

The Human Capital and Talent Management Conference and Training Program 2007

*“With ordinary talent and extraordinary perseverance, all things are attainable.
Thomas Foxwell Buxton”*

The Human Capital and Talent Management Conference 2007

Date: 26th June 2007

Venue: Crowne Plaza Mutiara Kuala Lumpur

Time: 9.00am - 5.00pm

Effective Talent Management For Business Continuity and Sustainability Program

Date: 27th & 28th June 2007

Venue: Crowne Plaza Mutiara Kuala Lumpur

Time: 9.00am - 5.00pm

Conference Overview

The Human Capital and Talent Management Conference 2007

This annual 1-Day Conference seeks to provide current and timely knowledge on the best human capital practices in Asia and beyond. This conference is also an opportunity to gather like-minded professionals to share their best practices, ideas and views on the development of human capital in organizations nowadays.

Key Conference and Training Program Benefits:

- ◇ **Appreciate** the latest insights, methodology and views in the human capital segment.
- ◇ **Gain Insights** on successful and effective strategies to build the human capital in your organization.
- ◇ **Listen to practical** hands-on best practice experiences and successful case studies from industry practitioners and professionals.
- ◇ **Develop** the knowledge and skills needed to overcome the challenges in talent management.
- ◇ **Acquire workable** solutions and knowledge on how to distinguish talented individuals in your organization.
- ◇ **Learn** how to initiate a Talent Management Program in your organization.
- ◇ **Network** with industry practitioners, peers as well as human capital consultants to exchange views, share ideas and garner useful contacts.

Who should attend:

CEO, CFO, Human Resource Directors/Managers, Human Resource Personnel, Organizational Development Personnel, Talent Managers, Training Directors/Managers, Consultants, Trainers, Academics.

Training Program Overview

Effective Talent Management For Business Continuity and Sustainability Program

This 2-day workshop introduces participants to the “big picture” of implementing Talent Management” and key processes involved. Learn the steps and tools in identifying, developing, managing and engaging talents to enable organisations to obtain maximum performance. Learn too how some great companies develop their talents for succession planning and creation of leadership bench strength.

The Human Capital and Talent Management Conference 2007

Date: 26th June 2007

Venue: Crowne Plaza Mutiara, KL

Time: 9.00am - 5.00pm

Key Conference Highlights

- ◇ Discover how you can manage diverse talents in a multi-cultural setting.
- ◇ Understand the importance of ensuring the human capital development is aligned to the organization's direction.
- ◇ Use various profiling and evaluation tools as an objective way to recognize talents in your organization.
- ◇ Formulate effective strategies to build human capital and manage talents.
- ◇ Explore various retention and development policies for human capital within the talent management pool.
- ◇ Gain new insights on the best practices of talent management from practitioners.

0800	Registration and welcome coffee	1230	ATCEN Training Management System (ATMS) Launching
0900	Chairperson's Opening Remarks - Chairman Jeremy Lee Senior Consultant ATCEN Sdn Bhd	1300	Network Lunch
0910	Building Human Capital Aligned to the Organization To ensure the continuous success of any organization, the Human Capital needs to be continuously built and developed. <ul style="list-style-type: none">• Reviewing the way we perceive Human Capital and Re-inventing the Human Capital Function for Organization Needs• Building a Learning Culture Within the Organization• Hardwiring the development of Individuals Khoo May Leen Learning & Development Manager Megawisra Sdn Bhd	1430	Inspiring & Engaging The Talented Employees: The One Thing That You Need To Know! <ul style="list-style-type: none">• Characteristics of Talented Employees• The Future Workforce• Redefining Motivation & Employment Contracts• The One Thing That You Need To Know! Neela Mehan Vice President Malaysian Institute of Human resource Management (MIHRM) & Human Capital Consultant Corporate Asia Associates
1010	Morning Refreshment	1530	Afternoon Refreshment
1030	From the Eyes of a Talent A successful Talent Management program requires not just a top down understanding of what's best for the organisation, but also a bottom up appreciation of the needs –aspirations, desires, perhaps demands – of a talent. Being ahead in this game requires the ability to live and breathe as a talent would. Therefore, isn't it time that we see through the eyes of a talent? <ul style="list-style-type: none">• What do organisations focus on as part of their talent management effort?• What does a talent hope for the organisation to focus on?• Making the Talent Management Program work for all Chan Eu-Gene Manager Deloitte Consulting Malaysia	1550	Creating the Career Development Path in your Organization Employees want to have a career in the organization, not just a job. It is therefore essential that organizations have career development path for all employees walking into their doors. This will ultimately lead to greater retention. <ul style="list-style-type: none">• The objectives of having a career development plan• Creating the Career Development Plan and identifying essential competency levels at each level.• The various stages of implementing a career development plan to ensure it complements the needs of the organization• Using the Career Development Plan for Succession Planning, Talent Management Program and Performance Management Dr. Irene Chung HR Director VADS Berhad
1130	The Changing Landscape of Training & Human Capital Development The often-used statement "The only constant in life is CHANGE", is especially true in the area of Training and Human Capital Development. Human capital is an organization's renewable resource. The primary goal for all learning within an organization should be the development of all its human capital. Enterprise learning has grown in importance. The method of delivery and tracking has also changed inline with this growth. Effective human capital development has several supporting elements. These include: identification and assessment of skills and knowledge, Closing the skills and knowledge gap & A system to track and move qualified employees up the corporate ladder. <ul style="list-style-type: none">• Introduction to Enterprise Learning Systems• Enterprise Learning Forecast• The Convergence of E-Learning• Introduction to Training Management & Administration Systems Manu Gopinathan Business Development Director Nixfon (M) Sdn Bhd	1650	Closing Remarks by Chairperson Jeremy Lee Senior Consultant ATCEN Sdn Bhd
		1700	End of Conference

