



# 2023 GLOBAL DIGITAL

# HUMAN RESOURCES

## TRANSFORMATION & ANALYTICS

Driving Collaboration Between Business and People:  
Humanising HR in a Hyper - Digitalised World

**28 February - 2 March 2023**

(Kuala Lumpur, Malaysia)

Featuring Internationally Acclaimed HR Icons,  
Tech & Cultural Leaders from

APAC | Europe | USA

corporateworldintelligence   

3<sup>rd</sup>  
EDITION

Hybrid Conference & Workshop

# OBJECTIVES

KEY

Learn the best ways to elevate your HR capabilities and drive business performance by leveraging the latest technology, skills and talents in the digital world to bring out the best in your organization and employee drive. Some of the key issues that will be covered include:

- 1 Transforming from Legacy HR to Digital HR: Staying Agile & Open to Constant Change
- 2 The New Future of Work: Emergence of New HR Tech & Remote Work Systems
- 3 Managing The New Workforce: Tackling issues of culture, diversity, equality, human capital management and the generation gap.
- 4 Adapting & Harnessing the Power of AI in HR Without Sacrificing your Ethics
- 5 Leveraging Digital Tools to Personalize the HR Framework
- 6 Employee Wellbeing in a Digital Environment: Creating a Deeper Connection with Your People
- 7 The Great Resignation & The Power of Recognition: What do Employees Really Need to Thrive?
- 8 Building new leaders of tomorrow by streamlining talent acquisition and retention channels
- 9 Reskilling and Breaking Out From the Traditional HR Mould: Becoming a Trusted Workforce Advisor
- 10 Harnessing the power of data & people analytics

# About the Conference

With the world now fully “open for business” after a very stop-start past couple of years due to the pandemic, companies & businesses are beginning to realize that the HR landscape looks vastly different today than a few years ago. The economic uncertainty that evolved out of the pandemic has caused many workplaces across the world to adapt to new work models for the very first time.

Technology has completely revolutionized our day-to-day business and transformed the HR world for human capital leaders globally. Digitisation and strategic management of a company’s human assets & resources are critical to building a safe, secure and productive work environment in the digital and physical world.

This **hybrid conference** will bring together the two biggest concerns for **HR professionals** via the core themes of:

- HR for the Organization/Enterprise
- HR for the Employee Experience & Well-Being

There has been a seismic shift in the way HR deals with issues concerning the company and employees with very different demands and needs in this new future of work. For all the glitz and glamor of technology, at the core, what ultimately sets companies apart is their ability to use this technology to get the best out of their people.

HR leaders today have a much bigger role at the table and need to create a culture that nurtures and builds the corporate experience to drive performance & productivity whilst at the same time maintaining individual empowerment, inclusivity & employee engagement. This new HR tech needs to be leveraged to not just survive but thrive and build “people leaders” in this new digital era.

# Who Should Attend:

Chiefs, Directors, Presidents, VPs, Group Heads, Managers and Team Leaders of:

**HR** Culture, Diversity & Inclusion

**HR** Organizational Design & Development

**HR** Employee Engagement, Safety & Well-being

**HR** Compensation & Benefits

**HR** Workforce Planning, People Management & Analytics

**HR** Talent Recruitment/Acquisition & Management

**HR** Training, Learning & Development

**HR** Human Resources & Human Capital

# Why You Should Not Miss This Global Event:

- Star-studded Mainstage lineup comprising the “Father of Modern HR”, President & CEO of SHRM, Former Olympic Coach of Rio 2016 & Tokyo 202, Top 50 Most Powerful Woman in Tech and The World’s First Cyborg
- Receive a Certificate of Completion & Attendance

- 2 full days of interactive conference + 1 full day practical workshop in a hybrid setting
- Learn from 17 highly-sought after CHROs, HR Directors and People & Culture Leaders
- Discuss and network with over 300+ like-minded peers across industries around the world
- Dissect case studies with industry leaders & discuss best practices and actionable insights



President & CEO, SHRM  
(Society for Human Resource Management)

## JOHNNY C. TAYLOR, JR. USA

SHRM - SCP

### Author of RESET: A Leader's Guide to Work in an Age of Upheaval

Johnny's career and experience spans over 20 years as a lawyer, HR executive and CEO in both the not-for-profit and for-profit space. Appointed chairman of the President's Advisory Board on Historically Black Colleges and Universities and served as a member of the White House American Workforce Policy Advisory Board during the Trump Administration.

Received the Distinguished Executive of the Year Award from the Academy of Management and in 2021 was named Professional Society CEO of the Year by CEO Update.

