



SINGAPORE
HUMAN CAPITAL
SUMMIT

SHCS 2013 PROGRAMME

11-12 SEPT
2013
RESORTS WORLD SENTOSA



▲ PROGRAMME

Day 1: 11 September 2013, Wednesday

TIME	PROGRAMME
8:00-9:00	Registration
9:00-9:15	<p>■ Welcome and Opening by Themeweaver</p> <p>Mr Kwan Chee Wei, Executive Director, Human Capital Leadership Institute</p>
9:15-9:35	<p>■ Opening Address by the Guest of Honour</p> <p>Mr Tan Chuan Jin, Acting Minister for Manpower</p>
9:35-10:50	<p>■ Keynote Address Future-Proofing Your Organisation: The Ultimate Advantage</p> <p>Speaker: Professor Gary Hamel, Business Expert, Author & Speaker</p> <p>Synopsis Rethinking the assumptions about management and organizational life, Gary Hamel explores the fundamental, make or break issues that will determine whether organizations thrive or dive in the years ahead. He brings into discussion five paramount issues: values, innovation, adaptability, passion, and ideology.</p> <p>Speaker 1: Professor Gary Hamel, Business Expert, Author & Speaker Speaker 2: Mr Peter Cheese, Chief Executive, Chartered Institute of Personnel and Development</p> <p>Synopsis Through a dialogue with Hamel and the audience, Peter Cheese, Chief Executive, CIPD, delves into the real barriers hindering these ideals in organisations, and what business and HR leaders can focus on today as a starting point.</p>
10:50-11:20	Networking Break
11:20 – 12:20	<p>■ Plenary Session Racing into the Future: How Businesses are Shifting Gears</p> <p>Speaker 1: Mr Richard Owens, Executive Vice President, Customer Solutions and Innovation, DHL Speaker 2: Mr Ramachandran Rajamanickam, Vice President, Asia Pacific, Abbott Nutrition International</p> <p>Anchor: Dr Parag Khanna, Director, Hybrid Reality Institute</p> <p>Synopsis Global trends such as rising urbanization, migration, automation, and corporate citizenship will have a profound impact on the Asian workplace of the future. In this session, Dr. Parag Khanna will present each of these issues while sparking a debate on whether they are beneficial or detrimental. The audience will vote on the likely scenarios: whether the war for talent generates skills transfer or steals jobs, whether robots stimulate innovation or accelerate unemployment and whether urbanization will lead to greater sustainability or inequality. Representatives from DHL and Abbott Nutrition share their views.</p>



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TIME	PROGRAMME
12:20 – 13:20	<p>■ Plenary Session (Panel Dialogue) Big Data, Big Insights</p> <p>Speaker 1: Mr Hari V Krishnan, Managing Director, Asia Pacific & Japan, LinkedIn Speaker 2: Mr Samar Kumar, Group Head, Customer Analytics, Standard Chartered Bank Speaker 3: Ms Jessica Tan, Managing Director, Microsoft Singapore</p> <p>Anchor: Mr Charles Ross, Senior Editor, Asia, Thought Leadership, The Economist Intelligence Unit</p> <p>Synopsis The breathtaking advances in the fields of data gathering and analysis, typically called Big Data Analytics, provide businesses with a unique opportunity to acquire a competitive edge by intelligent use and management of that data. Big Data promises to radically overhaul the traditional business functions of Corporate Planning, Marketing, Sales and Product Development by providing new insights about consumer behavior and decision-making. This session features industry experts discussing how businesses can harness the power of Big Data to create more relevant products and services than competitors. The experts will also focus on how Big Data is ushering in newer ways of engaging with customers and understanding how they make decisions. The session will briefly touch upon how the development of Big Data Analytics has resulted in the battle for the best and brightest Data Scientists and Analysts.</p>
13:20-14:35	<p>Lunch Break</p>
14:35 – 15:30	<p>■ Plenary Session (Panel Dialogue) Business & Government: Building the Talent Ecosystem Together</p> <p>Speaker 1: Mr Jonathan Asherson, Regional Director ASEAN and Pacific, Rolls-Royce Singapore Pte Ltd Speaker 2: Mr Alvin Tan, Assistant Managing Director, Singapore Economic Development Board</p> <p>Anchor: Prof Arnoud De Meyer, President, Singapore Management University</p> <p>Synopsis In February 2012, Rolls-Royce opened its Seletar campus in Singapore, to produce about 250 engines and over 6,000 fan blades annually. Professor Arnoud De Meyer, President of the Singapore Management University, probes how the company partnered with the Singapore Economic Development Board to build a talent ecosystem of engineering excellence from scratch, resulting in mutually benefitting outcomes for multiple stakeholders.</p>



