

DAY 1 / PROGRAMME

20 September 2017 / Wednesday	
09:00 – 09:10	WELCOME AND OPENING
09:10 – 09:50	<p>PLENARY SESSION 1: LEADING IN TURBULENT TIMES</p> <p>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.</p> <p>SPEAKER: Mr Harish Manwani, Global Executive Advisor, Blackstone; Former COO, Unilever</p>
09:50 – 11:05	<p>PLENARY SESSION 2: A DISRUPTED WORLD – TRUST IN CRISIS</p> <p>Iain Twine, Edelman’s Vice Chairman of Reputation, shares highlights from the 2017 Edelman Trust Barometer. This year’s Trust Barometer shows that trust in the four institutions studied, business, government, media and NGOs, and the leaders who run these institutions is declining. Fear and uncertainty are driving a belief that our economic and political systems are failing us. This fear and uncertainty is further fuelled by the rise of an Echo Chamber which reinforces existing beliefs, closing out alternative perspectives. Given this changing landscape our panel will explore:</p> <ul style="list-style-type: none"> • 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 adapting their business operations to the 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 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? <p>SPEAKERS: Ms Goh Swee Chen, Chairman, Shell Companies in Singapore Mr Bob White, Senior Vice President & President, Medtronic Asia Pacific Mr Steve Okun, Founder & CEO, APAC Advisors Prof Veronica Hope Hailey, University Vice President and Dean of the School of Management, University of Bath</p> <p>MODERATOR: Mr Iain Twine, Vice Chairman, Reputation, Edelman Asia Pacific, Middle East & Africa</p>
11:05 – 11:30	NETWORKING BREAK
11:30 – 12:45	<p>PLENARY SESSION 3</p> <p>Minister in the Prime Minister’s Office and Second Minister for Manpower and Home</p>

	<p>Affairs, Mrs Josephine Teo will address the attendees of the Summit, award the winners of this year's Asian Human Capital Award and will join a panel discussion to discuss Singapore's efforts to develop and grow her most important national resource - human capital.</p> <p>SPEAKER: Mrs Josephine Teo, Minister, Prime Minister's Office & Second Minister for Manpower & Second Minister for Foreign Affairs, Republic of Singapore</p>
12:45 – 13:45	LUNCH
13:45 – 14:45	<p>PLENARY SESSION 4: FAST RESEARCH - KEY INSIGHTS TO STIMULATE DEBATE</p> <p>Hear highlights from 5 pieces of thought-leadership presented in easily digested, 10-minute blocks.</p>
14:45 – 14:50	MOVEMENT TO BREAKOUTS
14:50 – 15:35	<p>DAY 1 BREAKOUT SESSION I: FACING FEAR & UNCERTAINTY</p> <p>Have your voice heard as we break out into five interactive sessions as we explore and generate insights into:</p> <p>DAY 1 BREAKOUT SESSION 1A: [ADP] The New World of Work – Preparing for AI and Robotics</p> <p>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:</p> <ul style="list-style-type: none"> • 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 organisations—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'? <p>DAY 1 BREAKOUT SESSION 1B: [CIPD] Voice in a Post-Trust World</p> <p>Our voice is integral to our identity and our values. We often take for granted our right to express ourselves freely. But recent events in the external world have highlighted what can happen when there are no clear rules around how voice is used. Social media is driving the spread of misinformation and antagonistic views. With voice comes a degree of accountability, but where are the 'acceptable' boundaries of freedom of expression in the workplace?</p> <p>This experiential session by the CIPD explores how voice is used and abused to shape ideas and opinions. What are the implications for organisational practice?</p> <p>DAY 1 BREAKOUT SESSION 1C: [HCLI] "Us and Them": Enable Flourishing to Overcome Fractures</p> <p>Brexit and the US elections signalled a problem that cannot be ignored: there are deep</p>

