



TALENT MANAGEMENT VIETNAM 2016



Le Meridien Saigon Hotel



October 13&14th 2016

DAY 1 (13/10/2016): FULL-DAY CONFERENCE

DELEGATE WELCOMING

8:00 - 8:50

Registration

8:50 - 9:00

Opening Remarks

Mr. Prakash Balakrishnan

Group HR Director, TH Group

CONFERENCE KEYNOTES

9:00 – 9:20

The Millennial Myth – Unlocking a Generation of Potential

- Global research about the millennial mindset, characteristics and values
- A study benchmarking Vietnamese youth

Mr. Rakesh Dayal

Head of Consumer Insights, Nielsen Vietnam

9:20 – 10:00

Rethinking Future Leaders in the 21th Century: Discovering Workforce Analytics & Talent Insights of Attitude, Behavioral and Expectation Changes towards the Organization

- Emerging global and local talent market updates and strategic human resource planning towards talent-driven organizations in the digital era
- Exploring the latest workforce analytics, indicators and metrics for talent management – digging into the challenges and changes in talent and high-performer expectations and aspirations towards the organization and growing career platforms
- Latest approaches & innovations in talent acquisition & recruitment strategies to attract high-potential people

Mr. Jonathan Allen Yabut

Winner, Season 1 the Apprentice Asia

Founder & Managing Director, JY Consultancy & Ventures

Former Chief of Staff, AirAsia, Malaysia

10:00 – 10:30	<p>Future Leadership: Developing Next-gen Leaders</p> <ul style="list-style-type: none"> • Talent development roadmap • Build a successful successor • Build an employer of choice <p>Mr. Nguyen Duc Huy <i>General Manager, PepsiCo Foods Vietnam</i></p>
10:30 - 10:50	<p style="text-align: center;">TEABREAK & NETWORKING</p>
10:50 – 11:20	<p>Accelerating Talent for Sustainable Organization</p> <ul style="list-style-type: none"> • Define young talent for future business • How to design Accelerated Talent Development Program • Managing Talent: Do's and Don'ts <p>Dr. Sirilak Meksang <i>Executive HR Consultant and Professional, Thailand</i></p>
11:20– 11:50	<p>Re-designing Organizations during Transformation</p> <ul style="list-style-type: none"> • Change and organizational redesign • How to build a corporate culture and adapt international culture to the local one • How to rebuild and develop employee value propositions for the organization, internal and external • How to execute and overcome challenges in the differences <p>Mr. Nguyen Ngoc Anh Tuan <i>Vice President, Human Resources, Marico South East Asia Corporation</i></p>
11:50 – 13:10	<p style="text-align: center;">LUNCHEON</p>
13:10 – 13:50	<p>Unlocking Your Leadership Pipeline: Develop your High Potential Talent into Transformational Leaders</p> <ul style="list-style-type: none"> • What is high potential talent? Why is it important for organizations to identify their high potential talents? • What makes these high potentials into genuine leaders? Is it the ability to transform results, the organization or the people? • In today's economy where market trends, technology and industries evolve almost every day, it is critical to develop transformational leaders. This session will discuss the key skills transformational leaders need, and explain how you can implement a program to help high potentials to develop these skills. <p>Ms. Mila Pascual <i>Strategic HR Partner, IBM</i></p>

13:50 – 14:20	<p>Talent Management in Organisational Change: Challenges and Solutions</p> <ul style="list-style-type: none"> • Challenges/risks in managing talent during times of change • Integrated talent management framework to manage the Pain and support the Gain • Case studies and solutions <p>Ms. Vo Kim Thoa Executive Coach, Director of Career Transition, Lee Hecht Harrison Vietnam</p>
14:20 - 15:00	<p>Reinforcing High Performance & Retention of Talents with “Motivation & Rewarding Strategies”</p> <ul style="list-style-type: none"> • Balancing talent needs and expectation with rewarding schemes and benefits to drive and motivate talents for performance and retention • Techniques in driving team and talent performance through motivation and rewarding gimmicks e.g. talent campaigns, team rewards etc • Integrating leadership strategies to the talent management through talent recognition and rewarding campaigns • Linking reward system to strategically relevant talent performance outcomes and business objectives <p>Mr. Prakash Balakrishnan Group HR Director, TH Group</p>
15:00 – 15:20	<p>Teabreak & Networking</p>
15:20 - 15:50	<p>Designing and Implementing Corporate Learning and Development Strategy to retain and develop Talent for Organization</p> <ul style="list-style-type: none"> • How important is L&D for talent management, development and retention? • What are the risks if the corporation does or does not have an L&D strategy? • What is the potential cost and ROI of an L&D strategy? • How to build an L&D strategy for organizations and how to implement it effectively? • Case studies from international and Vietnamese companies <p>Dr. Bonnie Milne Centre of Commerce and Management, RMIT University, Vietnam</p>
15:50 - 17:20	<p>Panel Discussion</p>
	<p>Talent Management Strategy and Succession Planning for your Organization: Which Approach Should You Take?</p> <ul style="list-style-type: none"> • How to motivate and reward talent • How to develop an integrated approach for talent management and succession planning for organizational growth • How to identify the right talent • The role of business leaders and HR executives in this strategy • How do the business unit heads and line managers get more involved in leading and executing this strategy? • How to overcome potential silo thinking within your organization <p>Panelist:</p> <ul style="list-style-type: none"> • Mr. Prakash Balakrishnan Group HR Director, TH Group • Mr. Nguyen Ngoc Anh Tuan Vice President, Human Resources, Marico South East Asia Corporation