Co-Founder, The RBL Group

## DAVE ULRICH USA

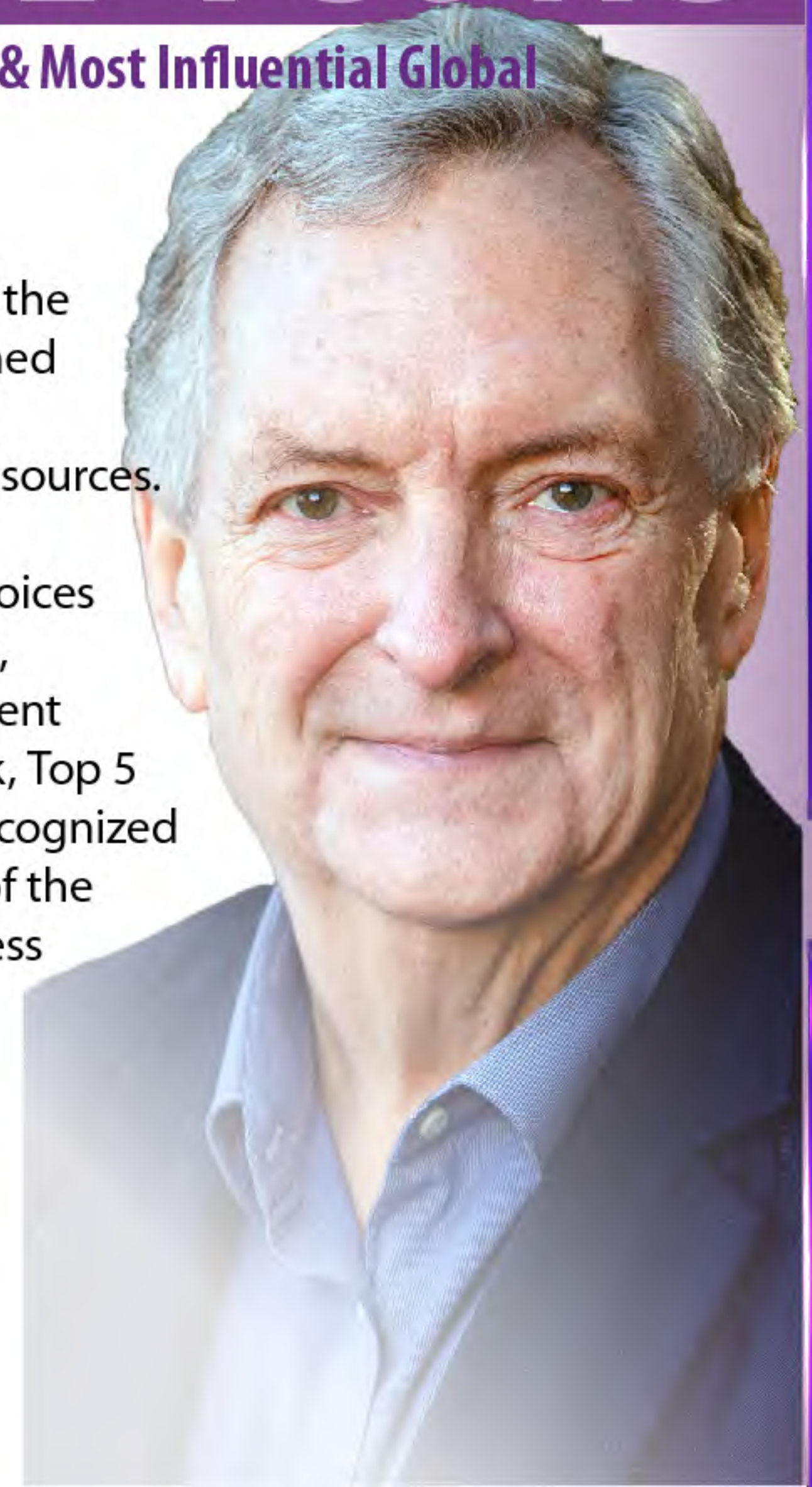
# MAIN STAGE ICONS

### Father of Modern HR & Most Influential Global HR Leader 2021

Recognized as the 'HR Thought Leader of the Decade & a Distinguished Fellow in the National Academy of Human Resources.

Dave is one of top 10 voices on culture by LinkedIn, No.1 ranked Management Guru by Business Week, Top 5 coach in Forbes and recognized on Thinkers50 as one of the World's Leading Business Thinkers.

Dave has published over 200 articles and book chapters and over 30 books.



Founder of Actionable Analytics Group

## JENNY DEARBORN<sup>USA</sup>

Recognized as One of The 50 Most Powerful Women in Tech  
Former Chief Learning & Talent Officer, SAP



Award-winning thought leader, speaker and best-selling author. Chief People Officer, Human Capital Management Sales Executive and Board Member who tames complexity for global firms including SAP, Hewlett-Packard, Sun Microsystems, Klaviyo and SuccessFactors.

As an entrepreneurial leader within organizations, she drives talent transformation aligned to strategic disruption and company vision.

CEO, Fine Hygienic Holding

## JAMES MICHAEL LAFFERTY<sup>DUBAI</sup>

Former Olympic Coach - Rio 2016 and Tokyo 2021 Olympic Games

With over 35 years experience, James has a long and successful career building businesses and organizations across five continents for some of the world's leading fast-moving consumer goods companies, including CEO roles within Procter and Gamble, Coca-Cola & British American Tobacco.

Recently awarded CEO of the Year by both the Burj CEO Awards associated with the Government of Dubai and the GCC Best Employer Awards. Named by Daman Health as "The Wellness Visionary of 2019" and Forbes Magazine Middle East as one of



Guinness World Record Holder - World's First Cyborg

## NEIL HARRISSON<sup>UK</sup>

First person in the world with an antenna implanted in his skull

Born with a rare form of color blindness in 2004, he embedded an 'antenna' known as an "eyeborg" into his skull that would allow him to re-tune his senses. Dedicated his life and work to exploring the bonded human-technology future species through his contemporary art practice and cyborg activism.

