

the Asia HRD Congress™ 2016

The Learning Platform: Global Vision, Asian Insights

International Conference & Exhibition

Shangri-La Hotel
Kuala Lumpur, Malaysia
26th - 27th July, 2016

Celebrating
the **15th**
ANNIVERSARY



Dr 'Thiagi'
Resident Mad Scientist
The Thiagi Group
U.S.A



Sally Rylatt
B.T&D, M.App.
Sc.(Org Dynamics)
Australia



David Cory
The Emotional Intelligence
Training Company, Inc.
Canada



**Dato' Dr. Sheikh Muszaphar
Shukor Al Masrie Sheikh Mustapha**
Malaysian Astronaut
Malaysia



**Professor Dato' Dr. Mohamad
Abdul Razak**
President
Cyberjaya University College
of Medical Sciences
Malaysia



Nadiah Tan Abdullah
Human Resource Director
Experian Global
Development Centre
Malaysia



Sugunah Verumandy
Corporate Human Resource
Director
General Electric International Inc
Malaysia



Priyanton Rudito
Director of Human Capital
Management
Telkomsel
Indonesia

Asia's Largest HRD Thought Leader's Summit

TALENT DEVELOPMENT: THE NEW LANDSCAPE



Dato' Dr R. Palan
Founder
The Asia HRD Congress™
Malaysia



Karen Ong
Head of Training
(Train-the-Trainer)
SMR Group
Malaysia



Manoj Vasudevan
Toastmasters Champion
Singapore



**Professor Emeritus Dato' Dr
Ibrahim Ahmad Bajunid**
President, Malaysian Association of
Educational Management and
Leadership
Malaysia



Dr Amat Taap Manshor
Chief Executive Officer
Finance Accreditation Agency
Malaysia



Muhammad Rizal Bin Md Zain
Head of Group Human Capital
DRB-HICOM Berhad
Malaysia



A. Subra
Executive Director, AEGB
Asia Metropolitan University
Malaysia



Vinodh Chelambathodi
Chief Human Resources Officer
Intellect Design Arena Limited
(A Polaris Group)
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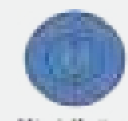
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Welcome Message



H.E. Engineer Fahmi bin Ali Al Jowder



Dato' Dr R. Palan

Having started the Asia HRD Congress™ in 2002, we are proud to be celebrating the 15th anniversary of the Asia HRD Congress™ in Kuala Lumpur, Malaysia. This is following a very successful event in 2015, in Dubai, United Arab Emirates.

The Asia HRD Congress™ started initially as Trainers-Meet-Trainers® (TMT) conference on a complimentary basis. Over the last 30+ years it has grown in popularity and attracted thousands of participants from around the world. In 2002, it expanded in scope and evolved into what we know today as the Asia HRD Congress™. Since then, the event has been rotated around various Asian capitals. The Asia HRD Congress aims to attract delegates from all Asian countries making it a congregation of Asian talents; sharing and learning towards advancement in knowledge and skills. The Asia HRD Congress has now returned to Kuala Lumpur, Malaysia.

While the Asia HRD Congress™ has evolved once again from the mega event it once was, to a highly quality thought leader event, the TMT aspect is part of the Learning Extravaganza World Tour incorporating the TMT which is reaching its 40th annual event.

The 2016 theme "Talent Development: The New Talent Landscape" is being addressed by outstanding legends, gurus, practitioners and thought leaders from six countries. Delegates will have the opportunity to attend 8 General Sessions, Talent Debates, Rapid Fire and a Thought Articulation Session. It is a theme that is professionally significant in today's competitive environment.

We would like to offer 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 15th Asia HRD Congress to be held at the Shangri-La, Kuala Lumpur, Malaysia.