	<p>fractures in our world today. These fractures present risks to global organisations, potentially impacting strategy, operations, talent development, and HR practices. As global organisations seek to respond to these risks, efforts are likely reactive and piecemeal. Here, HCLI’s latest research, “Us and Them” suggests a more proactive and holistic stance. In this breakout session, participants will understand the eight actions essential to the flourishing of business and people in today’s fractured environment. Participants will also examine company cases, and discuss the application to their own organisation. Finally, the session concludes by unveiling the leadership character needed to initiate and sustain the eight actions. Will participants be such a character?</p> <p>DAY 1 BREAKOUT SESSION 1D: [KellyOCG] Digital disruption: Your Responsibility as an HR Partner</p> <p>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 prioritise. KellyOCG, in conjunction with McKinsey, has completed the research into defining the four labour 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. Step one was proving the approach internally – mission accomplished!</p> <p>Understand the data that is available so that you can be a better internal business partner, learn from our journey, and share your experiences.</p> <p>DAY 1 BREAKOUT SESSION 1E: Rebuilding and Embedding Trust In Organisations</p> <p>Presented by Prof Veronica Hope Hailey, Vice-President and Dean, School of Management at the University of Bath</p> <p>Recognised thought leader and researcher in the area of Trust, Prof Veronica Hope Hailey will explore what drives trust and the organisational 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.</p>
15:35 – 15:55	NETWORKING BREAK, AND MOVEMENT BETWEEN BREAKOUTS
15:55 – 16:40	<p>DAY 1 BREAKOUT SESSION II: FACING FEAR & UNCERTAINTY</p> <p>Choose a second topic to explore from our range of breakout sessions:</p> <p>DAY 1 BREAKOUT SESSION 2A: [ADP] The New World of Work – Preparing for AI and Robotics</p> <p>DAY 1 BREAKOUT SESSION 2B: [CIPD] Voice in a Post-Trust World</p> <p>DAY 1 BREAKOUT SESSION 2C: [HCLI] “Us and Them”: Enable Flourishing to Overcome Fractures</p> <p>DAY 1 BREAKOUT SESSION 2D: [KellyOCG] Digital disruption: Your Responsibility as an HR Partner</p> <p>DAY 1 BREAKOUT SESSION 2E: [Prof VHH] Rebuilding and Embedding Trust In Organisations</p>
16:40 – 16:45	MOVEMENT TO MAIN PLENARY

<p>16:45 – 17:45</p>	<p>PLENARY SESSION 5: NAVIGATING NEW RISKS</p> <p>We are operating in a world where economic uncertainty, geopolitical tensions, societal challenges and disruptive technology are heightening awareness of the risks that businesses face – from cybersecurity threats to operating in high-risk regions, to technological advances that will radically reshape business. In this panel hear:</p> <ul style="list-style-type: none"> • The key risks facing different industries and regions • How companies are responding to specific risks and the implications of this in terms of building an organisational culture and capability to mitigate these risks • How companies How to manage the ‘risk within’ balancing the ‘zero trust’ lens that security teams promote, without disengaging employees, hampering innovation or impeding productivity • How business and HR leaders are embedding practices that help them identify, prevent and manage the risks that can lead to disruption and crisis and build the capabilities and culture to navigate these new risks <p>SPEAKERS: Mr Ling Hai, Co-President, Asia Pacific, Mastercard Mr James Tan, Managing Partner, Quest Ventures Ms Sally Napper, Security Director, Australasia, International SOS and Control Risks</p> <p>MODERATOR: Ms Ju Min Wong, Associate Partner, McKinsey</p>
<p>17:45 – 18:00</p>	<p>DAY 1 RECAP</p>
<p>18:00</p>	<p>NETWORKING COCKTAILS</p>

DAY 2 / PROGRAMME

21 September 2017 / Thursday	
09:00 – 09:10	WELCOME
09:10 – 10:30	<p>PLENARY SESSION 1: LEADERSHIP & THE NEW PRINCIPLES OF INFLUENCE</p> <p>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 organisations around the world best-selling author Dan Pink will demonstrate the new ways leaders are persuading, influencing, and motivating others.</p> <p>SPEAKER: Mr Daniel Pink, Best-Selling Author, <i>To Sell Is Human: The Surprising Truth About Moving Others, Drive</i> and <i>A Whole New Mind</i></p> <p>MODERATOR: Ms Wong Su-Yen, Chief Executive Officer, HCLI</p>
10:30 – 11:00	NETWORKING BREAK
11:00 – 11:30	<p>PLENARY SESSION 2: TACKLING SOCIAL CHALLENGES FOR INCLUSIVE GROWTH</p> <p>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 create and share 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</p> <p>SPEAKER: Prof Ian Williamson, Pro Vice-Chancellor and Dean of Commerce, Victoria Business School</p>
11:30 – 12:15	<p>PLENARY SESSION 3: PASSIONATE AND PURPOSEFUL BUSINESS</p> <p>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 can do good and also do well and why this is one of the keys to attracting and engaging Millennial talent.</p> <p>SPEAKERS: Mr Jorge Osorio, Head of Human Resources, Citi Singapore Mr Sid Das, Global Director, Digital Engagement, WWF Mr Joydeep Bose, President, Global Head of HR, Olam International</p>