A leading figure in the 'transhumanist' movement. In 2010, he co-founded the Cyborg Foundation with Moon Ribas to help humans become cyborgs, defend cyborg rights and promote cyborgism as a social and artistic movement.



MAIN STAGE ICONS

HR version.3

CWI

# INTERNATIONAL KEYNOTE SPEAKERS



**Anita Lettink** NETHERLANDS

Partner,  
Strategic Management Centre  
**Top 25 Global Thought Leader on the Future of Work**

Recognized as a Top 100 HR Tech Influencer & Top 10 HR Innovator. Over 20 years in consulting, corporate & executive leadership roles, working with some of the largest global companies. Author of 'How to Select Your Next Payroll'.



**Ruby Jaucian** PHILIPPINES

CHRO, Aboitiz Power  
**2022 Top 30 Leaders on LinkedIn HR Leader of the Year Awardee of HR Excellence Awards**

HRD Asia Hot Lister 2022. Over 20 years empowering individuals & teams. Former VP for Group HR, Assistant VP for Talent Optimization & HR Director of Diageo Philippines. Certified Agile HR Practitioner and Certified Total Rewards Fellow (CTRF)



**Steven Yudiyanto** INDONESIA

SVP - Human Capital Strategy & Talent Management, Bank Mandiri  
**Former Senior VP, Organization & People Development, Bank Permata**

Former Senior VP, Organization & People Development at Bank Permata. Former Country Learning Head at Barclays Indonesia. Panel speaker at Asia HR Tech Festival Asia 2022, Future HR 2022 & HRM Asia 2020. Part of the SAP Global Executive Innovation Board 2020.



**Yanuar Kurniawan** INDONESIA

SVP, Organization & Talent Development, Lazada

Head of Relationship Management across multiple country/regional team heads (PH, TH, VN, SG & MY). Keynote speaker at Decoding Future HR 2021. Former Head of L&D at Mitsubishi Fuso, Japan.



**Rachele Focardi** SINGAPORE

Founder, XYZ@Work  
**Chair of the Multigenerational Workforce Committee, ASEAN Human Development Organization**

1 of the 6 Most Influential Women in the New World of Work. Global thought-leader & public speaker on Generational Diversity, Multigenerational Workforce Dynamics & Employer Branding. Advises Fortune 500 companies, Asian organizations, NGOs & Government Agencies.



**Sehr Ahmed** SINGAPORE

Global CHRO, The Coffee Bean & Tea Leaf

Certified Executive Coach from the Institute of Executive Coaching, Australia. Responsible for creating a high performance, learning & people-first culture. Former CHRO Asia for Mercer. Held Global & Regional HR leadership roles for Chartis Insurance, McDonalds and IFM Investors.



**Nazika Imam** BANGLADESH

Head of HR & Employee Relations, HSBC

**Awarded Top '100 Most Influential Global HR Professionals'**

Over 20 years experience, Nazika is one of 5 Bangladeshi women leaders honoured with the World Women Leadership Congress Award by Femina at the 4th World Women Leadership Congress (WWLC). Former Country HR Head of Intertek Bangladesh. Responsible for creating high performing teams, ensuring compelling employee experience.



**Laurence Smith** SINGAPORE

Head of Digital Transformation Asia, PictureWealth

**Award winning leader of Digital Transformation & Mindset**

Contributed to the setup of national Digital 'Future Skills' in SG & TH. Runs Transformation Partners to design 'Digital Mindset' programs for leadership in Fortune100 firms. Former HR MD at DBS Bank. Former Chief People Officer at Zand Digital Bank Dubai. Recognised as a Fellow of the Chartered Institute of Personnel Development.



**Le Hong Phuc** VIETNAM

Founder & President, Vietnam Human Resources Association

**100 Most Influential Global HR Professionals Founding Member & Chairman, ASEAN Human Development Organization**

Over 25 years in HRM & organizational transformation for global companies. Serves in the Executive Committee of Vietnam Association of Corporate Directors. Previously led HR at American Standard, Intel & Samsung.

# INTERNATIONAL KEYNOTE SPEAKERS



**Amit Mohindra** USA

**Head of Data Analytics & Insights,  
Takeda**

**Former Senior People Director,  
Apple**

Over 20 years of business and people analytics experience in guiding organizations and individuals toward success in their roles. Built and led people analytics teams at Apple and McKesson (both Fortune 10 companies). Worked for Goldman Sachs & IBM. Held global leadership roles in HR, compensation, talent management and diversity & inclusion.



**David Shontz** GERMANY

**Global HR Leader, Nokia**

**Former HR Director, Siemens**

Experienced HR Leader with large MNCs including Ford Motor Company, GE, & Siemens in many functional areas, as well as Regional & Strategic HR Partner roles. Focused on developing HR Analytics. Global HR Leader for an organization with over 100,000 employees and multiple data sources.



