DAY 1 / PROGRAMME

20 September 2017 / Wednesday

09:00 – 09:10	**WELCOME AND OPENING**

09:10 – 10:00 **PLENARY SESSION 1: LEADING IN TURBULENT TIMES**

In this keynote address Harish Manwani shares his firsthand insights into the turbulent global context we are operating in. He explores the challenges of populism, emerging threats to globalisation, current geopolitical tensions and the disruptions to established business models. He shares how emerging megatrends - Digitization, Inclusiveness, Sustainability, and Emergence of the Emerging World - are changing the way we do business and how leaders can respond in order to lead their people and themselves through these changing times.

10:00 – 11:00 **PLENARY SESSION 2: A DISRUPTED WORLD – TRUST IN CRISIS**

Iain Twine, Chairman Reputation shares highlights from the 2017 Edelman Trust barometer. This year's barometer shows that trust in business, government and media and in the leaders who run these institutions is declining. Fear and uncertainty is driving a belief that our economic and political systems are no longer working for many. This fear and uncertainty is being fuelled by the rise of an echo chamber which reinforces existing beliefs, closing out alternative perspectives. Given this changing landscape our panel will explore:

- How can business maintain its licence to operate in a climate where expectations of business are far greater than they have been previously
- How should companies think about changing their business operations in light of new realities? Does this changing sentiment create opportunities for global businesses operating in Asia? What are the implications for emerging players in the region?
- How can organisations change and adapt to respond to this new context? What are the implications for leaders and leadership? What role does HR have in ensuring their organisations and leaders are able to respond to this new context?

11:00 – 11:30	**NETWORKING BREAK**

11:30 – 11:45 **PLENARY SESSION 3: ASIAN HUMAN CAPITAL AWARD PRESENTATION AND WINNERS' SHARING**

What differentiates the best organisations from good ones? Their ability to draw the best from their people to address unique business challenges. 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?

2nd Minister for Manpower Mrs. Josephine Teo will award the winners of this year's Asian Human Capital Award. This prestigious award honours innovative and impactful people practices adopted by organisations in the region. Hear from the winners as they share how their practices have helped to transform growth for their organisations.

11:45 – 12:45	**PLENARY SESSION 4: MINISTERIAL DIALOGUE: HR'S ROLE IN TRANSFORMING GROWTH** A dialogue with Singapore 2nd Minister for Manpower, Mrs Josephine Teo, will centre on how Singapore's relentless focus on her most important national resource - human capital - has driven many initiatives to advocate best people practices. At the session, we will: • Reflect on Singapore's place in the region and the world given the disruptive landscape (rising nationalism, collapse of the TPP but rise of RCEP, pace of technological advancement) • The policies, capabilities and mindset needed to navigate this new word • Leadership approach and capability required to operate in this new world • Some key examples of Singapore initiatives that address this
12:45 – 13:45	LUNCH
13:45 – 14:45	**PLENARY SESSION 5: FAST RESEARCH - KEY INSIGHTS TO STIMULATE DEBATE** Hear from different organisations as they share impactful thought-leadership and insights from Asia. Hear highlights from 5 pieces of thought-leadership presented in easily digested, 10 minute blocks.
14:45 – 15:30	**BREAKOUT SESSIONS I: FACING FEAR & UNCERTAINTY** Have your voice heard as we breakout into 5 interactive sessions as we explore and generate insights into: **BREAKOUT SESSION 1A: [ADP] The New World of Work – Preparing for AI and Robotics** This session will assess recent advancements in AI and robotics, and look specifically at the efforts firms are making to both take advantage of these developments, and address the human resource and change management challenges these will bring about. It will also review the findings of a survey which explores business leaders' perspective on such issues: • Which industries or market sectors will be most negatively impacted by increased automation and intelligent machines? Which might be positively transformed and how? • How will leading firms prepare their organizations—their employee skill levels, job profiles and operational models—for the increase in AI-enabled capabilities? • What will a 'blended' human and AI resource management function look like, and how will talent executives expand their roles to manage 'productivity'? **BREAKOUT SESSION 1B: [CIPD] Voice in a Post-Trust World** Our voice is integral to our identity and our values. We often take for granted our right to freely express ourselves (within limits). This experiential session by the CIPD explores how voice is used and abused to shape ideas and opinions. **BREAKOUT SESSION 1C: [HCLI] "Us and Them" - Leading in a Season of Populism** **BREAKOUT SESSION 1D: [KellyOCG] Digital disruption: Your Responsibility as an HR Partner**