	<ul style="list-style-type: none"> • Ms. Ha Thi Quynh Tram <i>Managing Director, Oriflame Vietnam</i> • Ms. Dao Le Duyen <i>Head of HR, British American Tobacco Vietnam</i> • Mr. Nguyen Tuan Anh <i>General Director, Grab Vietnam</i> • Ms. Mila Pascual <i>Strategic HR Partner, IBM</i> <p>Moderator: Ms. Huynh Thu Huong, <i>Senior Advisor, Human Capital and Benefits, Gras Savoye Willis Vietnam, Willis Towers Watson</i></p>
17:20	Closing Remarks

DAY 2 (14/10/2016): TRAINING WORKSHOPS

MORNING WORKSHOP	
8:00 – 8:45	Registration
8:45 – 10:15	<p>Optimizing and Enhancing your Talent Acquisition Strategies to Attract, Hire and Retain Talent</p> <ol style="list-style-type: none"> 1. Asia Talent market outlook What are the trends shaping the future of recruitments in Asia? How will these changes your recruitment and training? 2. Best practice sourcing Reliable strategies for identifying and engaging qualified employees and ways to mitigate high costs and talent risks; 3. Employer branding essentials Practical techniques on how to position your company as the employer of choice and succeed in hiring high-quality talent; <p>Facilitated by Mr. Jonathan Allen Yabut <i>Winner, Season 1 the Apprentice Asia</i> <i>Founder & Managing Director, JY Consultancy & Ventures</i> <i>Former Chief of Staff, AirAsia, Malaysia</i></p>
10:15 – 10:30	Teabreak & Networking
10:30 – 12:00	<p>Optimizing and enhancing your Talent Acquisition Strategies to attract, hire and retain Talent (cont.)</p> <ol style="list-style-type: none"> 4. Competent selection process Uncovering the why's and how's of getting the right people, from staffing plan development to failsafe candidate screening; 5. Hiring in the digital age The most advanced technologies for talent search and hiring process; 6. Successful onboarding

	<p>Solutions to the most critical issues surrounding career transition, orientation and skills training.</p> <p>Facilitated by Mr. Jonathan Allen Yabut <i>Winner, Season 1 the Apprentice Asia</i> <i>Founder & Managing Director, JY Consultancy & Ventures</i> <i>Former Chief of Staff, AirAsia, Malaysia</i></p>
12:00	End of Morning Workshop

AFTERNOON WORKSHOP

13:00 – 13:45	Registration
13:45 – 15:15	<p>Metrics in Measuring and Evaluating Talent Management & Leadership Development Strategies for ROI Effectiveness and Business Outcomes</p> <ul style="list-style-type: none"> Aligning talent management and leadership development metrics and performance measurement strategies with business objectives and outcomes Developing a talent performance & leadership development measurement and management framework to evaluate talent & leadership strategies, and aligning it with corporate ROI Designing innovative and effective tools for talent management and evaluating leadership development Benchmarking a talent management & leadership pipeline with talent and leadership market updates from other organizations <p>Facilitated by Dr. Sirilak Meksang <i>Executive HR Consultant and Professional, ThaiLand</i></p>
15:15 – 15:30	Teabreak & Networking
15:30 – 17:00	Metrics in Measuring and Evaluating Talent Management & Leadership Development Strategies for ROI Effectiveness and Business Outcomes (cont.)
17:00	End of Afternoon Workshop