**Cathlea Barote** THAILAND

**Chief People Officer, East - West Seed**

**Former HR Executive Director,  
Avon**

25 years of rich experience in HR gained from her various country, regional and global roles such as San Miguel Corporation, Baxter Healthcare, Avon and recently, with East-West Seed. Instrumental in driving many people and organization strategies in different business situations such as start-ups, turn-arounds, integrations and transformations.

# More to be revealed!

**Tim Ringo** <sup>UK</sup>

Chartered FCIPD

# MASTER TRAINER

Award-winning author, keynote speaker and board advisor on topics related to HR and Human Capital. His latest book, *Solving the Productivity Puzzle*, published August 2020 on Kogan Page, recently won Business Book of the year (HR and Management), by the prestigious Business Book Awards. Tim is a former senior executive in Accenture, IBM and SAP. He has over 30 years' experience as a senior executive in the HR Consulting and HR Software industry. He has architected and led some of the largest and most successful HR change programs in North America, Europe, Asia and the Middle East. His background and deep expertise give him a unique perspective on how engaged people harnessing smart technology is transforming the world of work.

Tim began his career in Andersen Consulting (now Accenture) in 1990 where he was Managing Director, in Accenture's Talent and Organization, Service Line. In 2006, he was recruited to IBM Global Business Services where he led IBM's global Human Capital Management (HCM) consulting practice. Most recently, he was Vice President, SAP SuccessFactors for Europe, Middle East and Africa. He led SuccessFactors' HR Advisory teams across the region.

In January 2021, Tim was named "Most Outstanding HR Consultant & Conference Speaker 2021 – UK" by Corporate Vision Magazine. Co-author of the Harvard Business Review book on HR analytics, *Calculating Success* - published January 2012. He has successfully implemented HR transformation, talent and learning solutions across most industries, including financial services, communications, high tech, industrial and travel and transportation and in most geographies, including the Americas, Europe and many parts of Asia.

**"HR Most Influential Thinker" List - HR Magazine 2022**

MASTER TRAINER





# DAY 1

# Tuesday

KUL GMT +8 TIME 8AM-5.30PM

## 28 Feb 2023



0800 Registration and Morning Coffee

0900 CWI Opening Remarks

0905 Opening Keynote Address

0920 Reskilling and Breaking Out From the Traditional HR Mould: Becoming a Trusted Workforce Advisor

- Understanding the Role of HR in This New Age of Transformation
- Different Perspectives: How is Strategic HR Viewed Through the Lense of a CEO?
- Evolution of the HR Model
- Upgrading HR Capabilities via New Technology
- HR Capability Development

**Ruby Jaucian**

*CHRO, Aboitiz Power | 2022 Top 30 Leaders on LinkedIn | HR Leader of the Year Awardee of HR Excellence Awards*

0955 Transforming HR Leadership Capabilities: Rapid Changes in HRD Skills

- A Look Back in History: Where Did HR Start & How Did We End Up Here?
- Meeting the Changing HR Skills and Expectations?
- Building the Right Mindset, Skillset and Toolset to Transform HR Leadership Capabilities?
- Becoming a Trusted Advisor?

**Yanuar Kurniawan**

*SVP - Organization & Talent Development, Lazada*

1030 Future Of Work: The Multigenerational Post-Covid Workplace

- Addressing generational differences & preferences
- Shifting demographic trends, digitalization & disruption
- Creating the best possible environment for a vastly diverse group of people
- Ensure that employees are provided with all the necessary tools to thrive in a multigenerational workforce
- Understanding how every generation has experienced the shift from office-to-remote-to-hybrid working
- How Baby Boomers, Gen X, Millennials and Gen Z have experienced work during the Pandemic
- What the Future of Work should look like and how can employers support employees amongst all this disruption.

**Rachele Focardi**

*Founder, XYZ@Work | Chair of the Multigenerational Workforce Committee, ASEAN Human Development Organization*

1105 Networking & Coffee Break

1135 Shaping Culture in High Growth Companies

- Define culture in terms of clear, observable behaviors.
- Breaking down critical elements of a winning culture
- Clarifying and articulating your values to ensure that as your culture evolves your foundation stays strong
- Making leaders accessible at all times

**Sehr Ahmed**

*Global CHRO, The Coffee Bean & Tea Leaf*

1210 From Digital Transformation to Web3, the MetaVerse & Beyond: What's The Role of HR in the New Future of Business?

- Blockchain, Web3 & the MetaVerse are starting to transform businesses and society: How Will They Change Your Organization?
- How do you get leaders learning & engaging with these transformative new technologies?
- How do you prepare HR to be pioneers, catalysts & enablers of talent and change in this new world of business?

**Laurence Smith**

*Head of Digital Transformation Asia, PictureWealth | Award winning leader of Digital Transformation & Mindset*

1245 Shift in HR Core Competencies into Key Strategic Players of the Organization

- Understand how to use data effectively to guide HR initiatives
- Capitalizing on distinct human traits that are unique to your organization
- Ensuring the employee and business vision are aligned on the same goals
- Bridging the generation gap across the organization: Finding strategic roles for each employee

**Steven Yudiyanto**

*SVP - Human Capital Strategy & Talent Management, Bank Mandiri | Former Senior VP, Organization & People Development, Bank Permata*

1320 Lunch Break

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# DAY 1

# Tuesday

GMT TIME  
KUL +8 8AM-5.30PM  
**28 Feb 2023**



## 1420 Fireside Chat

Lineup of speakers & moderator to be confirmed soon...

