

the Asia HRD Congress™ 2012

The Learning Platform: Global Vision, Asian Insights

International Conference & Exhibition

July 10 – 12, 2012

ITC Gardenia, Bengaluru, India

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Cracking the Da Vinci Code in Human Capital Management

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Connect with us



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Zaid at +603 2279 9199 or
email zaid@smrhrgroup.com
or visit www.hrdcongress.com

WELCOME *Message*



We are proud to host the 11th Anniversary of the Asia HRD Congress at the ITC Gardenia, Bengaluru, India. The Asia HRD Congress is a learning platform and initiative promoted by Asia HRD Congress Sdn Bhd.

At the Asia HRD Congress™ 2012, one of Asia's largest event for human capital professionals, delegates can expect great quality speakers to learn from, quality delegates to network and share ideas and experiences with the goal of shaping ourselves to inspire our subordinate and the organisation.

As a pioneer of the gathering of human capital professionals, the Asia HRD Congress continues to enrich people developers and shapers. The event provides insights and strategies enabling delegates to propel their organisational growth and talent development.

India, a global talent powerhouse is a perfect venue to host this event for people shapers, developers and managers.

We look forward to welcoming you at the Asia HRD Congress™ 2012, Bengaluru, India.

Sincerely,

Fidel V. Ramos

Former President, Republic of the Philippines

The Chairman, Organising Committee

Asia HRD Congress™ 2012

FOUNDER'S

Message



Having founded the Asia HRD Congress™ 11 years ago, and having recently run the 34th Trainers Meet Trainers, we are proud to be celebrating the 11th anniversary of the Asia HRD Congress™ in Bengaluru, India after a very successful 10th Asia HRD Congress in Kuala Lumpur, Malaysia.

The Asia HRD Congress™ started off initially as Trainers-Meet-Trainers® (TMT) conference on a complimentary basis. Over the years it grew in popularity and attracted participants from all the around the world. In 2002, it expanded in scope and evolved into what we know today as the Asia HRD Congress™; during TMT's 25th Silver Jubilee Year. Since then, the event has been rotated to various Asian capitals. The Asia HRD Congress aims to attract delegates from all the Asian countries and making it a congregation of Asian talents; sharing and learning towards advancement in knowledge and skills. The Asia HRD Congress now comes to Bengaluru, India.

The theme for the 2012 event: **"So You Want to Succeed? Cracking the Da Vinci Code in Human Capital Management"** is being addressed by outstanding speakers such as **Dr. Jon C. Younger**, Director of RBL Institute, USA, who is the co author of the book *HR Transformation: Building Human Resources From the Outside In*, **Professor Dr Thiagi**, Resident Mad Scientist, The Thiagi Group, U.S.A. who is a legend in the Human Performance Technologies field, **Ron Kaufman**, the internationally acclaimed Service Guru, Singapore, **Jim Smith Jr**, the highly rated trainer in the ASTD (American Society of Training & Development) conferences and CEO of JIMPACT Enterprise, USA, **Dr. Sanrupt Misra**, CEO, Carbon Black Business, Director, Group HR and Director, Aditya Birla Management Corporation Private Limited and **Debra Fine**, speaker and author of **The Fine Art of Small Talk**. A total of 30 speakers from eight countries - **USA, India, Singapore, Philippines, Kingdom of Bahrain, Japan, Saudi Arabia, and Malaysia** will address 7 Keynotes / General Sessions, 25 Mega Sessions and 4 workshops.

The congress also exhibits the latest tools and technologies related to Human Capital Management on **July 10 -12, 2012**, anytime between **8.00am to 6.00pm** at the **Pre Function Area of Mysore Ballroom**.

We would like to confer our sincere gratitude to our friends in the HR community. Their support and feedback has made us what we are today.

We look forward to welcoming you to the 11th Asia HRD Congress™ in Bengaluru, India.

Yours sincerely,

Dato' R. Palan, PhD, APT, FBILD (UK), CSP (USA)

Founder

Asia HRD Congress

ABOUT THE Creator

Asia HRD Congress Sdn. Bhd. offers up-to-date, relevant, and engaging learning events. Our learning events provide practical tips through case studies, proven effective methodologies and fresh ideas from local, regional and international practitioners, professionals, consultants and academics.

We offer a global learning platform with an Asian focus, catering to participants specific and general learning needs so that they may eventually add value to their organisation. Besides our flagship event with the same name, The Asia HRD Congress™, we also run a number of topical and relevant HR events in Malaysia and other countries in Asia. We invite you to explore the world of HR learning events through the practical useful learning events we have created with you especially in mind.

For more details, please log on to www.hrdcongress.com



ABOUT THE Organiser

Comprising of award winning and ISO Certified companies, the SMR HR Group has been in the business of HR related services in particular HR development since 1978. With confidence and support of our esteemed clients, we have grown tremendously in the last 30 years.

We've built our trust with clients over the years with excellent products and services. With our intense efforts in R & D, the SMR HR Group is a highly-valued partner for organisations seeking to build their "talent" via HRD technology, consulting, outsourcing and training.

