE Guides, the first cloud technology for global mobility as their Director of Asia Pacific. He manages all business operations in the region, educates prospective clients about MOVE Guides' award-winning Talent Mobility Cloud solution and supports existing clients as they expand. Before joining MOVE Guides, John worked in a number of different sales and strategy positions for multiple financial technology firms in the Asia Pacific region. He is a regular participant of Worldwide ERC and Forum for Expatriate Management events.

Panelist Speakers: Rob Jack Senior Vice President HR Executive for GT&O Asia Pacific, and Head of HR Business Advisory Bank of America Merrill Lynch

Rob is responsible for managing the team of HR professions that partner with the regional leadership and management teams to establish and drive a people strategy and provide council on all human resource related matters. This role is focused on improving organizational performance through every aspect of people, including workforce planning, staffing and selection, learning and capability development, leadership effectiveness, talent and succession planning, and performance and compensation management. Rob holds a Bachelor of Economics degree from the University of Sydney.

#### David Williams Partner and Director

AsiaDigitalMojo

David is founder and lead digital strategist of AsiaDigitalMojo, one of Asia's prominent digital agencies. He is currently holding the lecturing position in Hong Kong Polytechnic University, Hunan University Design School and DSK International Design School, India. From the UK, he holds a PhD in Cognitive Psychology and has 15 years experience in commercial digital experience and retail innovation and design. He also has teaching and commercial relationships with 10 universities around Asia and Europe. He sees the harmony of voices from the arts, design, entertainment, psychology, engineering and business, along with the melding Eastern and Western traditions, as the DNA of future successful businesses.

#### Thomas Arkell Group HR Director

#### Cosmosupplylab Ltd

Thomas has over 14 years of result driven success in the Human Resources field, specialising in Leadership Development and Talent Management within highly technical industries. Experienced in developing and managing end-to-end HR practices and teams around the world. Thomas has a global perspective with a unique combination of expertise in strategic business leadership, global talent management, multi-cultural experience, and focus on business execution to drive profitable results across multiple countries. He holds a bachelor degree in Human Resources & Management, Monash University, Australia. He is also an active member of the Australian Chamber of Commerce, Hong Kong, Mexico and Chile.

#### 17:00 Chairman's Closing Remarks

17:10 End of Day 2









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# **Post Conference Workshops**

## FRIDAY, 23 JANUARY 2015 | KOWLOON SHANGRI-LA HOTEL, HONG KONG

This Conference has been Independently Certified and Accredited by CPD, an Internationally Recognized Certification Board

Workshop Timetable: Workshops will run from 9:00 am - 5:00 pm, with mid morning, luncheon and mid afternoon refreshment breaks included. Registration begins 30 minutes before each workshop commences.

## **Strategic Talent Management: A Talent Game**

Workshop A (9:00 am - 12:00 pm)

### Workshop Overview

The first step in building a strategic talent management culture is creating a shared understanding of talent decisions and their impact. By broadening managers' thinking about how they develop talent — they can better align available resources with the short-term and long-term needs of the business.

In this three-hour workshop, Mercer's will share an interactive learning experience regarding the interplay of talent performance, potential and critical roles. This program has been conducted across the world with a broad spectrum of cultures and leadership levels. Through a combination of simulation, discussion and individual reflection/planning, at the end of the program, participants will walk away with actionable insights on how they might develop talent in a more strategic manner both within and across teams.

At the end of this workshop, you will be able to walk away with an understanding of the potential consequences of your talent decisions and create an organizational culture where talent is managed as a critical business asset.

### Workshop Outline

- · Understanding of the potential consequences of your talent decisions
- Developing strategic thinking about talents engagement
- Sharing principles of talent management best practice
- Learning how best to optimize team's performance

## About Your Workshop Leader



Travis V Barton Principal & Talent Consulting Business Leader Mercer



Travis is a principal and business leader for Mercer's Hong Kong Talent practice. She helps organizations manage their workforce and HR function to optimize value and performance. Travis has more than 15 years of human capital consulting experience with a wide range of issues, including leadership assessment and development, succession planning, performance management, and HR operational efficiency. She has also worked with a number of companies to enhance the alignment and value of the HR Business Partner role.

Before joining Mercer, Travis held a variety of internal HR positions including HR Business Partner and other roles in talent development, compensation, and employee communications and change management. Travis has a bachelor's degree in industrial organizational psychology from Davidson College and an MBA with a concentration in organizational behavior from Georgia Institute of Technology. She has a Senior Professional Human Resources certification and is a member of the Society of Human Resource Management.