## 1505 Employee Wellbeing in a Digital Environment: Creating a Deeper Connection with Your People

- Is too much technology creating silos or building a more collaborative environment between employees?
- Digital fatigue: How can HR leaders ensure the human element is not lost in today's digitalised world?
- Creating a digitally enabled ecosystem that empowers employees to be resilient and deliver premium customer service

### **Nazika Imam**

*Head of HR & Employee Relations, HSBC | Top 50 Most Influential Global HR Tech Leaders*

## 1540 Networking & Coffee Break

## 1610 Managing The New Workforce: How Has the Gig Employee Changed the Workforce Landscape?

The workforce landscape has had a huge change over the last few years. This session will look at how gig employees, the new way of work (i.e. hybrid working model), new start-up trends from GenZ, etc... have changed the workforce landscape. How should HR change or reinvent themselves to attract, develop and retain talent in this new digital environment?

### **Le Hong Phuc**

*Founder & President, Vietnam Human Resources Association (VHRA)  
Founding Member & Chairman, ASEAN Human Development Organization  
100 Most Influential Global HR Professionals by World HRD Congress*

## 1645 Digital Surveillance Tools: Respecting Employee Privacy Concerns

- Valuing trust & accountability between employers and employees
- Clarification of workplace rules when employees are working from home
- Understanding boundaries and limitations as to how much monitoring can be done
- Ensuring that monitoring does not lead to unconscious bias and discrimination

### **Amit Mohindra**

*Head of Data Analytics & Insights, Takeda  
Former Senior People Director, Apple*

## 1720 Closing Remarks & End of Day 1

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# DAY 2

# Wednesday

GMT TIME  
 KUL +8 8AM-5PM  
**1 March 2023**



0800	Registration and Morning Coffee
0845	CWI Opening Remarks
0850	Opening Keynote Address

**0905** **MAINSTAGE #1** **Leadership Lessons From Champions**

In business and personally, we can learn from people at the top of their profession in any field - music, arts and certainly sports. Winners and champions are not the same. Winners win occasionally, from time to time. Champions however are in rarified air, these are the ones that win consistently, year after year. Come and learn the 5 principles that separate winners from champions, directly from some of the world's most acclaimed athletes.

**James Michael Lafferty**  
 CEO, Fine Hygienic Holding | Former Olympic Coach - Rio 2016 and Tokyo 2021 Olympic Games

**0950** **MAINSTAGE #2** **Reinventing HR's Future: Value Creation, Contribution and HR Work**

In a world facing unprecedented and daunting challenges of global pandemic, military aggressions, political toxicity, social injustice, digital revolution, and emotional malaise, HR issues have become ever more central to business dialogue. To turn these contextual challenges into stakeholder opportunities, HR needs to continually reinvent its future. For years, HR has been part of the business dialogue but now HR needs to make sure that HR ideas create impact:

- Explore HR value creation and how HR is not about HR, but about creating value in the marketplace.
- Discuss the "human capability" contributions of HR in talent, organization, and leadership
- Explore specific "HR for HR" actions in terms of building a more effective HR department, better HR analytics and digital investments that guide choices, and upgrading HR professionals

**Dave Ulrich**  
 Father of Modern HR & Most Influential Global HR Leader 2021 | Co-Founder, The RBL Group

1035	Networking & Coffee Break
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**1135** **MAINSTAGE #3** **Workplace Issues**

- Preventing a culture of disengagement in a hybrid/remote workplace
- Change management: Coming to terms with the new reality of a hyper-digitalised world
- Uncertainty: Are HR leaders prepared for the next major business disruption?
- Overcoming outdated technology, budgets & a resistance to change

**Johnny C. Taylor, Jr., SHRM - SCP**  
 President & CEO, SHRM (Society for Human Resource Management)  
 Author of RESET: A Leader's Guide to Work in an Age of Upheaval

**1150** **MAINSTAGE #4** **Culture is Key: How Can Technology Continue to Promote Equality, Diversity & a Safe Working Environment**

- Connection between culture and business results
- Data-driven summary of how diversity drives culture and business results
- Review of best technology to drive diversity at every stage of the employee life cycle
- Summary and prioritization of diversity technology investments

**Jenny Dearborn**  
 Founder of Actionable Analytics Group | Recognized as One of The 50 Most Powerful Women in Tech  
 Former Chief Learning & Talent Officer, SAP

1235	Break Time
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**1335** **MAINSTAGE #5** **The Human - Technology Bond: How Has Technology Transformed the Human Interaction & Judgment?**

- Preventing talent bias by ignoring traditional prejudices and relying on AI based data algorithms
- Creating new employee value propositions that position diversity and inclusion as a central theme
- Devising open, private and centralized communication channels across the organization
- Crafting accurate data-backed profiles of each employee to assist with learning and development needs

**Neil Harbisson**  
 Guinness World Record Holder - World's First Cyborg  
 Winner of Europrix Multimedia Award, Sundance Film Festival Award and Nominee for the Tribeca Film Festival Awards

