

## **Shaping Employees for the Future:** Creating Value for Organisations

Le Meridien Hotel Putrajaya, Malaysia 8 - 9 August 2017



Jill Christensen Author, Employee Engagement Expert Jill Christensen International



Alise Cortez, PhD Professional/Organisational Development Catalyst Alise Cortez and Associates



Paul N. Larsen MA, **CPPC** Author/Speaker/Certified Performance Coach U.S.A



Kimo Kippen Vice President of Global Workforce Initiatives Hilton Worldwide Group



Melina Lee Head of Workplace by Facebook APAC Growth



Sanieev Nanavati Former CEO, CitiBank Malaysia President, American Malaysian Chamber of Commerce



**Robin Speculand** Global Pioneer & Expert in Strategy Implementation Singapore



Tan Sri Dato' R. Palan Chairman, SMR Group Pro Chancellor, Cyberjaya University College of Medical Sciences (CUCMS) Malaysia



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Programme at a Glance

**√8 Aug 2017, Tuesday** Masterclass Workshops

The Asia HRD Congress<sup>T</sup>

International Conference

√10 - 12 Aug 2017, Thursday - Saturday Fast Track Accreditation Workshops

The Asia HRD Awards Gala Dinner

√9 Aug 2017, Wednesday



Wan Ezrin Sazli Wan Zahari Chief People Officer Time DotCom Berhad Malaysia



**Ang Hui Ming** Co-Founder Leaderonomics Malaysia



Muralidharan Ramakrishnan Chief Technology Officer Management Made Easy India



A. Subra Executive Director Asiamet Education Group Berhad







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### **Shaping Employees for the Future:**

## Creating Value for Organisations

The workforce of tomorrow will be dramatically different from the workforce of today and yesterday. New trends are influencing the future of work. This will result in us working very differently in the future as compared to the past. In the past, rules were set and passed down to employees. In the future, the employee will drive how work gets done. Ironically, we are moving into an environment where it is no longer about employees needing the organisation, it is becoming more of the organisation needing the talent.

Millennials with their new ways of working and technological fluency bring a new perspective to work: they want an environment that they love and want to work in; breaking the paradigm organisations have that people need to work. By 2025 millennials who cherish mobility and globalisation will constitute 75% of the workforce. The future workplace would have been impacted far more than what one could have imagined.

Employees are now starting to drive the decisions and beginning to have conversations on how work gets done, when it gets done, who it gets done with, what technologies are being used to get it done, etc. New behaviours on sharing, communicating and collaborating are permeating organisations. Technologies such as big data, the cloud, the Internet of Things, automation etc. are enabling us to think about work differently.

Employees will cherish their experiences and it is these positive experiences that will drive engagement, productivity and superior performance. Employee Engagement is no longer the once a year dip stick survey but one that needs to be real time. Employee development strategies need to be aligned with the future workplace.

Join a panel of worldwide experts to explore how to align your strategies in line with the trends affecting the future workplace.

**LEARN** NETWORK

from the thought leaders

with peers



**SHARE** 

SHAPE

ideas and experiences

the future of your organisation



## **Masterclass** Workshops

Day 1: 8 August 2017, Tuesday, 8.30am - 4.30pm

#### **Masterclass Workshop 1:**

#### If Not You, Who? Cracking the Code of Employee Disengagement

#### Jill Christensen

Author, Employee Engagement Expert U.S.A.

How do you inspire employees to get off the side lines and get into the game? Jill Christensen, author of the best-selling book, "If Not You, Who? Cracking the Code of Employee Disengagement", has uncovered a four-step strategy to turn your disengaged workforce into a unified high-performing team, resulting in increased profits, customer satisfaction, productivity, and retention. Jill's strategy has been used by global companies in eight industries, and each company realised a one-year increase in employee engagement between 4 and 11 points. Per the Gallup organisation, two-point annual increase is statistically significant.

#### Highlights:

- Statistics about the global employee disengagement crisis and the benefits of having an engaged workforce
- The four leadership skills you need to lead an employee engagement journey
- Tactics to engage senior leaders and managers in employee engagement
- A proven four-step strategy to re-engage employees that you will personalised to your organisation
- The step-by-step process to re-engage employees, from gathering data, to creating your strategy, to getting managers aligned, to measuring results

### **Masterclass Workshop 2:**

#### **Strengths Based Leadership**



Professional/Organisational Development Catalyst U.S.A



Thriving in today's ultra-competitive international marketplace requires leaders to inspire and motivate their teams' very best high performance to deliver on critical business results. According to the Gallup organisation, people who live and work from their strengths are six times as likely to be engaged in their jobs. And working and leading from your own strengths as a leader not only activates vitality and fulfilment, but can also be a platform from which to manage and cultivate talent and career development in individual team members. Leaders who encourage and nurture employees to work from their strengths are often rewarded with strong levels of engagement across the team, a stronger sense of team or esprit de corps, higher levels of performance even through challenging organisational change, and increased commitment to the organisation resulting in higher retention rates.