We are motivated towards excellence by the wide acceptance of our solutions which are extensively used across the world in various industries - airlines, manufacturing, financial services, health, education and hospitality among others.

For more details, please log on to www.smrhrgroup.com

WHO SHOULD Attend

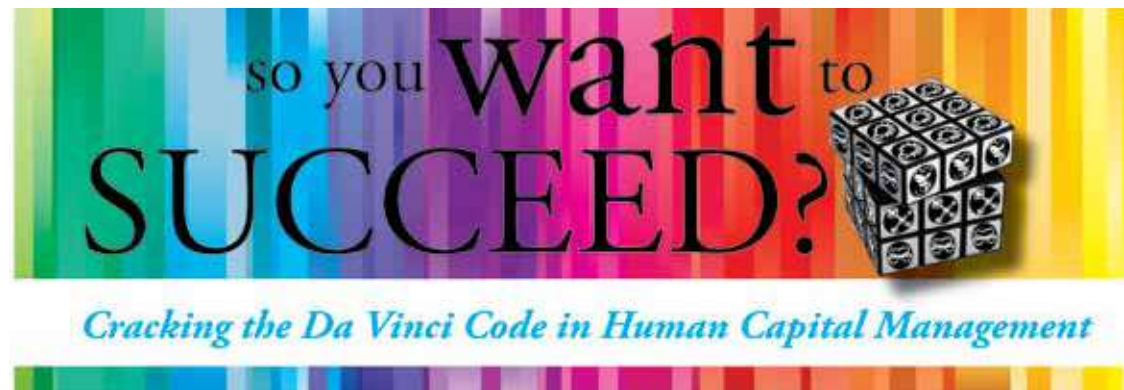
This Congress has been tailored to address top decision makers such as CEO, Presidents, Managing Directors, Directors, Vice Presidents, Heads, Managers, Advisors, HR Gurus, Industry Leaders, Consultants and Specialist of the following departments/ sectors:

- Human Resources
- Human Capital
- Corporate Management
- Policy Planning
- Strategic Planning
- Corporate Resources
- Workforce Management
- People Management
- Learning & Development
- Talent Management
- Recruitment & Retention
- Employee Relations
- Compensations & Benefits

and from across all industries engaging in HR activities such as:

- FMCG
- Food and Beverage
- Manufacturing
- Banks
- Financial Institutions
- Aviation
- Hospitality
- Telecommunications
- Automobile
- Government
- Education
- Consultancy
- Retail
- Utilities

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Today human capital is seen as the DNA of organisational and professional success.

The vast amount of literature refers to Human Capital as the “stock of competences, knowledge and personality attributes embodied in the ability to perform labour so as to produce economic value”. At an individual talent level, it points to the attributes gained through education, training and experience. Human capital management is closely connected to competency and performance. The performance factor despite all the advances in research is still an intriguing factor. How do we unravel the ‘x’ factor to generate employee passion, increased productivity and superior performance to achieve organisational success?

As the world intensifies globalisation with revolutionary information and communication technologies, turning the world into a global village, encouraged mobility of talent across national borders, enhanced formation of social, cultural, commercial and professional networks, restructured organisational hierarchies and work arrangements, have expanded the meaning of organisational bottom lines. All these certainly create the need for a new understanding of the emerging perspectives in human capital management that we call the *Da Vinci Code*, named after the popular fiction.

It would be an immense challenge for business organisations to address the impact of a deeply changing world with the old way of thinking about and acting on human capital practices. We definitely need to comprehensively assess and dynamically change our approach to human capital management. What new emphasis must be brought in? What new areas must be included? What areas must be developed? What old ways have to be thrown away? What will be the characteristics of the new code that we need to understand? What national policies are needed to encourage healthy competition and collaboration? What will be the impact on our management and business education?

Further, do we need a new learning culture that encourages questioning, innovation, creativity, new knowledge production and change-friendly outlook? Do we need a more elaborate intellectual and analytical culture? Is there a need to move away from the current human capital practices towards new ones? Do we need to, in addition to human capital management, draw thoughts on the importance of social capital? And among other things, do we need to reconsider and/or critically balance “seeking economic value and expansion of human capabilities”, “people and markets”, “fairness, equity and economic efficiency”, “ends and means”, “people development and economic growth”, “economic production and consumption and environmental sustainability” and “human development index(HDI) and gross domestic product(GDP)”?

The Asia HRD Congress™ offers a platform to understand these issues and chart a success path for organisations. The Asia HRD Congress™ is essentially a dynamic learning platform. Our theme for 2012 Congress will help you and your organisation to explore and engage in charting strategies for your success.