	<p>MODERATOR: Prof John Almandoz, Associate Professor of Managing People in Organizations, IESE Business School, University of Navarra</p>
12:15 – 13:15	LUNCH
13:15 – 14:15	<p>PLENARY SESSION 4: THE POWER OF "AND"</p> <p>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.</p> <p>SPEAKER: Mr Fons Trompenaars, Author and Thought Leader</p>
14:15 – 15:00	<p>PLENARY SESSION 5: BUILDING NEXT GENERATION ORGANISATIONS</p> <p>This panel discussion will explore the challenges that organisations are facing - from industry and business model disruption to digitalisation, to changing demographics and changing expectations and their implications on building a future-ready organisation that is relevant to customers and employees. Our panellists 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 organisation models, building capabilities for the gig economy, and creating work places that balance retreat and collaboration, work and well-being and enable partnerships and connections that cross organisation boundaries.</p> <p>SPEAKERS: Mr Varun Bhatia, Chief People & Culture Officer, Air Asia Ms Low Peck Kem, Chief HR Officer, Singapore Public Service Division Mr Peter Andrew, Director, Workplace Strategy, Asia Pacific, CBRE</p> <p>MODERATOR: Shai Ganu, Managing Director; Talent & Rewards Business, ASEAN & South Asia, Willis Towers Watson</p>
15:00 – 15:30	<p>PLENARY SESSION 6: AHCA WINNER’S SHARING</p> <p>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?</p>
15:30 – 15:40	MOVEMENT TO BREAKOUTS
15:40 – 17:10	<p>DAY 2 BREAKOUT SESSION I: BUILDING HOPE & UNITY</p> <p>Have your voice heard as we break out into four interactive sessions as we explore and generate insights into:</p> <p>DAY 2 BREAKOUT SESSION 1A: [IHRP Masters] Building Next Generation HR Functions & Leaders</p> <p>Singapore’s newly established Institute for HR Professionals launched the IHRP certification in July 2017. In this session, hear from the inaugural ‘Master Professionals’</p>

who have been recognised based on their achievements in pushing the strategic HR agenda, serving as trusted business partners to C-level stakeholders, and their active contribution back to the HR community. The 'Masters' will share their career development to date and the 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: [NIC] Building a Cohesive Workforce

The National Integration Council (NIC) coordinates and drives integration efforts through the partnership of the people, private, and public sectors, to build a cohesive and harmonious home for all.

A diverse workforce that is well-managed brings about better business performance, innovation and higher employee engagement. In this session global thought leader and author in cross-cultural communication Dr Fons Trompenaars, will share and explore common cultural differences and dilemmas, and strategies to resolve these. Ms Rachel Ong is the Founder and CEO of ROHEI, a learning and development consultancy committed to inspiring hope, joy, courage and purpose in the global workforce. She will share best practices in managing culturally diverse or multi-national workforces.

DAY 2 BREAKOUT SESSION 1C: [HCLI] 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. In spite of the best efforts of companies to support the career advancement of women, women continue 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: [BTS] Effective Leadership in a VUCA World

How do business and HR leaders effectively make decisions in a volatile world? What are the challenges they face when implementing critical initiatives and how do they influence and build the trust they need? In this session, you and your team members will take the helm of a senior executives in a simulated company, make decisions around implementing a key initiative in a VUCA environment, and see the impact on your stakeholders and the company's results. Last but not of least importance, will your team win?

Join us for a hands-on and fun-filled experience that will allow you to gain new insights about influencing and driving results in our rapidly changing business environment.

17:10 – 17:15	MOVEMENT TO MAIN PLENARY
17:15 – 17:30	CLOSING AND SYNTHESIS BY THEMWEAVER
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”

SPEAKER:

Mr Andy Dexterity, Ambassador for the Deaf, Australia; Performer