#### Highlights:

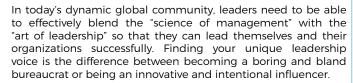
- ♦ Strengths paradigm
- Benefits of strengths-anchored leadership
- ♦ How to lead from strengths and support team
- ♦ Implementing strengths across all relationships in life

#### **Masterclass Workshop 3:**

#### Find Your V-O-I-C-E as a Leader

#### Paul N. Larsen

Author/ Speaker/ Certified Performance Coach U.S.A



Since leadership is a choice... why not choose to create a leadership brand that is strong, enduring and respected?

#### Highlights:

- discovering their core leadership Values
- authoring their Outcomes for a successful vision
- exercising their Influence to build trust and credibility
- demonstrating their Courage to develop outside their comfort zone
- communicating their leadership Expression to create a lasting and positive legacy

#### **Masterclass Workshop 4:**

## Reinventing the Workplace and Starting with YOU



#### Kimo Kippen

Vice President of Global Workforce Initiatives, Hilton Worldwide U.S.A

Changes brought about by technology, culture shifts, politics and the economy force HR professionals to constantly reinvent the workplace so that incumbent and new workers can thrive regardless of outside forces. One way to do that is to learn how individuals can contribute to the whole and create a culture that is agile enough and ready to shift with change. In this workshop Kimo Kippen will share lessons in storytelling that will help the individual HR professional define him or herself and then use those approaches to define the company brand for potential hires and existing workers. Kimo will then take what we learn about storytelling and tell stories of leadership and engagement which will culminate in a case study of Hilton and how it increased engagement levels among its Team Members.

#### Highlights:

- Storytelling and its impact on who you are and how others see you
- The story of your business
- Engagement: How to change your employees' commitment to your business
- Purpose: Making your company a place that starts, develops, and retires professionals who understand the meaning of collaboration, community, and contribution

#### IMPORTANT NOTE:

You can only attend ONE workshop as all workshops are running concurrently.

## International Conference

Day 2: 9 August 2017, Wednesday, 8.30am - 5.30pm

07.45 AM **REGISTRATION** 

Welcome Coffee

08.30 AM **SUNRISE SESSION Muralidharan Ramakrishnan** 

Chief Technology Officer, Management Made Easy, India

Kembara Ke Angkasa Sheikh Muszaphar Shukor

Claim your FREE Book for the FIRST 80 registrations!

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09:05 AM **OPENING KEYNOTE** 

**Robin Speculand** 

Global Pioneer & Expert in Strategy Implementation, Singapore

09:55 AM **GENERAL SESSION 1** 

If Not You, Who? How To Crack The Code Of Employee Disengagement

Jill Christensen

Author, Employee Engagement Expert, Jill Christensen International, U.S.A

10:40 AM **COFFEE BREAK & NETWORKING** 

11:05 AM **GENERAL SESSION 2** 

Find Your V-O-I-C-E As A Leader

Paul N. Larsen MA, CPPC

Author/Speaker/Certified Performance Coach, U.S.A

11.55 AM **GENERAL SESSION 3** 

Melina Lee

Head of Workplace by Facebook, APAC Growth, Singapore

12.40 PM **LUNCH & NETWORKING** 

02:00 PM **GENERAL SESSION 4** 

Are You Working On Purpose?

Alise Cortez, PhD

Professional/Organisational Development Catalyst, Alise Cortez and Associates, U.S.A

02:50 PM PANEL DISCUSSION

Performance Engagement is Still Relevant

Moderator: Ang Hui Ming, Co-Founder, Leaderonomics, Malaysia

Speakers:

Wan Ezrin Sazli Wan Zahari, Chief People Officer, Time DotCom Berhad, Malaysia 1.

Sanjeev Nanavati, Former CEO, CitiBank Malaysia & President, American Malaysian Chamber of Commerce, Malaysia.

