

hrm AWARDS

BEST PRACTICES CONGRESS

25 August 2016 | Maxwell Chambers

HRM Awards Best Practices Congress is the highly anticipated follow-up event to what is known as the 'Oscars' of the HR industry – HRM Awards 2016. **This year, the congress brings together winners and special recognition winners from HRM Awards 2016 for an in-depth sharing of the internal practices that make them the indisputable industry leaders in their respective categories.** For the congress, we will focus on critical functions of HR e.g. Talent Management, Leadership Development, Graduate Development, Engagement and Retention, Training & Development and Recruitment Strategies.

Featured speakers:



Best Talent Management

Tricia Duran
HR Director
UNILEVER



Best Graduate Development

Glenn Loh
Human resource team
leader and Head of Campus
Recruitment and Development
UBS AG SINGAPORE BRANCH



Best Recruitment Strategies

Tiffany See
Executive Director, Human
Resources, APJ
DELL



Best Engagement & Retention

Michael Chua
Head of Industrial Relations &
Employee Engagement, Human
Resources
SMRT



Best Training & Development

Isis Ong
Director of Learning
SINGAPORE MARRIOTT
TANG PLAZA HOTEL



Best Leadership Development

Col Fred Tan Wel Shi
Head of SAF Centre for
Leadership Development (CLD)
SINGAPORE ARMED FORCES



Best Health & Wellbeing

Cheong Meng Foong
Managing Director
Group HR – Reward
DBS



Best CSR

Timothy Cheong
Group Human Resource
Director
BANYAN TREE CORPORATE
PTE LTD

+PLUS



Featuring Winners and Special Recognition Winners of HRM Awards 2016:

We have gathered our Winners and Special Recognition Winners of various categories from HRM Awards 2016 to share their best practices and their journeys in creating HR **best practices**



All Star Panel Discussion:

Future of HR: Trends Shaping 2017- Hear the industry experts share their view in HR challenges and trends for 2017



Networking & Cocktail Session

Enjoy a casual networking session at the end of the day with your HR peers and leaders

Official Venue Sponsor:



**MAXWELL
CHAMBERS**



Past Participating Organizations:

ASM TECHNOLOGY (M) SDN BHD
DSO NATIONAL LABORATORIES
KEPPEL FELS LIMITED
NORBREEZE PTE LTD
HEIDELBERGCEMENT ASIA PTE LTD
KEPPEL SHIPYARD LIMITED
SHANGRI-LA HOTEL SINGAPORE
BERNARD COULATY
HEALTH PROMOTION BOARD
FCL MANAGEMENT SERVICES PTE LTD
MINISTRY OF MANPOWER
SHANGHAI MAPLE TREE MANAGEMENT CO LTD
SINGAPORE POLYTECHNIC
SINGAPORE TOURISM BOARD
BANK OF SINGAPORE LIMITED
MINISTRY OF MANPOWER
CITYSPRING INFRASTRUCTURE MANAGEMENT PTE LTD
LAMSON JOINT OPERATING COMPANY
EU YAN SANG (SINGAPORE) PTE LTD
EU YAN SANG INTERNATIONAL LTD
BANK OF SINGAPORE LIMITED
SP SERVICES PTE LTD
MINDEF
FINANCIAL SERVICES COMMISSION, MAURITIUS
MINISTRY OF SOCIAL AND FAMILY DEVELOPMENT
ST ELECTRONICS (e-SERVICES) PTE LTD
SINGAPORE ARMED FORCES
TAN TOCK SENG HOSPITAL PTE LTD
MSD INTERNATIONAL GMBH (SINGAPORE BRANCH)
MINISTRY OF DEFENCE
EUROMONITOR INTERNATIONAL (ASIA) PTE LTD
MINISTRY OF CULTURE, COMMUNITY AND YOUTH
DEFENCE SCIENCE & TECHNOLOGY AGENCY
ABACUS INTERNATIONAL PTE LTD
ASM TECHNOLOGY (M) SDN BHD
RSVP SINGAPORE
DBS BANK LIMITED
AMERICAN EXPRESS INTERNATIONAL INC
DELL GLOBAL BUSINESS VENTURE
DEFENCE SCIENCE & TECHNOLOGY AGENCY
MINISTRY OF MANPOWER