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# DAY 2

# Wednesday



GMT TIME  
KUL +8 8AM-5.30PM  
**1 March 2023**

## 1420 | Adopt and Benefitting from Cutting-Edge HR Tech & Software

- What is happening in the HR market?
- Overview of the latest trends & technologies
- Where are VCs spending their money?
- Talent clouds to succeed in the skills-based economy
- The HR robots: Simplification of Transactional Tasks in the Cloud
- Workforce insights and predictions with analytics
- The growing adoption of cutting-edge HR Tech: Lessons Learned
- What's next? (practical guidance)

### Anita Lettink

Partner, Strategic Management Centre | Top 25 Global Thought Leader on the Future of Work

## 1455 | Fireside Chat Lineup of speakers & moderator to be confirmed soon...

## 1540 | Networking & Coffee Break

## 1610 | The Great Resignation & The Power of Recognition: What do Employees Really Need to Thrive

- What is the Great Resignation and why did it happen?
- Fostering a culture of recognition & appreciation to improve retention motivation & productivity
- Developing more human-centric work models that provide employees with flexibility to balance personal needs and autonomy

### David Shontz

Global HR Leader, Nokia | Former HR Director, Siemens

## 1645 | Rise in People & Predictive Analytics

- HR teams must shift the focus on building a foundation of high-quality data
- Utilizing data to assist in the assessment of quality of hires, cultural fit, productivity & future leadership potential
- Leveraging data analytics to upgrade strategic planning and enhanced decision making
- Improving core Human Capital Management (HCM) processes such as employee sentiment monitoring, talent acquisition, performance mapping & attrition rates

### Cathlea Barote

Chief People Officer, East - West Seed | Former HR Executive Director, Avon

## 1720 | Closing Remarks & End of Day 2

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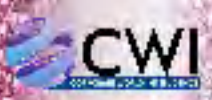


# Transforming the HR Organization to Meet the New Realities of Work

# DAY 3

Thursday

GMT TIME  
KUL +8 8AM-5.30PM  
**2 March 2023**



Course Overview:

Crises often knock us on to a different path allowing for new ways of thinking and doing. The time has come to work smarter, not harder by leveraging digital technology, new HR operating models and new HR best practices to improve people engagement, innovation, and performance. Changes in the way we work – where, when, how – have come quickly and will drive a more digital, yet integrated workplace experience. This will allow managers and talent to take control of their workplace and people processes to create improved people engagement, innovation and performance. This workshop will give you the tools, models, and capabilities to get the right people, in the right place, at the right time, with the right skills and motivation to permanently improve business performance. Solutions based on proven methods and tools by the world's most successful companies.

On This Course You Will:

- Understand the new opportunities for HR business transformation presented by the Covid-19 crisis
- Develop a clear understanding of the challenges & opportunities in implementing new workplace practices and technologies
- Develop a set of HR change priorities to help your organization reposition people strategy to support changed business priorities
- Develop an understanding of the role of the digital technology in supporting new HR operating models and remote working
- Embrace the opportunity to adapt HR Operating models to help the organization focus on improving people engagement and well-being
- Understand how to improve organization productivity from using digital technology for flexible and remote working
- Build a roadmap for change and a business case to make the financial case in your organization

### Learning Style:

This one day, three part, interactive workshop will expose delegates to compelling presentations with the latest research, live polling & real life case studies of successful companies, group exercises with digital participant guides & lively group discussions and debates.

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SESSION 1:

## Part 1: A New World (With New Opportunities)

### The New Normal – Crisis Knocks Us onto a Different Path.

#### (i) Using Digital Technology to Create Positive Change in the Workplace Flexible and remote working becomes the norm:

- Leveraging digital HR technology to support flexible and remote working
- Workforce well-being takes center stage
- Diversity, inclusion & employee engagement
- Harnessing digital technology will help in Solving the Productivity Puzzle

#### (ii) Exercise 1: What Emerging Trends Create New Opportunities For You?

##### Flexible and remote working becomes the norm:

- Define what emerging trends during the COVID pandemic are most beneficial to your organization

#### (iii) What Does Good Look Like When Creating a New and Improved HR Capability - The IBM Case Study

- How do top companies take advantage of crises to drive new ways of working?
- Leveraging digital technologies to create engagement and performance
- Digital strategic workforce planning is key
- Integrated digital people processes and technology
- The human experience; what does good look like?

SESSION 2:

### Defining New People Management and Development Priorities in the Post-Pandemic World

#### (i) Define Digital HR Change Priorities to Help Your Organisation Reposition People Strategy to Support Changed Business Priorities:

- Now is the perfect time to reassess people strategy priorities
- From people "management" to "development"
- The importance of Integrated Talent Management strategy, processes, and technology.
- Where and how to start?

