

# The 15th National Human Resources Summit

Tuesday, 29 April 2014 | Sunway Resort Hotel & Spa

**Opening Keynote Address**  
**YB Dato' Sri Richard Riot Jaem**  
**Minister, Ministry of Human Resources, Malaysia**

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# The 15th National Human Resources Summit



## Overview

"Malaysian talent represents the key to transforming our nation into a high-income economy, driven by knowledge-intensive and innovation-led activities" - YAB Dato' Sri Mohd Najib

The human resources landscape in Malaysia has seen tremendous change over the past 50 years as the nation progressed from being rooted in an agriculture-based economy to the services and manufacturing-based economy that it is today. We are witnessing continued progress as the nation strives toward becoming a knowledge-based economy. In this endeavour, human resources development will be the crucial enabler for Malaysia to realise her ambition of becoming a high-income developed nation by the end of this decade.

Within this context, the 15th National Human Resources Summit seeks to bring attention back to the basic building blocks of crucial human resources functions in order to lay a firm foundation for success not just for the nation as a whole but also for business enterprises and individuals as well as society. We will be examining the HR function's critical roles in supporting business strategies and in driving change management; discussing the latest developments in workplace learning as well as talent engagement and retention; and searching for the best fit between work-life balance and work-life integration for different groups of employees within your organisation.

This Summit is intended to serve both as a timely platform to provide industry updates, expert insights and practical knowledge and as a conduit to facilitate thought-provoking discussions. It will act as the venue for an important meeting of minds for HR professionals and C-suite executives from the public and private sectors to network, share and form strategic partnerships for furthering their respective organisations' HR agenda to align with and support strategic business objectives.

## Who Should Attend?

- HR Professionals (Heads, Vice Presidents, Directors, Managers, Team Leads, Consultants, Analysts)
- HR Representatives (Professional Bodies, Unions, Agencies)
- Other Professionals (IT, Legal, Finance, Public Relations)
- Industry Captains (Chairmen, Presidents, Chief Executive Officers, Managing Directors)
- Small and Medium Enterprises' Owners
- Senior Government Officials
- Educators (Coaches, Trainers, Colleges, Universities, Technical and Vocational Institutions)

## Confirmed Speakers

**Ms Alice Phang**, Group Director of Human Resources, Sunway Resort Hotel & Spa

**Mr Andreas Dorn**, Certified NLP and Hypnosis Trainer, Asia Mind Dynamics Sdn Bhd

**Ms Anisha Sasheendran**, Head of HR, Groupon Malaysia

**Mr Chin Tuck Piew**, Administrator, Human Resources and Personnel Development, Gleneagles Kuala Lumpur

**Mr Darrel Lourdes**, HR Director, Shell Malaysia Ltd

**Dr Jens Ballendowitsch**, Talent Practice Leader, Malaysia, Aon Hewitt

**Prof Datin Dr Quek Ai Hwa**, Professorial Chair of Career Development, Department of Psychology, HELP University

**Ms Ripa Rashid**, Director, Faculty & Curriculum, ICLIF Leadership & Governance Centre

**Ms Salika Suksuwan**, Head, Industry Partnerships, Talent Corporation Malaysia Berhad

**Mr Sanjeev Vaid**, Head of HR – Global Consumer Bank, Global Functions and Operations & Technology, Citibank Bhd

**Datuk Haji Shamsuddin Bardan**, Executive Director, Malaysian Employers Federation (MEF)

**Mr Shazmi Ali**, HR Director, Pfizer Malaysia

**Ms Tan Mei Ling**, Associate Director, SRI – HCD, PEMANDU, Prime Minister's Department

**and more**

## Why Attend?

- **Gain insights on current developments as well as key issues and major forces that interplay to impact your organisation's talent acquisition, development, engagement, management and retention**
- **Benefit from the expertise and experience of HR leaders who make up the panel of role-players**
- **Learn to adapt your organisation's HR functions to align with and support its strategic business objectives in an ever-changing and more competitive environment**
- **Be exposed to how successful organisations manage continuous change and the unavoidable objections accompanying it**
- **Get tips and advice on building or strengthening your talent programme to attract, engage and retain the crucial people who are the best fit for your organisation**
- **Opportunity to broaden your network within the HR industry and across industries as well as with policy makers, senior executives, business owners and educators**



## Programme

Tuesday, 29 April 2014

**08:30** Arrival and Registration of Participants

**09:00** Arrival of VIPs

**09:15** Welcoming Remarks

**Tan Sri Dato' Dr Michael Yeoh**  
Chief Executive Officer / Director  
Asian Strategy & Leadership Institute

**09:20** Opening Keynote Address

**YB Dato' Sri Richard Riot Jaem**  
Minister, Ministry of Human Resources, Malaysia

**09:40** Morning Refreshments

**10:00** Session One

**Strategic HR: Translating Business Strategies into HR Priorities**

The HR function is viewed as an important partner by many CEOs, but a common shortcoming often cited is its lack of depth in its understanding of the business. This session addresses how the HR function can demonstrate its depth of understanding of the business by supporting the organisation's strategic objectives through translating those objectives and strategies into quantifiable HR deliverables. A specific tool that we will be examining is HR Analytics to provide much needed insights for organisations large and small to make fact-based and actionable decisions.