Highlight on LEARNING Tracks

TRANSFORMATIONAL LEADERSHIP



Transformation maybe a much used word but in the context of human capital, it is going beyond transactions. Transformational Leadership is about moving beyond mundane transactions aimed at incremental change. It is about inspiring and motivating people to achieve their dreams and their goals that appear to be impossible and out of reach. A transformational leader is one who goes against all odds to achieve that vision. Such leaders do not wait for things to happen but instead innovatively face risks and dive into the unknown to make transformations a reality. They help organisations to grow in leaps and bounds.

This track will feature highly regarded world class specialists who will share with you ideas on how you can create transformational leaders within your organisation.

TALENT : PERFORMANCE PIPELINE



The people in your business who perform make the difference between success and failure. They are the ones that value, drive growth and create innovation. Successful organisations know how to unlock human potential and they are aware that identifying, nurturing and developing great people are the keys to long-term success. A talent pipeline is not a luxury but an essential lifeline for organisations.

This track will feature highly regarded world class specialists who will share with you ideas on successful best practices in creating talent pipelines and superior performing workplaces.

ACTIVE LEARNING TOOLS



Organisations need learner engagement. Active learning makes this possible. Active learning leads to learner engagement. With engaged learners, 'learning cycle time' is reduced, retention is enhanced, relevance is improved and transfer of learning to the workplace is accelerated dramatically. Engaging an audience is an art. And creating active learners is a science.

This track will introduce you to the latest tools and techniques that contribute and promote Active Learning.

HUMAN CAPITAL FRAMEWORKS



Strategic management of human capital is necessary to ensure that human resources are effectively utilised, and that they support the organisations vision and mission. A company's ability to support its human capital is an important indication of the company's future business performance. Managing human capital is more demanding than ever before. In the current dynamic, human capital management requires fundamental shift in

the way employees and organisation interact. Strategic human capital management provides comprehensive and specific set of condition to support enhanced employee and team performance.

This track will have world class specialists presenting ideas that will have you explore how human capital framework provides opportunities to interpret the current context and introduce a flexible practical and comprehensive diagnostic tool for implementation.

THE PASSION = PURPOSE = ENGAGEMENT FORMULA



Bringing passion back to work is vital to any individual and organisational success. It will overcome the "Thank God it's Friday" syndrome. With passion, the work place can be fun, positively challenging and rewarding.

Passion will help employees unfold their potential so that their work performance and productivity are enhanced. It seamlessly blends personal and organisational vision and accountability.

This track will have world class specialists presenting ideas to increase employee engagement by connecting their passion with their purpose.

For more details call Zaid at
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or visit **www.hrdcongress.com**

Day One

Tuesday | July 10, 2012

9.00am - 5.30pm

8.30am - 9.30am

Registration & Welcome Coffee

9.30am - 10.30am

**PRE CONFERENCE WORKSHOPS
(A CHOICE OF 4 WORKSHOPS)**

10.30am - 10.45am

Coffee Break & Networking

10.45am - 1.00pm

WORKSHOP CONTINUES

1.00pm - 2.00pm

Lunch & Networking

2.00pm - 3.30pm

WORKSHOP CONTINUES

3.30pm - 3.45pm

Tea break & Networking

3.45pm - 5.30pm

WORKSHOP CONTINUES

5.30pm

PROGRAMME ENDS

IMPORTANT

Please choose the workshop that you would like to attend.

Tick only **ONE** in the registration form.

You can only attend one workshop as all four are run concurrently.

PRE CONFERENCE Workshops

Workshop 1



TRANSFORMATIONAL
LEADERSHIP

Jim Smith Jr
JIMPACT Enterprise
USA



Blind Spots:

Opening Your Eyes to Greater Performance

"We don't see things as they are...we see them as we are."
- A. Nin

Blind spots, originally, was a term used to describe a small part of the retina that was insensitive to light and caused impaired vision. The term, now widely used in sports and everyday conversation, speaks to someone having missed or overlooked something. Moreover, we know that when we're driving there's a visual spot in which we're not able to see the approaching car in our rearview mirror ("it's in our blind spot). With that said, there are blind spots that affect our success at work and in life.

Blind spots are more than just minor, troublesome behaviors that need to be changed to produce more constructive relationships and results. They are powerful obstacles that prevent us from using our strengths and limit or hide our significant talents. They can derail or slow careers, cause termination and ruin relationships. For leaders and managers blind spots could play a significant role in an employee's talents not being fully utilized or developed. With regard to communication blind spots can create more distance rather than closeness. Nevertheless, once you uncover and eliminate your blind spots you can recognize new ways of seeing the world and possibilities. Ultimately, uncovering blind spots releases potential and can help provide transparency.

Workshop 2



THE PASSION = PURPOSE =
ENGAGEMENT FORMULA

Curt Rosengern
Passion Catalyst
USA



How to Get Wild about Work: Planning for Passion

When you're on fire about what you do, it fuels your success, increases your confidence, and feeds your persistence. When you're energized by your work, you stand out from the crowd.

It's too important to leave to chance - and you don't have to! You can plan for passion. This workshop eliminates the guesswork and gives you a concrete, tangible approach.