Talented People are assets to any organization. Having people with yester-years mindset and skill-sets are like keeping liabilities in your company. The challenge for most organizations today is to have a formidable size of talent pool to ensure business continuity and sustainability. **Does your organization have what it takes to recruit and manage talent?**

Talent management is not about having the right people for the job. It is about having the **RIGHT PEOPLE WITH THE RIGHT COMPETENCY** to enhance your **business TODAY** and drive your **business agenda of TOMORROW**.

In an era where "war for talent" sometime decides the success of an organisation, it becomes crucial for any organisation to put in place a robust and dynamic Talent Management Roadmap. Identifying the right people and recruiting the right people is just the starting point of a Talent Management framework. The journey will not be complete if the Talents identified are not capitalised and strategically managed for the good of the business.

This 2-day workshop introduces participants to the "big picture" of implementing Talent Management and key processes involved. Learn the steps and tools in identifying, developing, managing and engaging talents to enable organisations to obtain maximum performance. Learn too how some great companies develop their talents for succession planning and creation of leadership bench strength.

Key Program Highlights

- ◇ Understand and appreciate the factors influencing Organizational Effectiveness and Business Continuity.
- ◇ Understand the importance of Talent Management in building Leadership Pipeline and Succession Planning.
- ◇ Use Structured Leadership & Development programs as tools to identify and develop Talent within your organization.
- ◇ Appreciate the uses of assessment Tools and Psychometric to assess your Talent Pool.
- ◇ Learn how to design a Hi-Potential Development program for your organization.
- ◇ Identify common issues and pitfall when implementing Talent Management.
- ◇ The Missing Link: Linking Talent Management to Succession Plan.

Program Chronology

Day 1: 27th June 2007

- 0830 Welcome Cofee
- 0900 Introduction
- 0930 Module 1: Linking Human Capital Strategy to Business Strategy
- 1030 Tea break
- 1045 Module 2: Defining Talent – Who Is Your Talent?
- 1300 Lunch
- 1400 Module 3: Growing Your Talent Pool
- 1530 Tea Break
- 1545 Continuation of Module 3
- 1700 End of Day One

Day 2: 28th June 2007

- 0830 Welcome Coffee
- 0900 Module 4: Managing High Potential In Your Organization
- 1030 Tea Break
- 1045 Module 5: Integrating Your Talent Pool Into The Succession Plan
- 1300 Lunch
- 1400 Module 6: Case Study
- 1545 Continuation of Module 3
- 1700 End of Day Two

PROGRAM LEADER

Tan Huat Chye

Partner and Principal Consultant
THC Consulting Sdn. Bhd
Associate of ATCEN



Tan Huat Chye is currently the Partner and Principal Consultant for THC Consulting Sdn. Bhd. He had been in Human Capital operations and consulting for the last 17 years, specializing in Competency-based Human Capital strategies. Other areas that he specialises in are Compensation and Reward Management, Performance Management, Competency and Leadership Development, Talent Management and Executive Coaching.