**11:00** Session Two

**HR and Change Management: Helping People Embrace Change and Managing Resistance**

On the flipside of the coin, "People are the most important asset" turns into "People are the biggest stumbling blocks" as organisations struggle to cope with the demands of continuous change management. This session delves into how the HR function could help people of all levels in an organisation embrace change positively, as well as effectively manage both overt and covert objections.

**12:00** Session Three

**Workplace Learning: Going Beyond Delivery to Application**

Training and development are costly and time-consuming to plan and administer hence every effort should be made to ensure effectiveness. This session seeks to go beyond the usual rhetoric on delivery by delving into newer means such as video, and explores how to translate the lessons learnt into practical and applicable solutions that improve the way people carry out their job responsibilities and more significantly, bring about measurable impact on the bottom-line indicators for your business.

**13:00** Networking Lunch

**14:30** Session Four

**The ER of HR: Effectively Managing 'Engagement' and 'Retention'**

The core HR functions of engagement and retention are constantly evolving. This session provides insights and guidance on managing social tools to facilitate communication, connection and collaboration across generations as well as across levels of the organisation to instil in your workforce a greater sense of engagement and commitment. Also learn to navigate and overcome traditional HR rules and systems that negatively impact retention such as annual reviews, pyramid organisational structure and 9 to 5 workdays.

**15:45** Session Five

**Work-Life Balance vs Work-Life Integration: Meeting the Needs of Different Employees**

The Minimum Retirement Age Act 2012 (MRA) mandating retirement at 60 years of age went into effect from 1st July 2013. It has widened the inter-generational gap thereby widening workforce diversity, which necessitates a more sensitive yet balanced approach from HR. Viewed through a spectrum, organisations have on one end the more structured aging group with vastly different values from the fluid and flexible Gen-Y on the other end. In between are parents, females and also the often neglected males, each with its own unique needs. This session looks into the dichotomy of striking a balance between work and life in this mobile age of constant connectivity by examining how HR can tailor the best fit in terms of flexible work arrangements to meet the different needs of each group.

**17:00** End of Summit & Afternoon Refreshments

## Note

- HRDF Claimable under SBL Scheme (subject to approval by HRDF)
- The Organiser reserves the right to alter the content and timing of the programme in the best interest of the Summit and is not responsible for cancellations due to unforeseen circumstances
- The Organiser accepts no responsibility for statements made orally or in written material distributed by any role-player at the Summit. In addition, the Organiser is not responsible for any copying, republication or redistribution of such statements
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- Programme as of 11 February 2014

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The Asian Strategy & Leadership Institute (ASLI) is Malaysia's leading independent private Think Tank which is committed to the development of Asian leadership and strategic thinking. ASLI's mission is to help organizations enhance competitiveness, leadership and strategic capabilities through its public programmes, conferences, publications, policy research, business councils and CEO peer groups. ASLI provides trusted insights to governments, businesses and the diplomatic community. It also acts as a knowledge channel through interaction and dialogues with thought leaders. ASLI's value propositions are its valuable insights, high-level interaction, thought-leadership and in-depth research studies. ASLI provides insights, ideas, implications and interactions.

ASLI's events have been addressed by Heads of State, Prime Ministers, Senior Cabinet Ministers, Captains of Industry and prominent Strategic Thinkers to discuss issues of strategic importance to governments and businesses. ASLI has, over the years organised high-level programmes focusing on bilateral business partnerships in Singapore, Indonesia, Philippines, Australia, Japan, USA, Canada, Britain, Germany, China and South Africa. ASLI is also the Malaysian Secretariat of various bilateral Business Councils.

## THE 15TH NATIONAL HUMAN RESOURCES SUMMIT

## REGISTRATION FORM

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**1st Delegate**

Dr/Mr/Ms \_\_\_\_\_  
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Approving Manager's Name \_\_\_\_\_  
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Others, Please specify \_\_\_\_\_

29th April 2014 | Sunway Resort Hotel & Spa

## REGISTRATION INFORMATION

### REGISTRATION FEES

<b>Normal Registration Fee</b>	<b>RM1800.00</b>
<b>Special Group Discount (minimum 3 participants)</b>	<b>RM1600.00</b>
<b>Government/NGO</b>	<b>RM1500.00</b>

## PAYMENT METHOD

### PAYMENT

The fee must be paid in advance of the event. Walk-in delegates with payment will be admitted on 'space available' basis. Cheques or bankdrafts should be crossed and made payable to **Asian Strategy & Leadership Incorporated Sdn Bhd**.

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Payee name : **Asian Strategy & Leadership Incorporated Sdn Bhd**  
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Bank address : 48 & 50, Jln PJS 11/28A, Bandar Sunway, 46150 Petaling Jaya, Selangor  
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### FOR PRIVATE SECTOR

The organiser reserve the right to stop any registered delegate from taking part in the event if no proof of payment can be presented. This only applies to registered delegates who have NOT paid the registration fees prior to the event date.

### FOR GOVERNMENT SECTOR

A Local Order (LO) or letter of approval to participate must be presented before the event.

### SUBSTITUTION/CANCELLATION

Substitution is allowed for a registered delegate. Please note that all payments must be made prior to the event proper. For cancellation, a **refund minus 10%** service charge will be sent to the said delegates if cancellation is received in **WRITING** by **22nd April 2014**. No refund will be made for cancellation received after **22nd April 2014**.

Send/fax this entire form (or a photocopy) to:

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