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TIME	PROGRAMME
15:30 – 16:20	<p>■ Plenary Session Talent Accelerator: How to Leverage Talent for Business Results in Asia</p> <p>Speaker : Mr Justin Allen, Principal, The RBL Group</p> <p>Synopsis Distilling insights from the world’s largest research study on Talent in Asia, including over 500 businesses in China, India and Singapore, Justin Allen will examine the relationship between talent investment and business success. How much does talent really impact business performance? Where and how should companies invest in talent to drive key business metrics? Join us to discover the secrets Asia’s top companies have learned and identify specific action you can take to make an immediate difference.</p>
16:20-16:50	Networking Break
16:50 – 17:50	<p>■ Plenary Session (Panel Debate) The SHCS Debate: Business should take the lead in driving sustainable growth for Asia</p> <p>Speaker 1: Mr Andrew Grant, Director, McKinsey & Company Speaker 2: Mr Chandran Nair, Founder & Chief Executive Officer, Global Institute For Tomorrow</p> <p>Anchor: Ms Lisa Oake, News Anchor, CNBC Asia Pacific</p> <p>Synopsis The world of the 21st century is less and less the world our forebears knew. Major forces are shaping our world: Climate change, social unrest, technological and economic shifts. Who should take the lead in addressing the complex issues that Asia faces. Should we leave this to the traditional governors or should business play a more proactive role? What role should civil society play in ensuring social and environmental issues are given equal weight with economic issues? For the the Summit, we have asked leading thinkers to share their perspectives on the motion - ‘Business Should Take the Lead in Driving Sustainable Growth for Asia’ As the panelists debate this motion, the audience is invited to voice their thoughts and cast their votes.</p>
17:50-18:00	<p>■ Summary of Day One by Themeweaver</p> <p>Mr Kwan Chee Wei, Chief Executive Officer, Human Capital Leadership Institute</p>
18:00-19:00	Networking Cocktail Reception
19:00	End of Day 1



▲ PROGRAMME

Day 2: 12 September 2013, Thursday

TIME	PROGRAMME
8:00-9:00	Registration
9:00-9:05	<p>■ Welcome by Summit Themeweaver</p> <p>Mr Kwan Chee Wei, Chief Executive Officer, Human Capital Leadership Institute</p>
9:05-9:30	<p>■ Asian Human Capital Awards Presentation</p> <p>Awards Presented by Dr Amy Khor, Senior Minister of State for Health and Manpower</p>
9:30-10:20	<p>■ Plenary Session Innovative People Practices – Sharing by the Asian Human Capital Award Winners 2013</p> <p>Synopsis What differentiates the best organisations from the good ones? Their ability to draw the best from their people to address unique business challenges. The prestigious Asian Human Capital Award recognises organisations in Asia for their innovative people practices that create significant impact on business performance. In this session, be inspired by senior leaders from the Award-winning organisations: how did they synergise business and people strategies for talent development and business success?</p>
10:20-10:50	Networking Break
10:50 – 11:45	<p>■ Plenary Session (Panel Dialogue) Future Proofing Your Human Capital Strategy</p> <p>Speaker 1: Ms Jean Martin, Executive Director, HR Practice, CEB Speaker 2: Mr Sri Martono, Vice President, Chief Corporate Human Capital Development, Astra International Speaker 3: Mr Srikantan Moorthy, Senior Vice President, Group Head of HR, Infosys Anchor: Ms Jean Martin, Executive Director, HR Practice, CEB</p> <p>Synopsis Delve into ways in which organisations are adapting and evolving their HR strategies to be future ready. What are the new competencies needed for the workplace of the future? Where else can organisations find their talent? Are there really new ways of building leaders? The CEB, together with Asian businesses Infosys and Astra International, provide a cultural contrast in their response.</p>
11:45-11:55	Movement to Concurrent Sessions



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Day 2: 12 September 2013, Thursday