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## Aligning Performance Management with Business Objective

Workshop B (1:30 pm - 5:00 pm)

### Workshop Overview

Today's workforce is expected to be held accountable for results-but they also expect coaching, development and regular feedback from their managers. Many performance management systems fail as Managers often sit down for formal review discussions only once or twice a year and put these goals aside, only to flash the same set of results out again the next year - same problem, no solutions, no improvements. The performance management puzzle seemed to be misaligned.

Instead, companies should examine the performance management process to see if it truly drives performance today or is merely an artifact of the past. In many cases, a shift from "evaluation" to "development and performance improvement" will drive results and provide visibility and measurable indicators to organizational objectives. This also ensures employee goals are aligned with the organization's to achieve the highest possible targets and work performance.

### Workshop Outline

- · Develop, implement and conduct effective performance management systems and reviews
- · Establish a link between performance management to reward and remuneration
- · Master feedback techniques to change or reinforce behaviour

## **About Your Workshop Leaders**



Samuel Tsang Director, Human Capital Leader Deloitte Consulting, Hong Kong

## Deloitte.

Samuel is a director and the Human Capital Leader for Deloitte Consulting in Hong Kong. He has more than 17 years of business, technology and people consulting experiences. Throughout his career, Samuel has served a wide range of clients in the insurance, transportation, hospitality, retail, consumer goods, higher education, government and NGO industries in the Asia Pacific region. He has deep expertise in talent management, change management, employer brand development, employee engagement, organizational design, leadership development, acquisition integration and HR transformation.

Samuel received his MA in International Relations from the Fletcher School of Law and Diplomacy at Tufts University, and BS in Systems Engineering from Boston University. In addition, he is certified in Hogan Assessment Systems.



Sammie Shum Associate Director, Human Capital Advisory Services Deloitte Consulting, Hong Kong



Sammie is currently an Associate Director of Deloitte Consulting Services, focusing on Organization Transformation and Human Capital Advisory areas. She has over 11 years of experiences on corporate planning and management consulting from Deloitte, IBM, Procter & Gamble (P&G) and General Electric (GE). Prior to Deloitte, she was a senior manager of IBM Strategy and Transformation Consultancy unit, managing operation strategy, organization change and performance improvement practices. Before her consulting career, she also worked for P&G and GE in Greater China and Asia Pacific regions, covering business planning and performance management, post M&A integration and change management

Throughout her career, she has served iconic corporations from different industries, covering Financial Institutions, Retail, Consumer Goods, Healthcare, Transportation, Property, Government, Utility and Energy. Her specialty areas cover performance management, organization and operating model design, manpower planning and talent management, post M&A Integration and culture change.

## Strategic Alignment of HR and Business Strategy

21 - 23 JANUARY 2015 | KOWLOON SHANGRI-LA HOTEL, HONG KONG

This Conference has been Independently Certified and Accredited by CPD, an Internationally Recognized Certification Board

## **Capitalize on this Conference for HR Sponsors & Exhibitors**

Strategic Alignment of HR and Business Strategy Conference is a dedicated Human Resource event that seeks to transform HR functions today and create a global HR leadership model for tomorrow. Explore how HR processes and organisational designs are being rethought, re-taught and re-designed to achieve strategic alignment with business strategies. Engage new HR analytics and frameworks to drive efficiency, boost engagement and gain meaningful insight that value add to your HR professional path. This conference is targeted for HR Professionals with employee responsibilities in Hong Kong.

#### Partnering through an Event Sponsorship will enable you to:

- Get unparalleled industry exposure
- Generate leads and set-up key meetings
- Position your company as a thought-leader
- Reaffirm your position in the industry

Please contact *Amber Seah* at +65 6899 5032 or email *amber.seah@claridenglobal.com* to discuss potential sponsorship opportunities.

#### Benefits as a Media Partner or Supporting Organization this 2015

- Enhance your corporate profile & visibility within your industry Your company logo will be emblazoned on our brochures, distributed to highly targeted HR stakeholders across Asia
- Affiliation with Asia's best commercial event organizer

Clariden Global events are widely known and trusted throughout Asia for giving best value to senior industry executives. We partner with select media and supporting organizations, capable of delivering the highest caliber of expert knowledge and key industry insights to the target market.

If you meet the criteria set above and you would like to partner with this key business & networking conference for Hong Kong's HR industry, please contact **Amber Seah** at +65 6899 5032 or email **amber.seah@claridenglobal.com** 

## **CPD Certification Details**



This conference course has been independently certified as conforming to accepted CPD guidelines. On average, this conference contributes 24 hours towards your CPD.

pcertification Delegates must register at the start and close of each workshop to be awarded a certificate of completion.