Whether you currently love what you do or it's time for a change, this talk gives a simple, common-sense, step-by-step approach to building more of what energizes you into your career. Far from a fluffy motivational workshop, it offers practical, implementable tips on how to make it happen.

PRE CONFERENCE Workshops - continues

Workshop 3



ACTIVE LEARNING
TOOLS

Dr. Thiagi
Thiagi Group
USA



Thiagi's Tips for Designing and Facilitating Training Activities

This two-part workshop deals with the design and delivery of training games and learning activities.

Part 1. Designing Training Activities

The best way to improve your training is to encourage participants to interact with each other, with the content, and with you. In this workshop, Thiagi will reveal five secrets of effective interactive training that is faster, cheaper, and better. You will begin by rapidly exploring 50 different strategies. Later, you will master additional details of four versatile strategies which are:

- * Structured sharing
- * Interactive lectures
- * Extra games
- * Jolts

Part 2. Facilitating Training Activities

Based on 20 years of field experience and research, Thiagi shares with you three important secrets of effective training facilitation:

1. Identify seven critical dimensions of activities-based training
2. Recognize participants from hell and their disruptive behavior patterns. Learn strategies for discouraging such patterns and specific tactics for handling each pattern.
3. Identify the importance of the debriefing process for linking the training game or activity to the workplace reality. Learn a powerful six-phase model for maximizing learning from experience.

Workshop 4



ACTIVE LEARNING
TOOLS



Karen Ong
SMR HR Group
Malaysia



Sindhu Aravind
Infosys
India

FUN x CONTENT = Results Model

Why Fun?

Does a fun session bring to mind the picture of a group of learners laughing so hard that they can hardly remain seated in their chairs? Sounds like a good idea, considering we can all do with some laughs but that is not what we mean. We are promoting Fun as a much more serious concept, one where we hope to bring back into the training session, the sense of wonder, exploration and discovery which we somehow lost progressively as we began our journey into adulthood.

When we think of traditional classroom or training session, what comes to mind is the yawning gap between the deep engrossment of a child in the midst of discovery and the "when will this end" expressions of adult learners forced into a room by corporate training plans and held "hostage" by learning strategies wholly out of place for adults.

Training aims to address gaps in knowledge, skills and attitude which adversely affect performance for training to achieve its ends; it has to meet certain requirements.

- Performance
- Attention
- Comprehension
- Retention



CONFERENCE DAY PROGRAMME AT A glance

Day Two

Wednesday | July 11, 2012

9.15am - 4.30pm

CONFERENCE

8.00pm - 10.30pm

The ASIA HRD AWARDS

7.30am – 9.15am	Registration & Welcome Coffee
9.15am – 10.00am	GENERAL SESSION 1
10.00am -10.30am	KEYNOTE 1
10.30am – 11.00am	COFFEE BREAK, NETWORKING & EXHIBITION
11.00am -11.30am	GENERAL SESSION 2
11.30am – 12.30pm	VIP ADDRESS/ OPENING CEREMONY
12.30pm – 2.00pm	LUNCH, NETWORKING & EXHIBITION
2.00pm – 2.45pm	MEGA SESSION 1 (A CHOICE OF 3)
2.45pm – 3.30pm	MEGA SESSION 2 (A CHOICE OF 4)
3.30pm - 4.00pm	TEA BREAK, NETWORKING & EXHIBITION
4.00pm – 4.30pm	MEGA SESSION 3 (A CHOICE OF 4)
4.30pm	PROGRAMME ENDS
8.00pm	The ASIA HRD AWARDS



Day Three

Thursday | July 12, 2012

9.30am - 6.00pm

CONFERENCE

8.30am –9.30am	Welcome Coffee & Networking
9.30am – 10.15am	MEGA SESSION 4 (A CHOICE OF 4)
10.15am –11.00am	MEGA SESSION 5 (A CHOICE OF 4)
11.00am –11.30am	COFFEE BREAK, NETWORKING & EXHIBITION
11.30am -12.15pm	MEGA SESSION 6 (A CHOICE OF 3)
12.15pm – 1.00pm	MEGA SESSION 7 (A CHOICE OF 3)
1.00pm – 2.15pm	LUNCH, NETWORKING & EXHIBITION
2.15pm – 3.00pm	GENERAL SESSION 3
3.00pm – 3.30pm	GENERAL SESSION 4
3.30pm – 4.00pm	GENERAL SESSION 5
4.00pm – 4.30pm	TEA BREAK, NETWORKING & EXHIBITION
4.30pm – 5.00pm	GENERAL SESSION 6
5.00pm – 5.45pm	KEYNOTE 2
5.45pm – 6.00pm	CLOSING CEREMONY

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TO REGISTER
BEFORE May 4, 2012
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SPEAKERS Highlight



HR From The Outside In: The New HR Competencies

Dr. Jon Younger
RBL Group
USA



Jolts: Activities to Wake Up and Engage Your Participants

Dr. Thiagi
Thiagi Group
USA



Linking Competencies to Develop Organization Culture – The Philippines Experience

Gerry S Tison
Managing Director
Human Resource Sub-sector
Bangko Sentral ng Pilipinas
Philippines



5 HR Best Practices : An International Comparison

Dato' R. Palan
Founder Asia HRD Congress
Malaysia



The Fine Art of Building Business Relationships and Expanding Networks

Debra Fine
Communication Guru & Author
Debra Fine & Associates
U.S.A



From CHRO to CEO: New Experiences

Dr. Santrupt B Misra
CEO
Carbon Black Business & Director, Group H.R.
Aditya Birla Management Corporation
India



Who's Directing Your Movie?