Yours sincerely,

H.E. Engineer Fahmi bin Ali Al Jowder
Chairman of the Organising Committee
The Asia HRD Congress

Dato' Dr R. Palan
Founder
The Asia HRD Congress

Talent Development - The New Landscape

In the new landscape of work where time is premium and a great majority of the workforce will be Gen Y who will look at work and organisations in profoundly new ways; where learning and performance is viewed differently from the past, and new ways of working and learning such as mobile and blended learning replace old ways such as classroom learning, there is an urgent need to re look at Talent Development.

Management is often said to both a science and an art. So is Talent Development. Developing Talent is both a science and an art but there is a strong belief among both researchers and practitioners that there is an element of talent development that will always remain an art. HR practitioners need to be artists.

There is a need to find the passion within people for world class performance, the right job: person fit is a result of people finding their purpose in life. Chief Executives and Human Resource developers need to work with people to create meaning to ensure emotional engagement and employee contribution for the betterment of the organisation. Challenging people to think differently without overwhelming them or introducing new Talent development policies and processes that win the hearts of people needs creativity and insightful approaches from practitioners. Gaining trust from the 'new employees', developing relationships yet maintaining a focus on the organizational goals requires engagement, collaboration and capability development. In this new landscape of work, HR practitioners need to be innovators and learn from a mix of fields such as the creative arts to lead people to success.

Leading organisations in a crowded and competitive world requires inspirational leadership. The lever of leadership is a significant enabler for people performance. Creating an awesome culture that fits with the business model is the strongest driver for success in the new world. The new landscape requires an inspirational and engaging atmosphere for a conducive work environment that is focused on performance. A work place that promotes fun and passion where people look forward to a 'Thank God its Monday rather than Thank God its Friday', where learning takes place every day on the job, managers function as coaches and support employees to deal with ambiguity and complexity, a workplace that is authentic and transparent and one that rewards performance in an equitable way requires HR practitioners need to be sculptors and leaders.

Programme at a Glance

1 26th July

Masterclass Workshops

3 27th July

The Asia HRD Congress™
International Conference

2 26th July

Celebration of Excellence:
The Asia HRD Awards Gala
Dinner

4 28th – 30th July

International Accreditation
Workshops

Day 1

Tuesday, 26th July 2016

8.00am – 8.30am

Registration & Welcome Coffee

8.30am – 10.30am

MASTERCLASS WORKSHOPS
(A CHOICE OF 3 WORKSHOPS)

10.30am – 11.00am

Coffee Break & Networking

11.00am – 1.00pm

Workshop Continues

1.00pm – 2.00pm

Lunch & Networking

2.00pm – 4.30pm

Workshop Continues

4.30pm

Coffee Break & Networking
Programme Ends

IMPORTANT

Please choose your preferred option.
You can only attend ONE masterclass
as all three masterclasses are
running concurrently.



**Dr. Sivasailam
'Thiagi' Thiagarajan**
Resident Mad
Scientist
The Thiagi Group,
U.S.A

Masterclass 1 Interactive Learning Strategies for the New Workforce

The best way to improve your training for the new workforce is to encourage participants to interact with each other, with the content, and with you. In this workshop, Thiagi reveals secrets of effective interactive training that is faster, cheaper, and better. With Thiagi's design approach you will learn to load different content resources into existing templates. You will also learn powerful principles of facilitating training for the new workforce.

Highlight:

- Principles of interactive training techniques
- How to identify the characteristics and preferences of the new workforce
- Applying agile training design to classroom sessions and online sessions
- Incorporating different content resources in training design
- Using training-design steps in a flexible fashion
- Learn new approaches to train-the-trainer
- Handling disruptive participants from the new workforce
- Using debriefing as a training technique



Sally Rylatt
B.T&D, M.App.
Sc.(Org Dynamics)
Learning and
Organisational
Development
Professional'
Australia

Masterclass 2 A New Cultural Landscape for Maximising Organisational Performance

In this highly interactive one day workshop Sally will walk you through 3 key areas; culture, diversity and unconscious bias in shifting organisational culture to be in tune with the new talent landscape. You will learn to design simple, practical strategies that you can implement within your organisations right after this workshop. You will also learn models that are used by other organisations that have proved to be effective and successful.