Technology is disrupting the way people and work connect, and that disruption creates both opportunities and threats – for our businesses and the communities that we operate in. To be an effective business partner, today's Human Resources leader must be able to understand the implications, and because automation is the area that will have the greatest impact, it is also the area to prioritize. KellyOCG, in conjunction with McKinsey, has completed the research into defining the four labor archetypes and the probability of automation for each role. Taking it further, we have also developed a link assess the compatibility of job types and the training necessary to allow those workers who are likely to be displaced to secure the new skills to move into roles that are less likely to be automated and more likely to increase their personal earning power.

15:30 – 16:00   NETWORKING BREAK, AND MOVEMENT BETWEEN BREAKOUTS

16:00 – 16:45   BREAKOUT SESSIONS II: FACING FEAR & UNCERTAINTY

Choose a second topic to explore from our range of breakout sessions:

DAY 1 BREAKOUT SESSION 2A: [ADP] Leading in a World of Technological Disruption
DAY 1 BREAKOUT SESSION 2B: [CIPD] Voice in a Post-Trust World
DAY 1 BREAKOUT SESSION 2C: [HCLI] Us and Them" - Leading in a Season of Populism
DAY 1 BREAKOUT SESSION 2D: [KellyOCG] Automation, Analytics and Actionable Insights

16:45 – 17:45   PLENARY SESSION 6: NAVIGATING NEW RISKS

When we consider emerging and escalating threats, cybersecurity is one of the key risks on organization radars and recent events serve only to heighten the need to prioritise an organisation's capability to prepare for and respond to cybersecurity threats. Yet 60% of attacks come from inside an organisation. This panel will discuss:

- Perspectives on the rise of cybersecurity threat and the implications in terms of building organization capability to mitigate risks
- the risk from within and the ways organisations can identify disgruntled / mis-informed employees
- how to balance the 'zero trust' lens that security teams promote without impeding productivity, hampering innovation and frustrating users
- implications for recruiting and engaging in the new era of risk

17:45 – 18:00   DAY 1 RECAP

18:00 – 19:00   NETWORKING COCKTAIL RECEPTION

DAY 2 / PROGRAMME

09:00 – 09:10	WELCOME

09:10 – 10:30   **PLENARY SESSION 1: LEADERSHIP & THE NEW PRINCIPLES OF INFLUENCE**

Leaders at every level today confront two stark realities. First, in these fiercely competitive and endlessly turbulent times, they must do more with less. Second, the old-school management techniques we've long relied on to produce results frequently fail. Drawing on a rich trove of social science and cutting-edge practices from organizations around the world best-selling author Dan Pink will demonstrate the new ways leaders are persuading, influencing, and motivating others.

10:30 – 11:00	NETWORKING BREAK

11:00 – 11:30   **PLENARY SESSION 2: TACKLING SOCIAL CHALLENGES FOR INCLUSIVE GROWTH**

For growth to be sustainable it must also be inclusive. Recognising that social issues have become the new disruptor for business Professor Ian Williamson's research explores how organizations can build the culture and capabilities to ensure a fairer society, in which broader society can participate in, creating and sharing prosperity. Learn how effective partnerships between not-for-profit, for profit, philanthropic, and government entities help address key social issues and how the development of effective talent pipelines can enhance organisational and community outcomes

11:30 – 12:15   **PLENARY SESSION 3: PASSIONATE AND PURPOSEFUL BUSINESS**

In this panel discussion hear practical examples of how organisations have leveraged the power of passion and purpose as drivers of change and innovation and as a key to unifying people. Hear how aligning personal purpose and organisation purpose unlocks passion and how being mission-led helps organisations unite during testing times. Learn how organisations are able to do good and also do well and why this is one of the keys to attracting and engaging Millennial talent.

