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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
USA



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



Paul N. Larsen MA, CPPC
Author/ Speaker/ Certified Performance Coach
USA



Kimo Kippen
Vice President of Global Workforce Initiatives
Hilton Worldwide Group
USA



Melina Lee
Head of Workplace by Facebook
APAC Growth
Singapore



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



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



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
Malaysia

Programme at a Glance

- ▼ **8 Aug 2017, Tuesday**
Masterclass Workshops
The Asia HRD Awards Gala Dinner
- ▼ **9 Aug 2017, Wednesday**
The Asia HRD Congress™
International Conference
- ▼ **10 - 12 Aug 2017, Thursday - Saturday**
Fast Track Accreditation Workshops

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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

from the thought leaders



NETWORK

with peers



SHARE

ideas and experiences

SHAPE

the future of your organisation

**Early Bird Rate
till 31st May 2017**
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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 personalise 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

Alise Cortez

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

In today's dynamic global community, leaders need to be able to effectively blend the "science of management" with the "art of leadership" so that they can lead themselves and their organizations successfully. Finding your unique leadership voice is the difference between becoming a boring and bland bureaucrat or being an innovative and intentional influencer.

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

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for the **FIRST 80 registrations!**
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Kembara Ke Angkasa
Sheikh Muszaphar Shukor

- 07:45 AM** ● **REGISTRATION**
Welcome Coffee
- 08:30 AM** ● **SUNRISE SESSION**
Muralidharan Ramakrishnan
Chief Technology Officer, Management Made Easy, India
- 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:
1. Wan Ezrin Sazli Wan Zahari, Chief People Officer, Time DotCom Berhad, Malaysia
2. 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

“Lively, practical and value for money sessions”
- Kawatani

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

“Great Return on Investment. Learningful Sessions.”
- Chua Sui Ling

“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

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 3 Accredited Organisational Development Professional

Jayasree Gopalakrishnan
Head of Consulting
SMR HR Group
Malaysia



This workshop enables one 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.

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 2 Accredited Competency Professional

A.Subra
Executive Director
Asiamet Education Group Berhad
Malaysia



This workshop is a comprehensive workshop which enables you to design, develop and implement the competency framework within organisation.

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 its purpose
- ◊ Describe practical implementation methods and approaches
- ◊ Demonstrate competency framework applications in human resource functions

Accreditation Workshop 4 Developing Future Capabilities Through Coaching

Gurit Kaur
Head of Training
SMR HR Group
Malaysia



With organisations becoming more employee-driven and empowered 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/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.

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		(RM)	(USD)	
1.	Silver Package • The Asia HRD Congress™ International Conference (9 th August 2017)	1,300	300	
2.	Gold Package • Masterclass Workshop (8 th August 2017) complimentary pass to The Asia HRD Awards Gala Dinner (8 th August 2017) The Asia HRD Congress™ International Conference (9 th August 2017)	3,900	900	
3.	Platinum Package • Masterclass Workshop (8 th August 2017) • Fast Track Accreditation Workshop (10 th -12 th August 2017) (Choose 1 from 4) complimentary pass to The Asia HRD Awards Gala Dinner (8 th August 2017) The Asia HRD Congress™ International Conference (9 th August 2017)	6,500	1,500	
4.	• Fast Track Accredited Training Professional • Fast Track Accredited Competency Professional • Fast Track Accredited Organisational Development Professional • Developing Future Capabilities Through Coaching (10 th -12 th August 2017) complimentary pass to The Asia HRD Congress™ International Conference (9 th August 2017)	3,900	900	

MASTERCLASS

You can only attend ONE workshop as all workshops are running concurrently. Please indicate your selection here.

- Masterclass 1: If Not You, Who? Cracking the Code of Employee Disengagement
- Masterclass 2: Strengths Based Leadership
- Masterclass 3: Find Your V-O-I-C-E as a Leader
- Masterclass 4: Reinventing the Workplace and Starting with YOU

ACCREDITATION WORKSHOPS

You can only attend ONE workshop as all workshops are running concurrently. Please indicate your selection here.

- Fast Track Accredited Training Professional
- Fast Track Accredited Competency Professional
- Fast Track Accredited Organisational Development Professional
- Developing Future Capabilities Through Coaching

RSVP for the Asia HRD Awards Gala Dinner on 8 August 2017, Tuesday

- Yes, I'm attending
 - vegetarian
 - non-vegetarian
- No, I'm unable to attend

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 SMR HR Group 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 (✓)

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90 days prior to event: 50% will be refunded
60 days prior to event: no refund but substitute is welcomed