TIME	PROGRAMME
11:55-12:50	<p>■ Concurrent Session 3A: Redefining Global Leadership</p> <p>Speaker 1: Ms Yoshimi Nakajima, Country Manager, Singapore, American Express International Speaker 2: Mr Satish Pradhan, Advisor, Tata Sons Limited Speaker 3: Mr Wu Wenhui, Executive Vice President & President, Healthcare Sector Cluster Lead, Siemens NEA</p> <p>Anchor: Dr Mano Ramakrishnan, Head, Research & Solutions Development, Human Capital Leadership Institute</p> <p>Synopsis Many business leaders in Asia are keen for their companies to globalise – but not necessarily westernise. The objective of this session is to challenge conventional wisdoms, distil new insights on the topic of global leadership from an Asian perspective and inspire follow-up action from the delegates. 3 prominent Asian business leaders discuss: the biggest myths about global leadership; lessons from the West and vice versa; most over- and under-rated attributes of global leaders; how Asian companies develop global leaders; and how Asian leaders can be both authentic (to their culture) and adaptable (to the needs of a global organisation).</p> <hr/> <p>■ Concurrent Session 3B: Diversity: Balancing the Leadership Equation</p> <p>Speaker 1: Ms Avani Davda, Managing Director & Chief Executive Officer, Tata Starbucks Limited Speaker 2: Ms Heekyung Jo Min, Executive Vice President & Chief HR Officer, CJ Corporation Speaker 3: Dr Astrid S. Tuminez, Regional Director, Legal and Corporate Affairs, Southeast Asia, Microsoft Corporation</p> <p>Anchor: Dr Tanvi Gautam, Programme Director, Women and Leadership</p> <p>Synopsis Leaders from CJ Corporation, Microsoft and Starbucks-Tata discuss why diversity – whether culture, gender or generational – is especially relevant for leadership in Asia. The panellists will share their personal experiences, and further suggest how organisations can better address challenges of diversity through structure, policy and processes.</p> <hr/> <p>■ Concurrent Session 3C: Investing in the Talent Pipeline</p> <p>Speaker 1: Ms Stephanie Gault, Managing Director, Talent & Organization Performance, Asia Pacific, Accenture Speaker 2: Mr Rajagopalan Purushothaman, Vice President & Director, Reliance Retail Academy Speaker 3: Mr Tetsuya Yamada, President, Hitachi Institute of Management Development</p> <p>Anchor: Ms Catherine Mudford, Head, Strategic Alliance and Client Services, Human Capital Leadership Institute</p> <p>Synopsis Panelists from Accenture, Japan's Hitachi and India's Reliance Retail discuss and predict the talent capabilities needed for the future. They share about the investments they are making today to reap the outcomes of tomorrow, and ways to overcome the challenges in between.</p>
12:50-14:05	<p>Lunch Break</p>



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Day 2: 12 September 2013, Thursday

TIME	PROGRAMME
14:05 – 15:00	<p>■ Plenary Session (Panel Dialogue) Fresh Perspectives, Shifting Paradigms</p> <p>Speaker 1: Ms Avani Davda, Managing Director & Chief Executive Officer, Tata Starbucks Limited Speaker 2: Mr Jesse Wiley, Director of the Board, John Wiley & Sons Inc</p> <p>Anchor: Ms Wong Su-Yen, Senior Partner & Managing Director, ASEAN, Mercer</p> <p>Synopsis Embracing a new future usually requires a shift in paradigms. Yet, old mind-sets and methods are not easily cast aside. How does a successor steer an established 200-year old business – through challenging new technologies? How can Starbucks break into the India market – traditionally a tea-drinking nation – and create demand for a new product? Beyond the business tales, both panelists will share on the character of leadership that is needed – to shift paradigms.</p>
15:00-15:55	<p>■ Plenary Session (Panel Dialogue) The Heart of Leadership</p> <p>Speaker 1: Dr Erich Hunziker, Chairman, BB Biotech Speaker 2: Prof Kimio Kase, Professor, IESE Business School Speaker 3: Mr Lee Yuan Siong, Senior Vice President and Chief Insurance Business Officer of Ping-An Insurance (Group)</p> <p>Anchor: Mr Kwan Chee Wei, Chief Executive Officer, Human Capital Leadership Institute</p> <p>Synopsis The future brings change, but some leadership values will always stay constant. Business leaders from the East and West give their take.</p>
15:55-16:25	<p>Networking Break</p>
16:25-16:40	<p>■ Synthesis by Summit Themeweaver Mr Kwan Chee Wei, Chief Executive Officer, Human Capital Leadership Institute</p>
16:40-18:10	<p>■ Closing Plenary Session Notes on Leadership</p> <p>Speaker : Mr Benjamin Zander, Conductor, Boston Philharmonic Orchestra and Boston Philharmonic Youth Orchestra</p> <p>Synopsis Benjamin Zander, conductor of the Boston Philharmonic Orchestra, closes the Singapore Human Capital Summit 2013 with a transformational presentation that explores leadership, teamwork, creativity and partnership. Delivering a novel way of looking at the world, the presentation stimulates and entertains with stories, musical examples and interactions with the audience.</p>
18:10	<p>End of Summit</p>

* Programme is subject to change at the organisers' discretion and is accurate as at 04 September 2013