

HumanResources

TALENT MANAGEMENT

ASIA

#TalentManagementAsia

11-12 MARCH 2020 - THE MIRA





Why people matter?

Facing the economic, socio-political, as well as financial and industrial challenges of today, human resource management is now more than ever, a pivotal initiative that companies, big or small, local or multinational, cannot undermine. Talent Management Asia is designed to help HR leaders and practitioners navigate through these challenges while being educated of the best practices and trends that will empower and add value to you as individual and as a HR professional.

Held on the 11th and 12th of March at the Mira Hotel, Talent Management Asia returns to Hong Kong for its sixth consecutive year. Themed over two days, we are bringing you an impressive line-up of HR experts and technology influencers to share their experiences and insights on the very latest trends, challenges and opportunities facing HR professionals today.

Some of the major trends set to redefine talent management in 2020 and beyond include: “Future of Work – Humanized Automation”, “The Art of Crisis Management”, “How to Future-Proof your Workforce “ and “The Many Upsides of a Happy Workforce”.

Take advantage of this unique opportunity to learn from the best, and join over 250 HR and business leaders for another full house and map your route to recruiting, retaining, enabling, and developing the very best talent.

What to expect?

- A fresh new look at some of the most successful strategies in recruiting, retaining, enabling and developing YOUR best people
- Learn the HOWS’s (not just the WHAT’S) in trends and strategies for People Development that you can apply to your business today.
- Understand the challenges from real life situations and discover workable solutions from your peers
- Engage face-to-face with top HR drivers and network with over 250 like minded HR and talent management practitioners





“Great diversity of speakers from different industries and backgrounds.”

RC HR Consulting

“Interesting topics, great sharing from companies of different industries & histories.”

BASF

Why attend?

- Network with like-minded practitioners from the industry**
 Bringing together professionals and practitioners from different industries that share common interests and goals, which then provide a perfect avenue for effective and efficient networking. Our events are ideal to meet new people as well as to catch up with those that you haven't connected for a while within the industry
- Expand your knowledge; be updated with issues and trends of today**
 Well-informed and updated presentations, best practices as well as case studies will be the focal points of presentation at this event. Attendees will be in the forefront of trends as well as issues that are critical to the industry, enabling you to do your work effectively and efficiently. Take the opportunity to learn and ask questions to understand the rationale behind these ideas and go beyond from reading journals and articles.
- Fun, educational and engaging**
 We are all different, but we are all human. We try to go beyond just hosting a conference with our educational yet enjoyable themes and topics. Our speakers as well as our programs are very detailed and in tune for what accounts for a successful and meaningful experience and within the industry.

If you fall into one of the following categories, this conference is definitely for you!

- CHROs/Heads of HR
- VPs/Directors/Managers of HR
- VPs/Directors/Managers of Talent Acquisition
- VPs/Directors/Managers of Recruitment
- VPs/Directors/Managers of Resourcing
- Talent Acquisition/Recruitment/Employer Branding/Training and Development/On-boarding
- Department Heads/Team Leaders



**DAY 1: MARCH 11 2020**8:30AM **Registration and Refreshments**9:00AM **Welcome Address****ACQUIRING TALENT IN THIS TIMELINE**9:15AM **Opening Keynote: Future of Work – Humanized Automation**

Digitalisation has been a significant catalyst as to how we define the “modern workplace”. Automation is now an apparent subject that replaces manpower as well as jobs. As HR practitioners we should empower our staff and educate them of ideas that should redefine what work means from a corporate level to an individual level.

10:00AM **HR Drivers Panel: Where Has All the Talent Gone – The Shrinking Talent Pool Dilemma**

“It’s a numbers’ game!” is what we’re all told but finding the right talent has always been the HR practitioner’s dilemma. Even with today’s advancement in social networking, technology, connectivity, the ability to fill in mandates has never been more challenging. What are the issues we face in acquiring talent and how can we do to improve it otherwise?

10:40AM **Morning Coffee and Networking**11:10AM **Case Study: Community Building – An Exercise in Talent Acquisition**

As humans, we are social beings. Being in a group or community and working towards a goal gives us a sense of identity and purpose. Individuals can identify themselves with an ideal or a community that represents their beliefs, inspiring them to move with enthusiasm and intent; making their actions achieve a higher chance of success. So how do community building initiatives bring about successful talent acquisition in today’s work place?

11:40AM **Showcase Presentation**12:10PM **Case Study: Scaling Up a Start-Up – a HR’s Perspective**

We all know the glitz and glamour of successful start-ups, but do we know what are the challenges they face to be at the top? Carmen Chong, Director of People from LalaMove will share her ideas and experience from a HR’s perspective of how LalaMove navigated thru their ups and downs from day one up to present!

12:40PM **Networking Lunch**



KEEPING OUR TALENT ENGAGED & SATISFIED

1:30PM

Case Study: Retain, Develop and Create a Future for your Talent

Getting a higher pay or giving better benefit packages no longer guarantee tenure from our talents even for next two years or so! Talents of today are more careful and picky of the brands and functions they associate themselves as they are more concerned of their future. We believe that that itself is an opportunity that HR practitioners can identify and use a unique selling point to promote their brand and as well develop their corporate function and future planning.