03:55 PM **GENERAL SESSION 5** 

The Future Of Talent: Talent And Innovation Stories From Around The World

Kimo Kippen

Vice President of Global Workforce Initiatives, Hilton Worldwide Group, U.S.A

04:35 PM **GENERAL SESSION 6** 

Learning Expedition as an Experiential Development Platform for Leaders: A Case Study

Ramli Atan

Custodian Learning Specialist, PETRONAS Leadership Centre, Malaysia

05:05 PM **CLOSING KEYNOTE** 

Tan Sri Dato' R. Palan

Chairman, SMR Group &

Pro Chancellor, Cyberjaya University College of Medical Sciences (CUCMS), Malaysia

05:35 PM **COFFEE BREAK & NETWORKING** 

End Of Day 2

Very useful and relevant programme for HR practitioners in current time. - Jacob Das

I develop networking with other participants, enhancing knowledge & skills, first hand experiences from prominent speakers." -Nurularifin

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



Lively, practical and value for money sessions - Kawatani

It's a very good experience for me to know the level of Asian Learning Level. Now, I really think we Japanese have to change! - Fukami Satoru

Fruitful session and open for networking (HR practitioners), Knowledge sharing and exposure. -Nor Rafidah



## Fast Track Accreditation Workshops

Day 3 - 5: 10 - 12 August 2017, Thursday - Saturday, 8.30am - 5.00pm

## Accreditation Workshop 1 Accredited Training Professional

#### Karen Ong

Director & Master Trainer SMR HR Group Malaysia



This workshop is designed for learning facilitators/trainers/educators to acquire the skills needed to engage learners, accelerate learning, increase learner retention, and deliver highly impactful training sessions. You will learn strategies and techniques on how to make training FUN, enthusiastic, learner-centered, experiential, and with ensured transfer of learning.

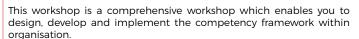
#### Workshop Highlights:

- High Impact Facilitation Tools to Engage the Learner
- Tried and tested techniques to accelerate the learning process that uses modern and multiple approaches to address the different preferred learning styles to enable and accelerate comprehension and assimilation of content
- Experiential learning strategies to enhance content retention for application to see return on investment and expectations of the learning efforts
- Formulas to maintain and sustain high energy in the classroom for effective and results-oriented learning

## Accreditation Workshop 2 Accredited Competency Professional

#### A.Subra

Executive Director Asiamet Education Group Berhad Malaysia



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

#### Workshop Highlights:

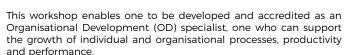
On completion of this programme, participants will be able to:

- Identify competency frameworks that best fit the organisation
   Design position/job competency profiles that matches it purpose
- Describe practical implementation methods and approaches
- Demonstrate competency framework applications in human resource functions

## Accreditation Workshop 3 Accredited Organisational Development Professional

#### Jayasree Gopalakrishnan

Head of Consulting SMR HR Group Malaysia



OD is a planned, holistic and integrated approach to improving and sustaining organisational performance. 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.

#### Workshop Highlights:

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

- Determine their personal strengths/talents and development needs complying to OD best practices criteria
- Anticipate challenges and risks and action on these
- Identify OD tools and techniques for effective OD interventions
- Apply group dynamics and employee engagement strategies within organisation
- ♦ Introduce participative change interventions
- Align individual passion with organisational purpose

# Accreditation Workshop 4 Developing Future Capabilities Through Coaching

**Gurit Kaur** Head of Training SMR HR Group Malavsia



employees seeking greater responsibilities, it is clear that the practice of coaching and mentoring is an essential function of every manager and team leader in the organisation.

This workshop aims to focus on the basic premise that every manager/

With organisations becoming more employee-driven and empowered

This workshop aims to focus on the basic premise that every manager/ supervisor/team leader should function as a coach. Coaching works at every level and in all organisational relationships. The goal of coaching and mentoring is to improve the performance of individuals, teams and ultimately the organisation. Coaches are able to pose challenges to their coachees to raise their performance standards and become the best they can be.

"Coaching is an activity designed to improve performance and coaching in the workplace must involve turning work situations into learning opportunities as this is increasingly seen as an important part of what it is to manage".

Sir John Whitmore

#### Workshop Highlights:

- Describe the purpose and benefits of coaching
- List the key differences between coaching & interventions
- ♦ List the characteristics of an effective coach
- Define the 11 core coaching competencies
- Make a shift from the directive to non-directive way of communication
- Perform basic coaching tools to further enhance the effectiveness of your coaching. Conduct effective coaching sessions using the GROW Model to enhance performance

#### **About ILM UK**

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

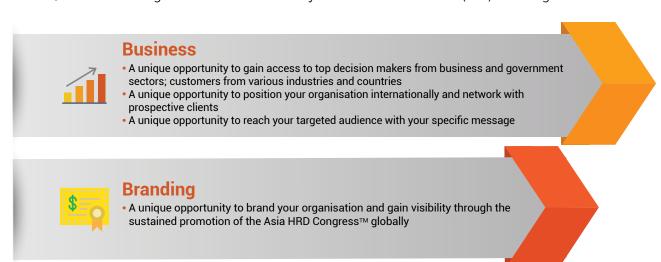
Our primary purpose is to improve the standards of leadership and management in order to drive social and economic prosperity. We work with organisations of all shapes and sizes to define, develop and embed the leadership and management capability they need to succeed.