#### (ii) Exercise 2: Define Your List of Digital People Management and Development Priorities

- From today, to tomorrow: Take a moment to rethink your people priorities and document them for discussion in your organization

SESSION 3:

## Part 2: New HR Best Practices

### Integrated Talent Management Technology: The Key to A Better Workplace Experience

#### (i) People engagement is more challenging and important than ever. The solution: Tap into peoples' intrinsic & extrinsic motivation in the workplace for maximum performance. Leverage digital technologies to make this happen:

- The 19th Century "carrot and stick" approach to motivation does not work in the 21st Century
- People are motivated by what they do as much as by what rewards they receive
- Time to transform rewards and benefits to match today's work
- Performance management is becoming performance development
- Flexible working can be very productive and motivational

COURSE AGENDA

HR  
version.3



**SESSION 4:**

**(ii) Exercise 3: Define What Your Intrinsic and Extrinsic Motivations Are in Digital Workforce**

- Take a moment to document your intrinsic motivations (why you work as well as, where and how you work) versus your extrinsic motivations (rewards and remuneration). Does the result surprise you?

**The Digital HR Operating Model - Case Study**

**(i) Now is the time for HR to step back and reassess, "who are we, what do we do, and how do we do it?", in order to take full advantage of current opportunities or change:**

- HR Operating models have not changed to keep pace with the new business realities and technological change: What are new models being implemented?
- Three key questions to answer first:
  - Is HR Centralized/Federated in your organization?
  - Who is responsible for Talent Development: HR or the Manager & Employees?
  - Who is responsible for the Employee Experience?
- An approach for HR Operating Model Change

**(ii) Exercise 4: Define What Your HR Operating Model Should Be to Facilitate Digital HR Change**

- Take a moment to document a future HR Operating Model as you see it, today and then tomorrow

**SESSION 5:**

**Part 3: Technology & Change**

**What Role Does HR Technology and Social Media Play the Innovative Enterprise**

**(i) Technology is key, but should it be the top priority in implementing people performance solutions? Where does it fit?**

- HR Technology has allowed organizations to maintain and even improve productivity in the pandemic – how?
- Integrated employee experience is a mindset and a set of processes first
- Third, comes technology; these are not IT projects
- Once the foundation is place, it is key to choose the right technology
- Social media and remote people engagement
- Where and how to start?

**(ii) Exercise 5: Where Are You On The People Performance Tech Maturity Spectrum?**

- Assess where your organization is on the people performance technology maturity spectrum

**SESSION 6:**

**Developing a Business Case for Investment in a Digital HR Operating Model**

- (i) CEOs and CFO's have many competing priorities, especially in dealing with the uncertainty of a COVID endemic world.

**SESSION 7:**

**Q&A, Certificates and Goodbyes**

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# REGISTRATION FORM

REGISTRATION FEES	PROMOTION	IN-PERSON ATTENDANCE	VIRTUAL ATTENDANCE	PAYMENT METHOD	
<b>PER PERSON</b>	<b>STANDARD PRICE</b>	<input type="checkbox"/> \$ 4,500 USD <small>Per Pax</small>	<input type="checkbox"/> \$ 3,800 USD <small>Per Pax</small>		<input type="checkbox"/> Online Bank Transfer
<b>EARLY BIRD DISCOUNT</b>	<b>50%</b>	<input type="checkbox"/> \$ 2,250 USD <small>Per Pax</small>	<input type="checkbox"/> \$ 1,900 USD <small>Per Pax</small>		<input type="checkbox"/> Credit Card <small>(+5% surcharge)</small>
<b>3 PAX FOR THE PRICE OF 1</b> <small>(Group of 3)</small>	<b>SUPER SAVER</b>	<input type="checkbox"/> \$ 4,500 USD <small>3 Pax</small>	<input type="checkbox"/> \$ 3,800 USD <small>3 Pax</small>	* Payment link will be provided upon submission of this form. * All transaction fees/charges will be borne by the client.	

Early Bird price valid till: **31st October 2022** | \*Strictly limited seats available! | 6% SST applicable for Malaysian companies. A \$20 USD processing fee will be applied per registration form.

## REGISTRATION DETAILS PLEASE FILL IN THE DETAILS IN CAPITAL LETTERS AND RETURN THIS FORM DIGITALLY VIA EMAIL

<b>1</b> Name: _____ Position: _____ Mobile: _____ E-mail: _____	<b>2</b> Name: _____ Position: _____ Mobile: _____ E-mail: _____	<b>3</b> Name: _____ Position: _____ Mobile: _____ E-mail: _____
<b>4</b> Name: _____ Position: _____ Mobile: _____ E-mail: _____	<b>5</b> Name: _____ Position: _____ Mobile: _____ E-mail: _____	<b>6</b> Name: _____ Position: _____ Mobile: _____ E-mail: _____

TO ENSURE YOUR POINT OF CONTACT ALSO RECEIVES CONFIRMATION DETAILS, KINDLY ADD THEIR DETAILS BELOW:

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

Point of Contact Name: \_\_\_\_\_

Point of Contact Number: \_\_\_\_\_

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

### AUTHORIZATION

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

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

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

\*The participant(s)/authorizer has/have read and understood all the terms and conditions stated on the next page.  
\*This booking is invalid without a signature and company stamp. Authorized signatory must be authorized to sign on behalf of contracting organization.

### SIGN UP NOW :

Samuel Samrof | +6012 - 345 4147 / + 603 - 2703 6382 | Samuel.samrof@cwihub.com | corporateworldintelligence | | www.cwihub.com

REGISTRATION FORM

# HYBRID CONFERENCE

## TERMS & CONDITIONS

Corporate World Intelligence shall hereinafter be referred to as "CWI".

