

# STRATEGIC TALENT MANAGEMENT FORUM 2008 THE ASIAN PERSPECTIVE

Win the War for Talent and enable your  
organisation to soar to greatness.

NOVEMBER 13<sup>TH</sup>, 2008

SIME DARBY CONVENTION CENTER

RM 950 PER PARTICIPANT

RM 888 (EARLY BIRD SPECIAL – REGISTER BEFORE OCTOBER 15<sup>TH</sup>, 2008)

Learn and explore key talent management challenges including Talent Acquisition, Talent Development, Talent Retention and building a Talent management framework for your organization.

Speakers at this conference have been personally selected for their expertise, wisdom and foresight in an area of talent management, be it in building frameworks, or implementing and executing on Talent managements tools and processes which include Performance Management, Succession Planning, hi-po development programs and Engagement tools and leadership development.

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**Leaderonomics**  
*The Science of Building Leaders*



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The Strategic Talent Management Conference brings together a wealth of leaders ranging from CEOs of big global MNCs, to the CEO of one of the fastest growing internet start-up companies in the world. Also speaking will be prominent experts in the field of talent management, from Talent Management HR practitioners to world-class academicians, all discussing Talent Management from an Asian perspective.

## PROGRAMME SCHEDULE FOR NOVEMBER 13

- 8.30am – 9.00 am - REGISTRATION & NETWORKING SESSION
- 9.00am – 9.45 am - INTRODUCTORY ADDRESS: TALENT MANAGEMENT IN THE ASIAN CONTEXT: THE CEO'S PERSPECTIVE
- \* Introduction to Talent Management as a process
  - \* Talent Management as a strategic business asset & comparative advantage
  - \* Examples of Talent Management best practices in the Malaysian context
- 9.45am – 10.45 am - WINNING THE WAR FOR TALENT THROUGH STRATEGIC TALENT MANAGEMENT
- \* Understanding the War for Talent
  - \* A new framework of Talent Management for Asian organizations
  - \* An overview of Talent Acquisition, Talent Development & Talent Retention
  - \* Distinguishing the talent management framework for different sets of employees
  - \* Examples of Talent Management best practices from GE, Johnson & Johnson & other MNCs
- 10.45am – 11.15 am - COFFEE BREAK & NETWORKING SESSION
- 11.15am – 12.00 pm - TALENT ACQUISITION: BUILDING A WORLD-CLASS TEAM
- \* Aligning your Talent Acquisition plans with your business strategy
  - \* Ensuring you hire the right ones on board
  - \* Performance measurement to assess the effectiveness and impact of recruitment strategies
  - \* Role of career development and talent management in recruiting
  - \* Explore talent sourcing and acquisition models
  - \* Examples of innovative new Talent Acquisition practices from world-class start-ups

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- 12.00pm – 13.00 pm - TALENT DEVELOPMENT : DEVELOPING A WORLD CLASS TEAM
- \* Developing Your Employees to win your organizational “wars”
  - \* Tailoring development strategies to mentor and coach employees
  - \* Action learning programs
  - \* Identifying talent from within
  - \* Best practice sharing on talent development from General Electric, the world’s leader in leadership development practices
- 13.00pm – 14.00 pm - LUNCH & NETWORKING SESSION
- 14.00pm – 14.45 pm - TALENT RETENTION : RETAINING YOUR WORLD CLASS EMPLOYEES
- \* Employee retention- Understanding why it’s important and how much employee turnover is costing your company
  - \* Building retention via Engaging employee to drive productivity
  - \* Measuring and monitoring employee engagement
  - \* Getting more from your Gen Y tenure
  - \* Engagement as a business initiative
- 14.45pm – 15.30 pm - PERFORMANCE MANAGEMENT & SUCCESSION PLANNING
- \* Building processes for effective performance management & succession planning
  - \* Succession planning as a business strategy – not merely a Human Resources’ function
  - \* The performance management process and tools
  - \* The succession planning process and tools
  - \* Best practice sharing on performance management and succession planning from Johnson & Johnson, a world-class organization with a world class TM process and tools.
- 15.30pm – 16.00 pm - TEA BREAK & NETWORKING SESSION
- 16.00pm – 16.45 pm - A DEEP DIVE INTO TALENT MANAGEMENT FOR ASIAN ORGANIZATIONS: Q&A WITH CEOS (Forum)
- 16.45pm – 17.15 pm - CONFERENCE CLOSING ADDRESS: INTEGRATING TALENT MANAGEMENT ACROSS YOUR ORGANIZATION
- \* Considerations and barriers in talent management
  - \* Integrating Talent management as an overall process – systems & structures
  - \* The 4 key derailers of talent management in organizations
- 17.15pm – 17.30 pm - CLOSING REMARKS

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THE STRATEGIC TALENT MANAGEMENT CONFERENCE 2008  
BOASTS A NUMBER OF RENOWNED AUTHORITIES ON  
TALENT MANAGEMENT. SOME OF THEM INCLUDE THE FOLLOWING:

DATO' SERI AHMAD ZUBAIR @ AHMAD ZUBIR BIN HAJI MURSHID  
President & CEO, Sime Darby Berhad  
Opening Keynote Address

## GEORGE KOHLRIESER

George Kohlrieser is an organizational and clinical psychologist. He is Professor of Leadership and Organizational Behaviour at IMD and consultant to global organizations around the world. He is also a Police Psychologist and world famous Hostage Negotiator focusing on aggression management and hostage negotiations. Professor Kohlrieser had his own highly acclaimed radio call-in talk show in the US for over 10 years. This program was a combination of offering help, giving information, confronting real life issues, and entertainment. George is the author of a recent book entitled Hostage At The Table: How Leaders Can Overcome Conflict, Influence Others, and Raise Performance.

