

Preparing for the Return of the Talent War

EARLY BIRD SPECIAL

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▶ 25 February 2010 ▶ 9:00 am-5:00 pm ▶ Hilton Hotel, Singapore



Smriti Krishna
NBC Universal Asia
Pacific
*Vice President -
Human Resources*



Peter Hope
Aviva Asia Pte Ltd
*Director,
Leadership & Talent
& Organisation
Development*



**Mira Gajraj
Mohan**
Watson Wyatt
*Director - Talent
Management
(ASEAN & India)*



June Cho
Symantec
Corporation
Talent Acquisition



**Satish
Venkatachaliah**
Oracle Corporation
*HR Director, Asia
Pacific*



In the ever-changing business landscape attracting, developing and retaining the best talent continues to provide a competitive advantage for all organisations.

Attend **Preparing for the Return of the Talent War** and hear an expert panel of practitioners share how to integrate talent management priorities, realise business outcomes and ensure the future sustainability of your business in 2010.

- ▶ **Identify** ways to address the current and future challenges in sourcing and building talent
- ▶ **Evaluate** whether your recruitment sourcing methods reflect the current times
- ▶ **Establish** the benefits of a 'talent in abundance' plan
- ▶ **Analyse** the role of the Employment Value Proposition
- ▶ **Ensure** sustained performance and engagement during times of change
- ▶ **Gain** tips on how to attract, motivate and retain top talent

ALB

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SINGAPORE



topics include

Retention through loyalty

- » Re-looking at your Employment Value Proposition
- » Building the case to clarify and communicate the employment deal you offer to employees and what you expect from them in return in order to
 - ensure sustained performance during periods of change and uncertainty
 - maintain engagement
 - build credibility of leadership and HR

New ways to revamp and improve your existing recruitment and retention

- » Do your recruitment sourcing methods reflect the nature of your business and current times?
- » How does your employee value proposition help you recruit and retain?

Attracting, motivating and retaining high-potential talent

- » Proactive initiatives to attract & retain talent
- » Creating a culture where people are motivated to contribute

- » Social networks - how to use them to increase productivity and enhance collaboration among high potential talent

Talent Management: overhyped, overwhelming or just plain over it?

Many current approaches to Talent Management create a sense of 'scarcity of resource'. This session addresses these fears and dilemmas and offers some alternative thoughts to building a 'talent in abundance' plan.

- » Is the 'scarcity of talent' fear warranted?
- » Are there other ways to address the current and future challenges of sourcing and building talent?
- » Spotlights on alternative approaches to defining and executing talent strategies
- » Talent in Asia - what do we really mean by 'think global, act regional'?
- » Building 'talent in abundance'



the speakers

NBC Universal Asia Pacific

Smriti Krishna

Vice President - Human Resources

Smriti has very rich experience in HR, of which the last 9 years have been with GE in various HR leadership roles across the globe. She has held global and regional HR responsibilities as well as driven leadership development, staffing and acquisition - integration. Smriti has been recognized for her work on driving leadership-based talent development practices and establishing HR as a strategic and integral part of the organization. She played a key role in building talent pools & conducting leadership assessments for experienced leaders, mid-level high potential leaders and developing emerging talent pipelines from universities.

Watson Wyatt

Mira Gajraj Mohan

Director - Talent Management (ASEAN & India)

Mira has more than 15 years of experience in people development focussing on the areas of competency development, talent management, leadership development, performance management systems and IT. In the area of talent management, Mira has lead teams designing and implementing programmes include, core and leadership competency frameworks, functional competency frameworks, career development frameworks, assessment/development centres, high potential identification and development programmes, succession planning processes, 360 degree interventions, and comprehensive leadership development frameworks.

Aviva Asia Pte Ltd

Peter Hope

Director, Leadership, Talent & Organisation

Development Peter has been involved in shaping organisational change for more than 14 years, nine of

which have been in the financial services and insurance industry with roles in Australia, United Kingdom and Asia. His current role is to focus on growing the company's leadership and talent capability in Asia Pacific to help Aviva fulfill its purpose to create prosperity and peace of mind to 45 million customers worldwide.

Symantec Corporation

June Cho

Director, Talent Acquisition

June has over 23 years industry experience of which 19 years are in the technology area. She is currently with Symantec Corporation as their Director, Talent Acquisition, APac and Japan since Aug 2008. She has spent the last 12 years with Intel Technology Asia Pacific, held different senior management positions from 1996 to July 2008, covering both their sales and marketing, manufacturing operations in Greater Asia with 24000 employees. Her prior HR experiences are in the hotel /property industry.

Oracle Corporation

Satish Venkatachaliah

HR Director, Asia Pacific

Satish Venkatachaliah is a senior human resources professional with over 16 years of extensive experience in leading end-to-end HR function for the IT industry. He has demonstrated expertise in growing organizations, while developing high quality infrastructure for delivery of HR services. Satish has proven competencies in managing global initiatives in complex matrix organizations. He has successfully built and delivered innovative HR practices, leading to companies be chosen as one of the "Best Employers" Satish is recognized as a thought leader in the HR. Satish currently provides strategic HR advise on key people initiatives to the businesses that he supports across the JAPAC region in Oracle Corporation.

Order Form

Registration includes presentations, lunch, networking sessions, refreshments and delegate pack.

REGISTER NOW SAVE \$100

LIMITED SEATS AVAILABLE

Please reserve _____ seat(s) at "Preparing for the Return of the Talent War" on Thursday, 25th February 2010.

- Early Bird Special: S\$595 + GST (For registration and payment received by 5th February 2010)
- Regular Conference Fee: S\$695 + GST (For registration and payment received from 6th February 2010)
- 10% off for group booking of 3 or more

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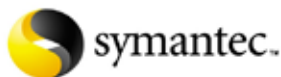
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