Jim Smith Jr
JIMPACT Enterprise
USA



Engage or Erode: The Key To Developing Your Talent

Marako Marcus
Vice President - Learning & Talent Development
OCBC Bank
Singapore



What Differentiates Orbit-shifting Organisations?

Ranjan Malik
Director & Partner Consultant
Erehwon Innovation Consulting
India



Managing Diversity at the Workplace – The Japanese Experience.

Takashi Kawatani
Diversity Management Institute
Japan



Uplifting Service: Exceeding Customer Expectations One Action at a Time

Ron Kaufman
UPI Your Services
Singapore



FUN x CONTENT = Results Model

Karen Ong
Director & Master Trainer
SMR HR Group
Malaysia



Building Leaders at All Levels

Sujaya Banerjee
Chief Learning Officer
Essar Group
India



FUN x CONTENT = Results Model

Sindhu Aravind
Infosys
India



Filling the Talent Pipeline with Future Stars: A Dynamic Framework

A. Subra
Deputy CEO
SMR HR Group
Malaysia



Implementing Robust Talent Management & Succession Planning in Public Sector

Ahmad Al Khayat

Assistant Under Secretary – Technical Services
Ministry of Works
Kingdom of Bahrain



The Conspiracy Theory: Towards Developing a Leadership Pipeline

Radhika Singh

SVP
Learning and Leadership Development
BA Continuum India
India



Creating Your Own Rainbow

Azlan Yusoff

SMR HR Group
Malaysia



Improving Our Leadership and Managerial Capability to Secure Future Economic Growth

Sarah Miles

Managing Director
CIPD Asia
Singapore



How to Energise your Life

Curt Roserngern

Passion Catalyst
USA



Bicon's Success Story: How We Transform Leaders

Ravi C. Dasgupta

Vice President, Group - Human Resources
Biocon
India



Celebration Factor

Scott Friedman

Motivational Humourist
USA



Your Voice as the Powerful Tool to Engage Empower & Inspire Learners

Cynthia Zhai

Connecting2Success
Singapore



Attention: It's About to Get Strange

Jesse Kemp

ELT Mentor
SMR ELT
Malaysia



**"Imagine the Possibilities"
For breakthrough Success in Life,
Relationships & Work**

Jonathan Low

Powerup Success
Malaysia

"Energetic and high value sessions."

- Jesse

"The Asia HRD Congress is a must attend session for every HR professional." - Raja

"Excellent Sessions. Full of practical ideas." - Scott

"Great Return on Investment. Learningful Sessions." - Chua Sui Ling

"Lively, practical and value for money sessions." - Kawatani

EXHIBITION Highlights



PAST Exhibitors

- Asian Institute of Management
- BP Nam Yang Printers & Papers Box Sdn Bhd
- Creative Purpose Sdn. Bhd.
- Cubiks Malaysia Sdn. Bhd.
- D' Jungle People Sdn. Bhd.
- Directive Communication International
- DMS Macsimize Sdn. Bhd.
- EC-Council Academy
- Effective Living Sdn. Bhd.
- ELID Sales & Marketing Sdn. Bhd.
- Flexi Promotion (M) Sdn. Bhd.
- Focus Learning Corporation Sdn. Bhd.
- ICT Zone Sdn. Bhd.
- Institut Bank-Bank Malaysia
- International Centre For Leadership in Finance
- John Wiley & Sons (Asia) Pte Ltd
- Kepner-Tregoe (M) Sdn. Bhd.
- KZen Solutions Bhd.
- Malaysian Institute of Human Resource
- Management Dunville
- Malaysian Psychology Centre
- Management Concepts Asia Pacific (M) Sdn. Bhd.
- Microguard Technologies Sdn. Bhd.
- MHS Inc.
- MRS Management Sdn. Bhd.
- National Productivity Corporation (NPC)
- Outward Bound Indonesia
- Peake And Forester (M) Sdn. Bhd.
- Pembangunan Sumber Manusia Berhad
- PT Binaman Utama (PPM Assessment)
- PT Dunamis Organization Services
- PT International Test Centre
- PT Masdi Raga Putra
- Pustaka Binaman Pressindo
- Sage Interactive Sdn. Bhd.
- Sarawak Convention Bureau
- Select Appointment Sdn Bhd
- S.F.R. Consultants Sdn Bhd
- Soundview Resources
- SPACE UTM, School of Professional and Continuing Education
- SQ Centre (Malaysia) Sdn. Bhd.
- STAR Publications (M) Berhad
- TopHuman Technology Ltd.
- Universiti Tun Hussein Onn Malaysia
- Vovici Corporation, Singapore Branch
- Webway E Services Sdn. Bhd.