Benefits of Attending:

- Learn how to implement HR Best Practices that span geographies, functions and levels
- Hear best practices from HRM awards winners from each critical HR function – Talent management, Graduate Development, Training & Development Leadership Development, Engagement and Retention, Health & Wellbeing & Work-life Balance
- Discover how to connect with your talent through next-gen solutions and trends
- Exchange knowledge, forge new relationships and partnerships with fellow HR Peers

Must attend for:

This congress is a MUST Attend for VPs, Directors, Heads and Managers of

- Learning & Development
- Human Resources
- Recruitment & Resourcing
- Talent Management
- Generalists
- HR Business Partners
- Employee Relations
- Leadership Development
- Graduate Recruitment and Development

AGENDA THURSDAY | 25 AUGUST 2016

8:30

Registration and Coffee

9:00

Opening Address by Chairperson and Speech by Maxwell Chambers

Chairperson:



Harish Shah
Professional Business Futurist



Rony Kwek
Head of Operations
MAXWELL CHAMBERS

9:15

**Best Talent Management Practices:
Building a Talent Pipeline to drive Unilever's Growth Ambition**

As leaders, part of your mission is to create sustainability within your organizations. The talent of your future leaders is critical to your organization's future success. The question is, how do you create a sustainable pipeline of talent?

Hear from Tricia who will share with you how Unilever has been building an organization and diverse talent pipeline that is ready to match their growth ambition:

- Unilever Talent & Organisation Readiness (T&O) exercise
- Unilever's Practices for Developing a Strong Talent Pipeline: Build, Buy, Borrow, Bound
- The Challenges of Pipelining Talent Today



Tricia Duran
HR Director
UNILEVER

10:00

**Best Graduate Development:
Grooming UBS's future talent and leaders**

Graduate Trainees are an essential part of UBS's Talent Strategy. By engaging and hiring graduates, UBS is not only constantly in touch with current trends but is able to tap on the vibrant, innovative and energy of youths today. In this session, Glenn will share with you:

- Benefits of structured programs
- Why Invest in Graduates
- Junior Talent Programs in UBS



Glenn Loh
*Human resource team leader and Head of Campus Recruitment
and Development*
UBS AG SINGAPORE BRANCH

10:45

Morning Refreshment and Networking Break

11:15

Best Recruitment Strategies: Tapping on social media power for better candidate engagement with Dell

Brand-conscious companies are beginning to interact with potential employees with the same care they would give to their customers. They are redefining the talent acquisition experience by making sure their candidate-customers gain tangible value from the interview process and have the capabilities to navigate and succeed within the organization should they be offered a position. We will hear from Tiffany how Dell are enhancing their recruitment strategies via different channels

- Overview of Dell's global recruitment strategies
- Investment and strategies in social media
- Dell's approach to driving diversity in talent acquisition strategies



Tiffany See
Executive Director, Human Resources, APJ
DELL

12:00

Best Engagement and Retention Strategies: Rebuilding Trust thru Employee Engagement at SMRT

In order to achieve business success, it is essential to enhance employee engagement, industrial relations and open communications. With the new level of service excellence and people engagement, SMRT has successfully made a positive impact on culture and experience for staff and customer. In this session, Michael will share with you about:

- SMRT's Employee Engagement Framework (Our 5 key success factors)
- How they used their Employee Engagement Framework to manage change & transition, rebuild trust and confidence among our stakeholders and foster a work culture and environment that creates a win-win situation for both staff welfare and business needs
- SMRT's achievements / ROI on Employee Engagement strategies and Sustainability Strategies



Michael Chua
Head of Industrial Relations & Employee Engagement, Human
Resources
SMRT

12:45

Lunch and Networking Break

13:45

Best Training, Learning & Development: The Learning Journey with Singapore Marriott Tang Plaza Hotel