Highlight:

- Explore and define culture, diversity and unconscious bias
- Explore Schein's model of organisational culture
- Identify common types of workplace culture and behaviour
- Shifting organisational culture
- Creating a business case for a diverse workforce
- Develop steps and strategies to create a diverse workforce
- Identify the impact of unconscious bias in the workplace
- Strategies for dealing with unconscious bias in the workplace



David Cory, M.A.
Leadership
Development
Consultant
The Emotional
Intelligence Training
Company, Inc.
Canada

Masterclass 3 Emotional Intelligence for Leaders in a Competitive Landscape

The face of leadership is changing. It's much more about inspiring others and building relationships of trust than it is about relying on the hierarchy and autocratic control. Leadership development now includes assessment, training, and coaching the emotional intelligence skills of managers. Learn the skills of emotional intelligence, and develop a roadmap for change.

Highlight:

- Distinguish between traditional models of leadership and contemporary models of leadership
- Describe one of the world's leading models of emotional intelligence
- Explain how each of the 15 competencies of emotional intelligence are critical to effective leadership.
- Learn how to assess and develop each of the 15 competencies of emotional intelligence

Day 2

Wednesday, 27th July 2016

PROGRAMME			
7.30am – 8.00am (30 minutes)	REGISTRATION & BREAKFAST		
8.00am - 8.45am (45 minutes)	Sunrise Session Six Games Based Strategies to Reinvent Corporate Training Karen Ong, Director & Master Trainer Train the Trainer Academy , SMR Group, Malaysia		
8.45am - 9.15am (30 minutes)	Welcome Session		
9.15am – 10.00am (45 minutes)	General Session 1 Lessons from the Mousetrap Manoj Vasudevan Chief Executive Officer, Thought Expressions, Singapore 2015 second runner up to World Champion and two-time Semifinalist at the World Championship of Public Speaking		
10.00am – 10.30am (30 minutes)	COFFEE BREAK & NETWORKING		
10.30am – 11.00am (30 minutes)	General Session 2 The Performance: Talent Development Connection: The GE Experience Sugunah Verumandy Corporate Human Resource Director, General Electric International Inc , Malaysia		
11.00am – 11.30am (30 minutes)	Opening Keynote My Space Journey: My Learning Journey Dato' Dr. Sheikh Muszaphar Shukor Al Masrie Sheikh Mustapha Malaysian Astronaut, Malaysia		
11.30am – 12.00noon (30 minutes)	General Session 3 Exploring Unconscious Bias in the Workplace Sally Rylatt B.T&D, M.App.Sc.(Org Dynamics) Learning and Organisational Development Professional, Australia		
12.00noon – 12.45pm (45 minutes)	Talent Debate Talent Development: Growing Talent is the Best Option for Organisations Moderators: Vinodh Chelambathodi		
	Priyantono Rudito Director of Human Capital Management, Telkomsel, Indonesia Muhammad Rizal Bin Md Zain Head of Group Human Capital, DRB-HICOM Berhad, Malaysia	VS	Professor Emeritus Dato' Dr. Ibrahim Ahmad Bajunid Former President, Malaysian Institute of Human Resource President, Malaysian Association of Educational Management and Leadership, Malaysia Nadiah Tan Abdullah Human Resource Director, Experian Global Development Centre (Malaysia), Malaysia

Day 2 (Continues)