A showcase of HR Products and Services, **The Asia HRD Congress™ 2012** exhibition is the place for HR professionals to shop around and update themselves on the latest in HR products and services, especially in areas of HR software, publications, training and consulting providers. For service providers, this is an opportunity to market your organisation before the largest gathering of HR decision makers in the region.

Exhibition Hours:

Date : July 10 – 12, 2012

Time : 8.00am – 6.00pm

Venue : Bengaluru, India

For booking of exhibition booth, please contact

Zaid

Phone: +603 2279 9199 Fax: +603 2279 9099

Email: zaid@smrhrgroup.com

ACCREDITED COMPETENCY PROFESSIONAL

Monday - Friday | July 16 - 20, 2012 | 9.00am - 5.00pm | Venue : Bengaluru | Trainer : A. Subra

INTRODUCTION

Here is an opportunity to be accredited as a Competency Professional. The programme created by competency specialists is designed to produce world class competency experts. For high returns on investment, the use of competency management for acquisition, deployment and development of talent has to be enterprise - driven and supported by management. Only a few organisations have successfully leveraged the business impact of competencies.

The ACP workshop is a comprehensive five day training to enable you to implement the competency framework in organisations. You will gain skills essential for smooth management of competencies and learn from organisational best practices. Successful participants will receive certification from SMR. A SMR accreditation lets you into a select group of outstanding competency professionals, who are recognised internationally for their high impact consulting style and competency expertise. Accredited Competency Professionals are licensed to consult using SMR's proprietary materials and will have access to all materials published by SMR and learn how to use HRDPower®, the competency based software.

DESIGNED FOR

This workshop is designed for those whose roles require them to implement and manage competency initiatives.

PRIOR KNOWLEDGE

Some knowledge of HR processes preferred

WORKSHOP OBJECTIVES

On completion of this workshop, participants will be able to:

1. Determine competency frameworks
2. Describe methods of competency profiling for competency developing profiles
3. Identify appropriate competency assessment methods
4. Identify competency applications in Competency & Talent Development

5. Follow practical implementation methods
6. Report to Management on the return on expectations (ROE) of Competency Management

COMPETENCIES ADDRESSED

Ability to implement a competency management initiative

MODEL REFERENCE

- HRDPower® Model
- Page Framework®

BENEFITS OF ACCREDITATION

- Join an international group of Accredited Competency Professionals
- Implement competency best practices in your organisation

LEARNING APPROACH

This workshop will be conducted in a participative and practical way. Participants will learn to use templates and be able to refer to best practices. They will be able to apply what they learned almost immediately when they return to the job.

DURATION

5 days

MASTER TRAINER

A. Subra B.Soc.Sc, CITD (UK), ATP, ACP

Subra is a trained consultant and trainer with over fifteen years of experience - helping people learn and perform. Subra is currently the Deputy CEO, Business Operations of SMR HR Group Sdn Bhd. Subra has consulted with across a whole spectrum of Industries ranging from Education, Manufacturing, Finance and Oil & Gas. He was the project manager and lead consultant for several projects in Asia Pacific and Middle East. Subra works across most areas of SMR practice areas (FUN, PASSION and COMPETENCY) and has particular niche for institutionalising competency and talent development.

WORKSHOP CONTENT

Module One:

1. Introduction to Competency Management
2. Competency Frameworks
 - Core Competency
 - Behavioural
 - Role
 - Functional/Technical

Module Two:

1. Methods of Competency Profiling
2. Competency Profiling
 - Behavioural
 - Functional
3. Gathering data and determining standards
4. Validating the Competency Profile
5. Mapping Profiles to Jobs & Roles

Module Three:

1. Competency Assessment Methods
2. RIOT Model
3. Pros and cons of different assessments
4. Interpreting information gained
5. Validity of assessments
6. Managing the data

Module Four:

1. Strategic Workforce Planning and Human Capital Needs
2. Competency Applications
3. Competency & Talent Development
4. Creating Talent Pools
5. Talent Development - Accelerated Management & HIPO programmes
6. Competency Assurance Management Systems (CAMS)
7. Succession Planning
8. Career Planning & Development

Module Five:

1. Competency Implementation
2. A Project Management approach

Module Six:

1. Technology for competency implementation
2. Reporting to Management (ROE)

ACCREDITED TRAINING PROFESSIONAL

Monday - Friday | July 16 - 20, 2012 | 9.00am - 5.00pm | Venue : Bengaluru | Trainer : Karen Ong

INTRODUCTION

Here is an opportunity to learn the skills needed to help others engage learners, accelerate learning, increase learner retention and deliver high impactful training sessions. At this accredited training professional workshop from SMR HR Group, one of the world's largest HRD training firms, you will learn strategies and techniques to make your training sizzle. You will learn strategies how to make training FUN, enthusiastic, learner centered, experiential and ensure transfer of learning.