Training is a lifelong process at Singapore Marriott Tang Plaza Hotel. With an unshakeable conviction of "our people are our most important asset", this mission drives Marriott to provide an unique environment to support associates growth and personal development. In this session, Isis will share with you:

- Training Culture at Marriott – What makes training successful, training wheel
- Wide variety of platforms reaching to different audiences, generations
- Success stories, best practices



Isis Ong
Director of Learning
SINGAPORE MARRIOTT TANG PLAZA HOTEL

14:30

**Best Leadership Development:
Building SAF's Leaders from Within**

Entrusted with the responsibility to defend Singapore, the Singapore Armed Forces (SAF) requires its leaders to effectively lead Soldiers, Sailors and Airmen against external threats and contribute to humanitarian and disaster relief operations in the region. COL Fred Tan will cover the:

- SAF's way of developing leaders
- 3 "Ps" of Programmes, Processes and Practices, spanning across three levels of individuals, teams, and organisation development.



Col Fred Tan Wel Shi
Head of SAF Centre for Leadership Development (CLD)
SINGAPORE ARMED FORCES

15:15

Afternoon Refreshment and Networking Break

15:45

**Best CSR:
Empowering People for Embracing the Environment – Banyan Tree**

Corporate Social Responsibility (CSR) is a key brand value of Banyan Tree to achieve positive and sustainable outcomes for business, environment and community issues. Using various CSR initiatives, Banyan Tree creates a sense of belonging and purpose for its' employees to contribute to the organisation and society. Hear from Timothy as he shares with you about the CSR practices of Banyan Tree

- Engaging employees around sustainability and CSR
- Building a Brand for Good
- Aligning CSR with HR



Timothy Cheong
Group Human Resource Director
BANYAN TREE CORPORATE PTE LTD

16:30

**All-star Panel Discussion:
Future of HR: Trends Shaping 2017**

Responding to a changing environment requires organisational agility and HR has a central role in equipping organisations for the future. Continued changes are likely to be necessary to models of leadership and management practice. What does this mean to the HR profession? Our All-Star Panel will discuss:

- What are the trends shaping the workforce in 2017?
- How can the HR profession best equip itself to face the challenges of an uncertain and changing future?

Moderator:



Harish Shah
Professional Business Futurist

Panellists:



Michael Chua
*Deputy Director, Industrial Relations & Employee
Engagement, Human Resources*
SMRT



Cheong Meng Foong
*Managing Director
Group HR – Reward*
DBS

17:00

Cocktail and Networking Sessions

17:45

End of Conference



DELEGATE RATES 2016

Please reserve _____ seat(s) at the "HRM Awards Best Practices Congress" on 25 August 2016 in Singapore

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

| | | |
|-----------------------|---|--|
| | <input type="checkbox"/> 10% discount for group booking of 3 delegates and above | Congress |
| Early Bird Fee | | <input type="checkbox"/> S\$1045 + GST |
| Regular Fee | | <input type="checkbox"/> S\$1445 + GST |

40% Cash Back on all HRM Congresses

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All payments receive by / before 4 Aug 2016 is entitled to Early Bird Discount

| Delegate 1 |
|------------|
| Name: |
| Position: |
| Email: |
| Phone: |

| Delegate 2 |
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| Name: |
| Position: |
| Email: |
| Phone: |

| Delegate 3 |
|------------|
| Name: |
| Position: |
| Email: |
| Phone: |

Methods of Payments

- UPON INVOICE**
- CHEQUE:** Enclosed is our checked for S\$ _____ payable to HRM Asia Pte Ltd., and mailed to 60 Albert Street, #16-08, OG Albert Complex Singapore (189969)
- CREDIT CARD :** I authorize HRM Asia to debit my:
- VISA MASTER CARD AMEX

Total amount payable:

Credit Card Number:

Expiry Date:

Name On Card:

Billing Details

Company:

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

Main Contact:

Billing Address:

Phone:

Email:

Signature:

Terms & Conditions

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