12:15 – 13:15	LUNCH

13:15 – 14:15   **PLENARY SESSION 4: THE POWER OF "AND"**

Considered one of the world's most influential management thinkers, Fons Trompenaars believes that diversity is a powerful catalyst for innovation. Successful leaders have the mindset and ability to see and combine multiple perspectives to unlock innovation. Learn the steps you can take to help

	your organisation balance and reconcile competing values and achieve more innovative and sustainable outcomes.
14:15 – 15:00	**PLENARY SESSION 5: BUILDING NEXT GENERATION ORGANISATIONS** This panel discussion will explore the challenges that organisations are facing - from industry and business model disruption, to digitization, to changing demographics and changing expectations and the implications that has on building a future-ready organization that is relevant to customers and to employees. Our panelists will share the approaches their organisations are taking to build fit for purpose organisations that are ready for the future. They will share how they are rethinking their organization models, building capabilities for the gig economy, and creating work places that balance retreat and collaboration, work and wellbeing and enable partnerships and connections that cross organisation boundaries.
15:00 – 15:30	**PLENARY SESSION 6: AHCA WINNER'S SHARING** What differentiates the best organisations from good ones? Their ability to draw the best from their people to address unique business challenges. 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?
15:30 – 16:15	**BREAKOUT SESSIONS I: BUILDING HOPE & UNITY** Have your voice heard as we breakout into 5 interactive sessions as we discuss and explore: **DAY 2 BREAKOUT SESSION 1A: [IHRP Masters] Building Next Generation HR Functions & Leaders** Singapore's newly established Institute for HR Professionals launched the IHRP certification in July 2017. In this session hear from the inaugural 'Master Professionals" (recognized based on their achievements in strategising and directing the HR management and development agenda, serving as a trusted business partner to C-level stakeholders and active contribution back to the HR community) as they share their career development to date and they ways they continue to build and develop themselves and the HR function they lead. In this session delegates gain a window into the different approaches to successfully building the capabilities required to operate at a best-in-class level **DAY 2 BREAKOUT SESSION 1B: Building a Cohesive Workforce** **DAY 2 BREAKOUT SESSION 1C: Women in Enterprises - Unlocking the Careers of Women@Work** Workplace diversity has preoccupied business leaders and ensuring diversity at work continues to be a top priority for companies today. Of all the different types of diversity needed in the workplace, achieving gender parity in senior management remains the top concern for companies. Yet, despite the best efforts of companies to support the career advancement of women, women continued to be under-represented in senior management. In this session learn about the four underlying reasons that explain why women continue to advance slowly in their careers and the practical solutions that are being implemented to overcome these. **DAY 2 BREAKOUT SESSION 1D: Rebuilding and Embedding Trust In Organisations** Recognised thought leader and researcher in the area of Trust, Prof Veronica Hope Hailey, Vice-President and Dean, School of Management at the University of Bath, will explore what drives trust and the organization practices that embody this, Prof Hope Hailey advocates that if leaders want

	their teams to trust them then they have got to spend more time demonstrating trustworthiness She shares her findings on how to develop trustworthy leaders and the role HR must play in this
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16:30 – 17:15	**BREAKOUT SESSIONS Ii: BUILDING HOPE & UNITY** Choose a second topic to explore from our range of breakout sessions: **DAY 2 BREAKOUT SESSION 2A: Building Next Generation HR Functions & Leaders** **DAY 2 BREAKOUT SESSION 2B: Building a Cohesive Workforce** **DAY 2 BREAKOUT SESSION 2C: Women in Enterprises - Unlocking the Careers of Women@Work** **DAY 2 BREAKOUT SESSION 2D: Rebuilding and Embedding Trust In Organisations**
17:15 – 17:30	CLOSING AND SYNTHESIS BY THEMEWEAVER
17:30 – 18:00	**PLENARY SESSION 7: AS ONE** In our Summit finale we shine a light on having a voice, being understood and building understanding. Performer and advocate Andy Dexterity shifts our focus from our minds to our whole self, finding ways to help us have new conversations that transcend imagined barriers as we move from "Us" versus "Them" to "Us and Them"