The SMR accreditation associates you with a select group of exceptional trainers, who are recognised locally and internationally for their high impact training methods. This workshop designed and developed by Dato' R. Palan, the author of the highly regarded book, *The Magic of Making Training Fun!!*® is designed to produce world class trainers.

The ATP graduate is licensed to run both SMR's High Impact Train-The-Trainer and *The Magic of Making Training Fun!!*® workshops.

DESIGNED FOR

This is a workshop for professionals

- With some experience in delivering content
- Who are now interested in delivering high level programmes and engaging of learners irrespective of their job levels
- Seeking an international accreditation

PRIOR KNOWLEDGE

Participants on this workshop are expected to have ability to present content. They should have attended a basic Train-The-Trainer workshop.

WORKSHOP OBJECTIVES

On completion of this workshop, participants will be able to:

- Use high impact training and facilitation tools with adult learning principles to deliver content

- Identify learning styles of learners
- Use FUN tools to engage learner and accelerate learning
- Use 5 I's-introduce content, involve participants, and interact with learners, instruct actively and intensify learner retention
- Use experiential learning strategies to maximize learning`

COMPETENCIES ADDRESSED

- Deliver content and facilitate learning with fun tools
- Deliver content to meet needs of learners with diverse learning styles

LEARNING APPROACH

- This workshop will be conducted in a fun and interactive way
- Participants will have numerous opportunities for skills practice
- Continuous feedback will be provided by the facilitator and peers

MODEL REFERENCE

- Palan's Fun x Content = Results®
- Malcolm Knowles' Andragogy
- Kolb Learning Styles

DURATION

5 days

MASTER TRAINER

Karen Ong CITD (UK), DTD (UK), ATP, MTP

Karen is an accomplished Master Trainer with over twenty years of experiences in helping people learn and perform. With an intense focus on learners she enthuses them with highly impactful and fun tool to accelerate learning. Her passion for fun learning has taken her on a global journey. Karen has designed and delivered for programmes for a variety of private sector and public sector organisations. She is a Director/Master Trainer with SMR HR Group.

WORKSHOP CONTENT

Module One

- High Impact Training and Facilitation Tools

Module Two

- Identifying Learning styles using KOLB's
- Learning Styles Instrument (LSI)

Module Three

- The Making of Making Training FUN!!®

Module Four

- Skills Practice

Module Five

- Assessment & Feedback

BENEFITS OF ACCREDITATION

1. Join an international group of accredited training professionals.
2. Qualify to facilitate SMR HR Group's selected programmes.
3. Grow learner satisfaction exponentially.
4. Accelerate learner's learning.
5. Cut learning time and cost.
6. Improve training results with increased learner application.
7. Learn how to use high involvement tools that make your training sizzle.

ILM (UK) Approved Certificate

The Institute of Leadership & Management (ILM) is the UK's largest management body, combining industry-leading qualifications and specialist member services. ILM is founded on the principle that skilled managers and leaders hold the key to creating productive workforces that deliver organisational and economic success.

SMR HR Group participants will receive an ILM Development certificate on successful completion of the ACP & ATP. This recognition as a Development Programme by ILM means that all aspects of programme delivery have been evaluated by the professional staff of ILM (UK).



ABOUT Bengaluru

Bangalore also called Bengaluru is the capital of the Indian state of Karnataka. Bangalore is nicknamed the Garden City for its beautiful gardens and parks and was once called a pensioner's paradise. Located on the Deccan Plateau in the south-eastern part of Karnataka, Bangalore is India's third most populous city and fifth-most populous urban agglomeration. Bangalore is well known as a hub for India's information technology sector.

Today as a large city and growing metropolis, Bangalore is home to many well-recognized colleges and research institutions in India. Numerous public sector heavy industries, software companies, aerospace, telecommunications, and defence organisations are located in the city. Bangalore is known as the Silicon Valley of India because of its position as the nation's leading IT exporter. A demographically diverse city, Bangalore is a major economic and cultural hub and the second fastest growing major metropolis in India. It is also placed in Forbes magazine's list: "The Next Decade's Fastest-Growing Cities".

Bangalore experiences a tropical savanna climate with distinct wet and dry seasons. Due to its high elevation, Bangalore usually enjoys a more moderate climate throughout the year, although occasional heat waves can make things very uncomfortable in the summer.

Bangalore is called the Silicon Valley of India because of the large number of information technology companies located in the city.

Bangalore is served by the Bengaluru International Airport which started operations from 24 May 2008. A rapid transit system called the Namma Metro is being built.

With an estimated population of 8.5 million in 2011, Bangalore is the third most populous city in India and the 28th most populous city in the world. Bangalore was the fastest-growing Indian metropolis after New Delhi between 1991–2001.

Besides Kannada, other major languages spoken in the city are Tamil, Telugu, Hindi, and English.