Wednesday, 27th July 2016

PROGRAMME	
12.45pm – 1.00pm (15 minutes)	Rapid Fire Ask the Expert a Question on Talent and Be REWARDED Moderator: R Vijayakumar
1.00pm – 2.15pm (75 minutes)	LUNCH & NETWORKING
2.15pm – 2.30pm (15 minutes)	Speak Your Mind Articulate your Thoughts Moderator: Gurit Kaur
2.30pm – 3.15pm (45 minutes)	General Session 4 Talent Development: the Contributions of STAR Players Dr Amat Taap Manshor Chief Executive Officer, Finance Accreditation Agency, Malaysia
3.15pm – 4.00pm (45 minutes)	General Session 5 The Role of Gamification in Developing Talent Dr. Sivasailam 'Thiagi' Thiagarajan Resident Mad Scientist, The Thiagi Group, U.S.A
4.00pm – 4.45pm (45 minutes)	Closing Keynote Role of Emotional Intelligence for Leaders in the New Talent Landscape David Cory Leadership Development Consultant, The Emotional Intelligence Training Company, Inc., Canada
4.45pm	COFFEE BREAK, NETWORKING, END of Day 2



LEARN



NETWORK



SHARE



SHAPE

LEARN

from the thought
leaders

NETWORK

with the best

SHARE

the ideas and
experiences

SHAPE

the future of your
organisation



Philippines' Peace Soldier
His Excellency General (Ret.) Fidel V. Ramos
12th President of the Republic of the Philippines, Philippines
Lifetime Achievement 2011



Leading Best Workplace Practices in Saudi Arabia
Dr Sulaiman Al Habib Medical Group, Saudi Arabia
Contribution to Organisation 2014



Asia's High Flyer
YBhg Tan Sri Dr Tony Fernandes
Founder of Tune Group and Group CEO of AirAsia Berhad,
Malaysia
Contribution to Society (Business) 2011



Professor Colonel Tan Sri Datuk Wira Dr Haji Mohd Shukor
Bin Haji Mahfar
Chief Executive Officer / Director General of Inland Revenue,
Inland Revenue Board of Malaysia, MALAYSIA
2015

Open for Nominations

THE ASIA HRD *Awards* 2016



**...A Celebration
of Excellence**

For more information, contact the Awards Secretariat
at (603) 2279 9199 or Email awards@smrhrgroup.com
www.asiahrdawards.com

Fast Track Accreditation Workshops



Accredited Training Professional

Karen Ong
Director & Master Trainer
Train the Trainer Academy, SMR Group
Malaysia

Here is an opportunity to learn the skills needed to engage learners, accelerate learning, increase learner retention, and deliver highly impactful training sessions. You will learn strategies on how to make training FUN, enthusiastic, learner-centered, experiential, and with ensured transfer of learning to make your training more effective.

The SMR accreditation associates you with a select group of exceptional trainers. This workshop designed and developed by Dato' Dr R. Palan, the author of the highly regarded book: The Magic of Making Training Fun!!®, licenses you to run both SMR's High Impact Train-The-Trainer and The Magic of Making Training FUN!!® workshops.



Accredited Competency Professional

A. Subra
Executive Director, AEGB
Asia Metropolitan University
Malaysia

The Accredited Competency Professional (ACP) workshop is a comprehensive three days training which enables you to design, develop and implement the competency framework within organisations. This workshop will help you to gain the knowledge and skills to develop customised competency dictionaries for best fit purposes in your organisation.

This ILM accredited workshop qualifies you to join a select group of competency professionals, who are recognised internationally for their expertise.



Accredited Organisational Development Professional

Jayasree Gopalakrishnan
Head of Consulting
SMR Group
Malaysia

Here is an opportunity to be developed and accredited as an Organisational Development (OD) specialist - one who can support the growth of individual and organisational processes, productivity and performance. Successful organisations are those which are able to align individual passion with organisational purpose.

OD is a planned, holistic and integrated approach to improving and sustaining organisational performance. Not just the domain of HR managers, every function has to be involved in OD if the organisation aims to perform to industry standards or better. In recent times, it has become an increasingly important practice in dealing with complex organisational issues.