## ROBERTO GALLEOTTI

Roberto Galleotti is currently the CEO of Italian Technologies. Prior to this role, Roberto was CEO of Nuovo Pignone Asia Pacific and then GE Oil & Gas Asia. Roberto has had more than 30 years of experience as CEO and business leader in Asia Pacific. Roberto was also instrumental in driving a number of leadership development practices in his organization while he was CEO which resulted in ground-breaking success. Roberto brings a wealth of leadership knowledge and is a great example of a CEO walking the talk and living the talk.

## VISHEN LAKHIANI

Vishen Lakhiani is currently CEO and co-founder of MindValley, one of Asia's fastest growing web businesses. Before starting up MindValley, he was an executive in Silicon Valley and New York for several internet and technology firms. He turned bedroom entrepreneur at 27 and by the time he was 31 had founded 6 web businesses and never had to work a conventional job again. He has built a unique world-class team at MindValley and will be sharing his story of how to drive talent management the unconventional way – and still have results to show. Not only is MindValley highly profitable and fast growing, it has also won global awards, partly due to Vishen's leadership and their unique talent management proposition.

## ANAND SHANKER

Anand Shanker is a dynamic speaker who has worked in Asia and in Europe and is currently based in Singapore as the Group Director of Corporate Development Talent2. He has had operational stints with a major hotel chain in addition to his time in UK with Littlewoods PLC. He was also the Regional Leader for Asia Pacific for Hewitt Associates prior to his current role with Talent2. Anand's consulting expertise and interest areas are in the fields of linking Business Strategy to HR strategy, HR efficiencies and scorecard, Talent Management, Executive Development and Managing Managers and Transformation Management. Anand is also an avid golfer and a closet poet.

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## PETRINA COVENTRY

Petrina Coventry currently is a consultant and business-woman. Prior to going on her own, Petrina was in numerous global HR roles. She worked in the US, Australia and most recently in Asia with a number of multinational companies including Coca-Cola and GE holding global roles as well as Asia regional HR roles. Petrina has a great sense of humour and brings that to the table with her content expertise on talent development and talent retention.

## DAVID WEE

David Wee is currently the Regional Director Asia Pacific, Talent Management for Johnson & Johnson. David spent 10 years as the leader of GE's Asia Crotonville organization and is one of the most sought out teacher and trainer in Asia. Prior to GE, David had a stint with the Singapore governments' Productivity Board. David currently drives strategic talent management initiatives both globally and across Asia for Johnson & Johnson.

## ANUSOORYA THEMUDU

Anusoorya Themudu, or better known as Soorya is currently a HR Director with General Electric Co (GE). Prior to her current role in GE, she spent time in Eli Lilly and a number of other global MNCs. Soorya is known for her involvement in Female Leadership initiatives and has been instrumental in driving diversity of leadership at GE and her previous organizations. Soorya is currently driving a number of developmental programs for GE.

## DR. GOH CHEE LEONG

Dr. Goh is one of the highly regarded psychologist and organizational change academic authority in Asia. As Vice-president of a large university coupled with his busy teaching schedule, Dr. Goh still finds time to help various organizations in driving change and talent initiatives. Dr. Goh also does radio shows and is a much sought out speaker in the realm of talent management and leadership development.

## NATHALIE YAN

Nathalie Yan is currently the head of Talent Management at American Express (AMEX) Asia. She hails from Mauritius and has done a lot of work on driving diversity and other talent management initiatives across AMEX in Asia.

## ROSHAN THIRAN

Roshan Thiran has worked in the US, Europe and more recently in Asia with both General Electric and also Johnson & Johnson. He is a highly sought out speaker on Talent Management having founded and implemented a number of high-potential talent management programs. In addition to this, Roshan has the distinction of setting up various leadership programs across numerous countries in Asia. Roshan is much sought out as an advisor and teacher for numerous talent management initiatives including helping governments and various government linked businesses in China, Malaysia and Thailand and other countries. Roshan is an entertaining presenter who speaks with passion and enthusiasm.

... and other world-class speakers, CEOs & leaders, experts and thought leaders on Talent Managements.

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## REGISTRANT INFORMATION:

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Email: \_\_\_\_\_

Registration Contact: \_\_\_\_\_

Organization: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City/Postcode: \_\_\_\_\_

State/Country: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Nature of Business: \_\_\_\_\_

Website: \_\_\_\_\_

## Payment Method:

- Cheque / Bank Draft (cheque to be made payable to Leaderonomics Sdn Bhd) and mail to :  
Suite 11.01 Block E, Phileo Damansara 1, 9 Jalan 16/11, 46350 Petaling Jaya, Selangor Darul Ehsan,  
Malaysia.

Cheque #: \_\_\_\_\_ Cheque Amount: \_\_\_\_\_

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