Prior to this, Huat Chye worked in the Sunway Group, a large and diversified local conglomerate as a **General Manager of Organisational Development (OD)**. In Sunway, Huat Chye strategized and implemented various Group-wide OD initiatives such as the roll-out of Talent Management, Leadership Development and Competency Development initiatives. Before Sunway, he worked as **Senior Vice-President of Human Resources** in Great Eastern Life Malaysia. Apart from normal HR activities, he worked closely with the Singapore Head Office in charting out the HR roadmap for Great Eastern's in-road to Chongqing, China.

In the field of consulting, Huat Chye had previously worked as a **Senior Consultant for Hay Group**, a leading US global Human Resources Consulting firm. In his consulting role, Huat Chye was involved in projects to review, design and implement Human Resources systems and processes to enhance organizational performance and effectiveness. He has travelled extensively within the Asia region in managing and implementing various Human Resources projects for both local and multi-national companies.

Among key clients that he has worked with as a consultant are FEDEX, Prudential Fund Management, Petronas, Resorts World Berhad, REDtone Telecommunications, The Nam Fatt Group, Sunway Medical Centre, BASF-Petronas, LB Aluminum, Great Eastern Life Assurance, The Sunway Group, Sunzen Corporation, Unilever (Thailand), National Library Board (Singapore), Bank of China (Singapore), DELL (Asia), PT Suparma (Indonesia), Guotong Securities and Huawei Technology (China).

Registration Form

The Human Capital and Talent Management Conference 2007 (26th June 2007)

Training Program (27th & 28th June 2007)

Crowne Plaza Mutiara Kuala Lumpur, Malaysia

- Yes! Please register the delegate(s) for this event
(Kindly photocopy for more delegates)**

Delegate 1

Name: (Dr/Mr/Mrs/Ms): _____

Job Title: _____

Email: _____

Delegate 2

Name: (Dr/Mr/Mrs/Ms): _____

Job Title: _____

Email: _____

Delegate 3

Name: (Dr/Mr/Mrs/Ms): _____

Job Title: _____

Email: _____

Delegate 4

Name: (Dr/Mr/Mrs/Ms): _____

Job Title: _____

Email: _____

Approving Manager: _____

Job Title: _____

Email: _____

Company Name: _____

Address: _____

Tel: _____ Fax: _____

Ways to register

Tel : +603 7728 2623

Fax : +603 7728 2620

Mail : ATCEN Sdn Bhd

Lot C-103A, Perdana Condo- Business Suites,
Jalan PJU 8/1, Damansara Perdana,
47820 Petaling Jaya, Selangor, Malaysia.

How did you know about these events?

Please tick (✓) your choice(s)

- From ATCEN email notification
- From Colleague, Management, HR or Training Department
- Others: _____

Investment for the event:	
Conference + Training Program	RM 4,000
Training Program Only	RM 2,500
Conference Only	RM 2,000

The investment includes lunches, refreshments, conference documentation and training materials.

Please tick (✓) your choice session(s)

- 1-Day Conference + 2-Day Training Program
- 1-Day Conference only
- 2-Day Training Program only

Group Discount: Enjoy a group discount of **10% for 3 or more participants** registered at the same time from the same organization.

Terms & Conditions

1. Upon receipt of a completed registration form, it confirms that the organization is registering for the seat(s) of the participant(s) to attend the conference or training program.
2. Payment is required with registration and must be received prior to the event to guarantee the seat.
3. Payment has to be received 7 working days prior to the event date to confirm registration.
4. Payment is non-refundable if cancellation occurs 7 days prior to event commencement. However a substitute is welcome at no additional charges
5. If cancellation occurs 7 days prior to the event commencement and there is no substitute, the organizer reserves the right to charge 50% of the total investment from your organization.
6. Walk-in participants with payment will only be admitted on the basis of seat availability at the event and with immediate full payment.
7. The organizer reserves the right to make any amendments and/or changes to the program, venue, facilitator replacements and/or modules if warranted by circumstances beyond its control.

Payment Method

All cheques are to be made payable to **ATCEN SDN BHD** and kindly mail your payment together with this registration to **Lot C-103A, Perdana Condo-Business Suites, Jalan PJU 8/1, Damansara Perdana, 47820 Petaling Jaya, Selangor Darul Ehsan, Malaysia.**

Enclosed is our cheque for the amount of

RM _____

Authorized
Signature: _____

Name : _____

Date : _____

Company Stamp Chop : _____