Day 3-5

Thursday-Saturday, 28th-30th July 2016

8.00am – 8.30am
Registration & Welcome Coffee

8.30am – 10.30am
FAST TRACK ACCREDITATION
WORKSHOP
(A CHOICE OF 3 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 – 5.00pm
Workshop Continues

5.00pm
Programme Ends

IMPORTANT

Please choose your preferred option. You can only attend ONE workshop as all three workshops are running concurrently.



About ILM UK

The Institute of Leadership & Management (ILM) is the UK's largest management body, combining industry-leading qualifications and specialist member services.

Our primary purpose is to improve the standards of leadership and management in order to drive social and economic prosperity. We work with organisations of all shapes and sizes to define, develop and embed the leadership and management capability they need to succeed.



For more information contact Congress Secretariat at
+(603) 2279 9199 or email **congress@smrhrgroup.com**
 or visit **www.hrdcongress.com**

(Please photocopy for additional delegates)

Date of Registration _____

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 [] Non-Seafood

FEE PACKAGES please tick (✓)

No.	Item	Fee		Please tick (✓)
		(RM)	(USD)	
Conference				
1.	Silver Package • The Asia HRD Congress™ Conference (27 th July)	1,300	300	
2.	Gold Package • Masterclass (26 th July) complimentary pass to The Asia HRD Awards Gala Dinner (26 th July) The Asia HRD Congress™ Conference (27 th July)	3,900	900	
3.	Platinum Package • Masterclass (26 th July) • Fast Track Accreditation Workshop (28 th to 30 th July) (Choose 1 from 3) complimentary pass to The Asia HRD Awards Gala Dinner (26 th July) The Asia HRD Congress™ Conference (27 th July)	7,800	1,800	
Accreditation Workshop: 28 th to 30 th July (Choose 1 from 3)				
1.	• Fast Track Accredited Training Professional • Fast Track Accredited Competency Professional • Fast Track Accredited Organisational Development Professional complimentary pass to The Asia HRD Congress™ Conference (27 th July)	3,900	900	

Masterclass

Please choose your preferred option. You can only attend **ONE** masterclass as all three masterclasses are running concurrently.

- ☐ **Masterclass 1 : Interactive Learning Strategies for the New Workforce**
 Dr. Sivasailam 'Thiagi' Thiagarajan
- ☐ **Masterclass 2 : A New Cultural Landscape for Maximising Organisational Performance**
 Sally Rylatt
- ☐ **Masterclass 3 : Emotional Intelligence for Leaders in a Competitive Landscape**
 David Cory, M.A.

Accreditation Workshop

Please choose your preferred option:

- ☐ Fast Track Accredited Training Professional
- ☐ Fast Track Accredited Competency Professional
- ☐ Fast Track Accredited Organisational Development Professional

IMPORTANT NOTE:

- Registration and payment must be made on or before due date to enjoy the discounts.
- If the nominated delegate is unable to attend, the registration can be transferred to a new delegate. However, to avoid confusion, please ensure the name of the substitute delegate is forwarded to us at least 5 working days prior to the event.
- For guaranteed seats, full payment is required before the event.
- The management and staff of Asia HRD Congress Sdn Bhd, its partners and staff will not be held responsible should seats registered be unavailable due to payments not received before the event.
- Onsite registration with payment is subject to availability of space.
- Brochure reflects programme at the time of printing. We reserve the right to change any speakers, sessions or programme in the event of unavoidable circumstances.

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**

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- For government agencies, please attach the purchase order with the registration form
- **SMR is a company registered with the 'Malaysian Ministry of Finance'**
- As proof of payment, kindly send the payment slip to 'AHRDC 2016 - Registration' at +603 2279 9099 or congress@smrhrgroup.com

Conference Cancellation

(only applicable to conference registration)

90 days before event: 50% will be refunded

60 days before event: No refund but substitutes are welcome.

Register Online at **www.hrdcongress.com** and
GET A FREE BOOK!