Some interesting places to visit in Bengaluru are Lal Bagh, a botanical garden; Bangalore Palace, Bull Temple, Bangalore Museum, St. Mary's Basilica Church, Bannerghatta National Park and HAL Aerospace Museum.

POST CONFERENCE EXECUTIVE TOUR

Join us for the post conference Executive Tour.
The study tour is initiated for the benefit of
international delegates attending
the Asia HRD Congress™ 2012.

For more information,
please contact Zaid at 603-2279 9199
or email zaid@smhrgroup.com



Please call **Zaid** at +603 2279 9199 or email at **zaid@smrhrgroup.com**

(Please photocopy for additional participants)

Date of Registration _____

PLEASE COMPLETE BILLING DETAILS

Company Name _____

Nature of Business _____

Billing Address _____

City _____ State _____

Post code _____ Country _____

CONTACT PERSON DETAILS

(Prof. / Dr./ Mr./ Mrs./ Ms.)
 Name: _____

Telephone _____ Ext _____

Fax _____ Mobile _____

E-mail _____

DELEGATE INFORMATION (Please complete details)

(Prof. / Dr./ Mr./ Mrs./ Ms.)
 Name: _____

Position _____ Department _____

Telephone _____ Ext _____

Fax _____ Mobile _____

E-mail _____

Meal Option ☐ Vegetarian ☐ Non-Vegetarian

Please choose the workshop that you would like to attend.

(Refer to page 7 & 8 for title of workshops)

You can only attend **ONE** workshop as all four will run concurrently.

☐ **1** ☐ **2** ☐ **3** ☐ **4**

FEE PACKAGES please tick (✓)

No.	Item	Early Bird (RM) <i>(Register & Pay before May 4, 2012)</i>	Regular Fee	Please tick (✓)
Conference				
1.	Platinum Package • Pre Conference Workshop (10 July) • 2 Days Conference (11-12 July) • Awards Gala Dinner (11 July)	RM 4,050 USD 1,350	RM 4,500 USD 1,500	
2.	Gold Package • Pre Conference Workshop (10 July) • 2 Days Conference (11-12 July)	RM 3,750 USD 1,250	RM 4,200 USD 1,400	
Exhibition				
1.	Exhibition Space	RM 2,500 / USD 1000		
SMR Accreditation Programme				
1.	Accredited Competency Professional (ACP) Date: July 16 – 20, 2012 (5 Days) Bengaluru, India	RM 6,750 USD 2520	RM 7,500 USD 2800	
2.	Accredited Training Professional (ATP) Date: July 16 – 20, 2012 (5 Days) Bengaluru, India	RM 5,850 USD 2250	RM 6,500 USD 2500	

Preferred Hotel for Accommodation

Hotel	Rate		Distance from venue	Kindly Select ONE Hotel (✓)
	Single (INR)	Double (INR)		
ITC Gardenia	9958.00	11,715.00	Conference Venue	
The Chancery Pavilion	6630.00	7230.00	20 minutes drive	
Ramanashree Hotel	3500.00	4000.00	5 minutes walk	

A booking form for your accommodation will be sent to you once we receive your registration form.

IMPORTANT NOTE:

- Early bird discount: **REGISTER AND PAY BEFORE MAY 4, 2012.**
- Booking will be based on first come first serve basis.
- For a guaranteed seat, registration AND payment must be received prior to the event.
- There will be **NO ON-SITE REGISTRATION** for Malaysian and international delegates
- Brochure reflects programme at the time of printing.
- We reserve the right to change any speaker or session in the event of unavoidable circumstances.

IMPORTANT NOTE:

- Book fast as seats are LIMITED
- Fee Packages mentioned DOES NOT include travel and accommodation
- Registration is on first come first serve basis
- RM Rate is applicable for delegates departing from Malaysia
- USD Rate is applicable for international delegates
- TRAVEL DOCUMENTS it is the passenger's responsibility to ensure that his / her international passport has a validity of at least 6 months from the date of travel and visa is applicable

METHODS OF PAYMENT please tick (✓)

- ☐ I enclose a cheque for RM _____ made payable to: **SMR HR Group Sdn Bhd**
- ☐ I prefer to pay online.
 Please check our website: **www.hrdcongress.com**
- ☐ Bank Transfer: **SMR HR Group Sdn Bhd**
 Malayan Banking Berhad
 Level 1, Mayban Finance Tower,
 No. 1, Jalan Maarof, Dataran Maybank,
 59000 Kuala Lumpur.
 Account No. 5142 5340 6092
 Swift Code : MBBEMYKL
- For Purchase Order: (For government agencies only).
 You must attach the purchase order with the registration form
 - SMR is registered with the 'Malaysian Ministry of Finance'
 - As proof of payment, kindly fax the payment slip to 'AHRDC 2012 – Registration' at +603 2279 9099

Conference Cancellation

(only applicable to conference registration only)
 90 days before event: 50% will be refunded
 60 days before event: No refund but substitutes are welcomed.