1. Fees are inclusive of program materials and refreshments. The contents of the event program, although confirmed at the time of publishing, are subject to change without notice.
2. Payment Terms: Following completion and return of the registration form, full payment is required within 5 days from receipt of invoice. PLEASE NOTE: payment must be received prior to the conference date. A receipt will be issued on payment. Due to limited conference space, we advise early registration to avoid disappointment. A 50% cancellation fee will be charged under the terms outlined below. We reserve the right to refuse admission if payment is not received on time.
3. Substitution: Provided that full payment is made, substitutions are allowed up to fourteen (14) days before the event, at no extra charge. Substitutions made within fourteen (14) days to the date of the event are allowed, but will be subjected to an administration fee of 10% of the total fee.
4. Cancellation by Participant(s): Once registration has been confirmed, cancellation may be subjected to a 50% cancellation fee of the total fee. Cancellation must be received in writing either by mail or e-mail six (6) weeks before the event date ("the said Period") in order to obtain full credit for any future CWI event. CWI reserves the right not to issue a credit voucher if the written cancellation is not given to the authorized person-in-charge. There shall be no refund for cancellations made after the said Period. All SST, service charges and other statutory charges shall not be refundable. Non-payment or non-attendance does not constitute as cancellation.  
Cancellation, Postponement and Changes by CWI: In the event that CWI permanently cancels the event for any reason whatsoever and provided that the event is not postponed to a later date or merged with another event, the participant(s) shall be given a credit voucher for the amount that the participant(s) has/have paid towards such permanently canceled event, and such credit voucher shall be valid for up to twelve (12) months ("the Validity Period") and must be used by the participant(s) for another CWI event during the Validity Period. For the avoidance of doubt, there shall be no refund of total fees paid or part thereof in the event CWI permanently cancels the event, postpones the event, merges the event with another event or make any changes in relation to the event for any reason whatsoever, and CWI shall not be responsible for the participants' airfares, hotel and accommodation charges and/or other travel charges incurred by the participants. CWI shall also not be held liable for any loss and/or damages resulting from such cancellation, postponement of event, merger of events or changes made in relation to the event.
5. Intellectual Property  
Copyright: All materials produced and/or distributed by CWI in connection with the event are protected by copyrights owned by CWI and/or third parties. Any unauthorized duplication, publication and/or distribution of such materials are prohibited.  
Trademarks: All trademarks, service marks and logos used and displayed by CWI in connection with the event are registered and unregistered marks of CWI and/or third parties. Use of such marks is prohibited without the prior written consent of CWI and/or third party owners specific for each use and all goodwill generated from the use of any of such marks shall inure to the benefit of CWI and/or third party owners.
6. Data Protection: By signing this Form, the participant(s) confirm(s) that it/he/she/they has/have requested and consented to CWI collecting, processing and retaining the participant(s)' information on CWI's group companies' database and to be used by CWI group companies and disclosed to selected third parties to assist in communicating products and services which may be of interest to the participant(s). The participant(s) may notify CWI at CWI's local office or by email at sameer@cwihub.com in the event the participant(s) do/does not wish to receive such information. The participant(s) also agree(s) that all phone calls made to CWI may be recorded for training and security purposes.
7. Reservation of Rights: While every reasonable effort will be made to adhere to the published or advertised package, CWI reserves the rights to change the venue of the event, cancel or postpone the event, change the date of the event or merge the event with another event by notification to all participants of the event thereof AND/OR omit or vary event features and make such changes as

- deemed necessary with or without notice due to any essential change in circumstances relating to the event which includes, but not limited to, Force Majeure, as defined hereinafter, and/or breach of agreement by any of CWI's business partner(s) who has/have an important role in the event.
8. Force Majeure: Events of Force Majeure are such that are unforeseen at the time of agreeing on the event, which prevent the realization of the event subsequent to the date of agreeing on the event, and which are beyond the control of CWI. Events of Force Majeure shall include, but not limited to, fire, unfavorable natural conditions, problems encountered during mobilization, changes in legal provisions, rules and regulations by the authorities, malfunctions and breakdowns in traffic and data communication, accidents concerning CWI, burglaries, hacking and delays by sub-contractors due to any of the aforesaid reasons.
9. Agreement: The participant(s) hereby acknowledge(s), confirm(s) and agree(s) that:
  - i. The participant(s) specifically authorize(s) CWI to charge the credit card listed here for the amount to be paid by the participant(s);
  - ii. The signing of this Form by the participant(s) constitutes a binding, valid and enforceable agreement between the participant(s) and CWI ("this Agreement");
  - iii. The participant(s) has/have no basis to claim that any payment required under this agreement is at any time improper, disputed or unauthorized in any way; and
  - iv. The participant(s) has/have read and understood all the terms and conditions herein stated.
  - v. CWI reserves the right to take all necessary debt collection actions to recover any debts arising from this registration form.
10. Governing Laws: This Agreement shall be governed and construed in accordance with the laws of Malaysia. However, CWI is entitled to the exclusive right of submitting to the jurisdiction of the courts in which the participant is domiciled or located.

REGISTRATION FORM