#### IMPORTANT NOTE:

You can only attend ONE workshop as all workshops are running concurrently.

## **Sponsorship** Opportunity

Event sponsorship is best suited for organisations seeking to reinforce their branding strategy. We offer an array of high-visibility marketing and promotional opportunities including print, online and on-site promotions to boost brand awareness, accelerate lead generation and maximise your return of investment (ROI) at our signature events.











(Please photocopy for additional delegates) Date of Registration				MASTERCLASS		
DULING DETAILS				You can only attend ONE workshop as all workshops are running concurrently. Please indicate your selection here.		
BILLING DETAILS  Company Name					Masterclass 1: If Not You, Who? Cracking the Code of Employee Disengagement	
Nature of Business					Masterclass 2: Strengths Based Leadership	
Billing Address					Masterclass 3: Find Your V-O-I-C-E as a Leader	
					Masterclass 4: Reinventing the Workplace and	
City State					Starting with YOU	
Post code Country					REDITATION WORKSHOPS can only attend ONE workshop as all workshops are running concurrently.	
CONTACT PERSON DETAILS					se indicate your selection here.	
(Prof. / Dr./ Mr./ Mrs./ Ms.) Name:					Fast Track Accredited Training Professional	
Telephone Ext						Fast Track Accredited Competency Professional
Fax Mobile						Fast Track Accredited Organisational Development Professional
E-mail						Developing Future Capabilities Through Coaching
DELEGATE INFORMATION (Please complete details) (Prof. / Dr./ Mr./ Mrs./ Ms.) Name:					P for the Asia HRD Awards Gala Dinner on 8 August 7, Tuesday	
				Yes, I'm attending		
Position Department Telephone Ext				vegetarian non-vegetarian		
Fax Mobile					No, I'm unable to attend	
E-ma <b>Meal</b>	Option [ ] Vegetarian [ ] Non-Vegetarian [	] Non-Se	eafood		<b>\$</b>	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
No.	Item	Fee		Please	1	can be transferred to a new delegate. However, to avoid confusion, please ensure the name of the substitute delegate is forwarded to
NO.	FEE PACKAGES please tick (✓)	(RM)	(USD)	tick (✓)	<b>♦</b>	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 SMR HR Group Sdn Bhd, its partners and staff will not be held responsible should seats
1.	Silver Package  • The Asia HRD Congress™ International Conference (9 <sup>th</sup> August 2017)	1,300	300		<b>◊</b>	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
2.	Cold Package  Masterclass Workshop (8 <sup>th</sup> August 2017)  complimentary pass to  The Asia HRD Awards Gala Dinner (8 <sup>th</sup> August 2017)  The Asia HRD Congress™ International Conference (9 <sup>th</sup> August 2017)	3, 900	900		MET	event of unavoidable circumstances.    FHODS OF PAYMENT please tick ( \(  \) )
						I enclose a cheque for RMmade payable to: SMR HR Group Sdn Bhd
3.	Platinum Package Masterclass Workshop (8th August 2017)					I prefer to pay online. Please check our website: www.hrdcongress.com
	Fast Track Accreditation Workshop (10th-12th August 2017) (Choose 1 from 4)     complimentary pass to     The Asia HRD Awards Gala Dinner (8th August 2017)     The Asia HRD Congress™ International Conference (9th August 2017)	6, 500	1,500			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
4.	Fast Track Accredited Training Professional     Fast Track Accredited Competency Professional     Fast Track Accredited Organisational     Development Professional     Developing Future Capabilities Through     Coaching     (10 <sup>th</sup> -12 <sup>th</sup> August 2017)     complimentary pass to     The Asia HRD Congress™ International	3, 900	900		Conf	For government agencies, please attach the purchase order with the registration form  SMR HR Group Sdn Bhd is a company registered with the 'Malaysian Ministry of Finance'  As proof of payment, kindly send the payment slip to 'AHRDC 2017 - Registration' at +603 2279 9099 or congress@smrhrgroup.com
	Conference (9 <sup>th</sup> August 2017)				90 d	erence cancellation lays prior to event: 50% will be refunded lays prior to event: no refund but substitute is welcomed