2:10PM

HR Drivers Panel: Talent Retention Impressions – HR's Checklist in Keeping Talent

Our panel of experienced HR practitioners will discuss and share the challenges they face as well as opportunities in keeping talent in today's competitive environment.

- What are the challenges in keeping talent? What do companies of today do to retain their talent?
- How do we keep your talent engaged and satisfied?
- How do you manage and deal with exiting employees? Do you try to keep them or let them go?

2:50PM

Showcase Presentation

3:10PM

Afternoon recharge and networking

3:30PM

Case Study: An Appealing Company? Make it all about Employee Experience

Experience is the best promoter and branding for a product and now more so for companies in keeping talent. Nothing beats word of mouth promotion (and in most cases demotion)! So the likes of Google, Microsoft, Huawei and Tencent have invested in billions of dollars to making their office and brand the pinnacle of positive work experience for their employees but not every company has that budget. So as HR practitioners, how do we improve the employee experience? What can we do to add value to better and improve our employee's experience within our companies?

4:10PM

Closing Keynote: Managing and Motivating Your Talents at times of Uncertainty

Uncertainty in the workplace can be defined by several factors; corporate hearsay, political rumblings, as well as mistrust & miscommunication are some of the examples of what employees go thru. And it's not just about following and articulating office and labour guidelines – it's about how we overcome it as an employee, an employer and as individual. So how do we manage thru uncertainty – inside and outside our offices? How do you manage office morale and what are the consequences after which? What are the examples of policies that most companies can enforce in dealing with crises?

4:50PM

End of Day One



DAY 2: MARCH 12 2020

8:30AM Registration and Refreshments

MANAGING FOR SUCCESS

9:10AM Opening Keynote

10:00AM **HR Drivers Panel: The Rise of Data Analytics – Using Data to Map-Out Metrics of Performance**

Data analytics is the fulcrum of today's decision making. Whether it is looking at a group age of customers for production, a comparison between action points in marketing, or even in predicting sales forecast in the month/years to come. Data analytics has now become a viable tool in understanding employee performance in optimizing company growth. So how does data analytics determine these employee data points and interpret it from a business perspective? What are the examples of data driven initiatives? Who interprets the data and how do employees react to such data? How does a company benefit from the data?

10:40AM **Morning Coffee and Networking**

11:10AM **Case Study: Determining Workforce Success with Attitude and Aptitude**

The success of any workforce is determined by the collective attitude and aptitude of its employees –a meeting between soft skills and hard skills. While most senior management would appreciate employees that are fit culturally and trainable, it's up to HR practitioners to determine and enforce the old adage of "hire for attitude and train for aptitude". Here are some points that would further the discussion -

- How do we balance between attitude and aptitude in the workplace?
- How do we identify our corporate needs between hiring someone who is cultural fit and someone who possesses the skill set?
- The medium skilled employee – a myth or a possibility?

11:40AM **Showcase Presentation**

12:10PM **Case Study: Agility – Enabling a Culture to Innovate**

Agility is a dynamic term adapted by businesses to promote adaptability in rapid changing environments. It's also used as a term to describe new innovations and processes in technology. HR practitioners of today have also adapted the concept as a way or means to innovate mindsets and work-culture that would engage and enable employees and employers alike.

12:40PM **Networking Lunch**



LEARNING & DEVELOPMENT

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| 1:30PM | <p>Case Study: How to Future-Proof your Workforce</p> <p>It's no longer a question of when workplace transformation is taking place. It's already happening -technological advancements, diversity and equality in the workplace, as well as employment flexibility are greatly enforced more than ever. And while most people think it's the end of the professional working world, we believe it to be a great opportunity to change the mindset and improve the engagement between employer and employee.</p> |
| 2:10PM | <p>HR Driver's Panel: Leading by Example – Best of Class Practices & Initiatives towards Learning & Development</p> <p>Survey says that one of the most important initiatives that employees look at employers for is Training/Learning Development. And while that's true, getting employees to do their L&D is another matter. So how do you get around the dilemmas of learning and development; what are the challenges that both HR practitioner and employees face? And what are the best practices that we can adapt to get a successful outcome?</p> |
| 2:50PM | <p>Showcase Presentation</p> |
| 3:10PM | <p>Afternoon Recharge & Networking</p> |
| 3:30PM | <p>CEO's Insight Panel: From CHRO to CEO – The Makings of a Leader</p> <p>What makes a leader in an organization? How do you qualify an individual to be a CEO? Can a HR practitioner be a CEO? What qualities should a HR practitioner have to be a CEO? These and many more questions will be answered by our esteemed guest of business leaders and general managers from different industries in the region. As panellists, they will offer their insights and experience on what makes a leader as well as the challenges and opportunities the title of CEO presents.</p> |
| 4:10PM | <p>Closing Keynote: The Many Upsides of a Happy Workforce</p> <p>It's become an imperative for any business to make their employees happy – simply because it's evident that when employees are happy, the business thrives! But what does happiness in the workplace mean? And as an organization, how do we promote happiness? What are the examples of making a happy workforce? Is there even a downside to having a happy workforce?</p> |
| 4:50PM | <p>End of Talent Management Asia 2020</p> |

**The agenda is subject to change.*

Ready to learn from the best in the industry?

[Register online NOW](#) OR

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