## STRATEGIC ALIGNMENT OF HR AND BUSINESS STRATEGY

21 - 23 January 2015 | Kowloon Shangri-La Hotel, Hong Kong

## **C** L A R I D E N Knowledge for the world business leaders

## **REGISTRATION PAGE**

Please complete this section.	
Booking Contact (Approving Mar	nager) Mr/Mrs/Ms:
Job Title:	Department:
Telephone:	Fax:
Email:	
Address:	
	Postal Code:
I would like to receive more information on hotel accommodation using Clariden Global coporate rate.	

#### Promotional Code (Optional):

#### Please register the following participant(s) for this Conference

(Please tick to select your Conf	erence packages. Ye	ou may tick more than one.)
1st Participant Name (Mr/Mrs/I	Vls):	
Email:		Date of Birth:
Conference Package Selected:		
2nd Participant Name (Mr/Mrs/	′Ms):	
Job Title:	_ Department:	
Email:		_ Date of Birth:
Conference Package Selected:		
3rd Participant Name (Mr/Mrs/	Ms):	
Job Title:	_ Department:	
Telephone:	Fax:	
Email:		_ Date of Birth:
Conference Package Selected:		
4th Participant Name (Mr/Mrs/	Ms):	
Job Title:		
Email:		_ Date of Birth:
Conference Package Selected:		

#### **GROUP DISCOUNTS**

For registration for 2 participants, enjoy 10% discount on 2nd participant. For a limited time only by 29 December 2014, register 3 participants and the 4th participant will receive a complimentary seat. Complimentary seat will be registration of the lowest value.

### **CONFERENCE FEES**

Conference Packages (Pricing in USD)	1st Early Bird Fee (If payments and registrations are received by 1 December 2014)	2nd Early Bird Fee (If payments and registrations are received by 29 December 2014)	Regular Fee
A: Conference + Full-Day Workshop	US\$2,990	US\$3,190	US\$3,290
B: Conference + Workshop A	US\$2,690	US\$2,890	US\$2,990
C: Conference + Workshop B	US\$2,690	US\$2,890	US\$2,990
D: Conference Only	US\$2,390	US\$2,590	US\$2,690
E: Workshops Only	US\$995	US\$995	US\$995

PLEASE NOTE: The conference fee includes lunch, refreshments and conference documentation. Payments are required with registration and must be received prior to the Conference to guarantee your place.

## **CONFERENCE VENUE AND ACCOMMODATION INFORMATION**

#### Kowloon Shangri-La Hotel, Hong Kong

64 Mody Road, Tsim Sha Tsui East Kowloon, Hong Kong Tel: (852) 2721 2111 Fax: (852) 2723 8686 Website : http://www.shangri-la.com/hongkong/kowloonshangrila

#### **4 WAYS TO REGISTER**

	Email: admissions_office@claridenglobal.com
_	Fax: +65 6567 4328
	Call: +65 6899 5030
	Website: www.claridenglobal.com

#### **PAYMENT METHODS**

#### BY CHEQUE / BANK DRAFT :

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:

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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
SWIFT Code:	SCBLSG22
Please note that all ba	ank charges are to be borne by participants. Please ensure Cla

riden Global International Limited receives the full invoiced amount.

Note: Please include invoice number on all payment types and your company's name in your payment instructions for our reference.

#### CREDIT CARD:

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

#### HOW TO REGISTER AND PAY

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 or by cheque made payable to "Clariden Global International Limited".

#### ALL PAYMENTS MUST BE RECEIVED IN ADVANCE OF THE EVENT.

#### EARN CPD HOURS



This conference has been independently certified as conforming to accepted CPD guidelines. Delegates must register at the start and close CERTIFIED of each day to be awarded a certificate of attendance. Participants may cPD Certification earn CPD hours after attending this conference

#### **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**

PLEASE NOTE: Clariden Global International Limited reserves the right to change the content and timing of the programme, the speakers and the date and venue due to reasons beyond their control. If in the unlikely event that the course is cancelled, Clariden Global Pte Ltd will refund the full amount and disclaim any further liability.

ENQUIRIES: If you have any queries about registration or payment please do not hesitate to contact our client services department on +65 6899 5030.

PRIVATE DISCLOSURE STATEMENT: Any information provided by you in relation to this event is being collected by Clariden Global International Limited and will be held in the strictest confidence. It will be added to our database for the primary purpose of providing you with information about future events and services.

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